

Report



Cabinet Member for Education & Young People

Part 1

Date: 8 February 2017

Item No:

Subject Malpas Church in Wales Infant & Malpas Church in Wales Junior Schools – move to publication of statutory notice

Purpose To move to the Joint publication of a Statutory Notice on the following reorganisation proposal. “The Governing Body of Malpas Church in Wales Junior School proposes to **extend the age-range of Malpas Church in Wales Junior School from 7-11 to 4-11 with effect from 1st September 2017**. To enable a new all-through 4-11 primary school to be established on the site from September 2017. As a consequence, Newport City Council is proposing **Malpas Church in Wales Infant School be discontinued on 31st August 2017.**”

Author Amanda B Davies, Assistant Head of Education (Resources & Planning)

Ward Malpas

Summary Joint formal consultation has been carried out on the following proposal. “The Governing Body of Malpas Church in Wales Junior School proposes to **extend the age-range of Malpas Church in Wales Junior School from 7-11 to 4-11 with effect from 1st September 2017**. To enable a new all-through 4-11 primary school to be established on the site from September 2017. As a consequence, Newport City Council is proposing **Malpas Church in Wales Infant School be discontinued on 31st August 2017.**”

The Joint formal consultation process was carried out during the period 29th November 2016 to 15th January 2017 and a “Joint Consultation Report” is attached, which describes the findings in some detail this has also been published on the Council web site. This report references those findings and makes a recommendation to move to the Joint publication of a statutory notice in respect of this proposal. During that statutory notice period legal objections can be set by any consultee, which would need to be considered before any final determination is taken.

Proposal To move to the Joint publication of a statutory notice for 28 days in respect of the following proposal. “The Governing Body of Malpas Church in Wales Junior School proposes to **extend the age-range of Malpas Church in Wales Junior School from 7-11 to 4-11 with effect from 1st September 2017**. To enable a new all-through 4-11 primary school to be established on the site from September 2017. As a consequence, Newport City Council is proposing **Malpas Church in Wales Infant School be discontinued on 31st August 2017.**”

Action by Chief Education Officer

Timetable Immediate

This report was prepared after consultation with:

- Strategic Director - People
- Deputy Chief Education Officer
- Director of Education, Monmouth Diocesan Trust
- Senior Human Resources Business Partner
- Senior Finance Business Partner
- Headteacher and Chair of Malpas Church in Wales Junior School
- Acting Headteacher and Chair of Malpas Church in Wales Infant School
- Chair of the EYDCP
- Education Service Development Manager
- Early Years & Integration Business Manager
- School Admissions Manager

Signed

Background

Following a Joint formal consultation period from the 29th November 2016 to 15th January 2017, it was appropriate to publish a “Joint Consultation Report” on the findings and after full consideration of the findings to take a decision whether or not to move to the next stage of the statutory consultation process. In this case it is to jointly publish a statutory notice.

A copy of the “Joint Consultation Report” is attached at Appendix 1, the following is a synopsis.

Formal Consultation Findings:

Consultation Responses

8 consultation responses were received from stakeholders, including one from the Director of Education of the Monmouth Diocesan Trust. Seven of the respondents were in support of the proposal (87.5%). The eighth response did not answer either “yes” or “no” to this question.

The questions raised and comments received during the consultation period were responded to via *Frequently Asked Questions* published on the Council website. These latest *Frequently Asked Questions* are included within this report.

Estyn

The formal response from Estyn concluded that “the proposal is likely to at least maintain the current standards of education in the area”. The following comments were also made within the response:

- The proposers have given a clear rationale for the proposed expected benefits when compared with the status quo in relation to effective use of resources, continuity and progression in pupils’ learning and improved parental engagement;
- The proposers note appropriately the advantages of the proposal, which include easier transition arrangements from the Foundation Phase to Key Stage 2, efficient and effective use of resources, the continuity and progression in pupils’ learning and improved parental and community engagement;
- The proposers have identified suitably the disadvantages to the current proposal, noted the risks associated with the amalgamation and considered counter measures appropriately;
- The proposers have considered appropriately the outcomes of the most recent Estyn inspection reports and school categorisation in relation to the National School Categorisation system on the quality of leadership and pupil outcomes for both schools;
- The proposal notes that amalgamation of the two schools should help support pupil progress by improving continuity and progression both in terms of curriculum and pastoral experiences. It is likely that the proposal should result in pupil outcomes that are at least as good as those at present; provision that is at least as good as current provision; and stable leadership.

However, whilst an equality impact assessment has been undertaken which considers the impact of the proposal on a very few vulnerable groups, it does not refer to the effect of the amalgamation on other groups including those with a disability.

The Council response to Estyn notes that an updated Fairness and Equality Impact Assessment is prepared at each separate decision making stage within the reorganisation proposal, and it is routine for those areas where there is no measure to impact or comment upon are left blank.

Learner Voice Survey

An officer from the Council met with a group of 23 pupils from across the two schools during the consultation period, the questions and answers are recorded in the Consultation Report attached at Appendix 1. A Pupil Questionnaire was also discussed with the 23 children who took part in this session. Copies of the questionnaire were also shared with the two schools. The following responses were received:

- 91% of respondents felt that having one school instead of two was a good idea;
- Reasons for this included being able to see your brothers, sisters and friends during the school day, making new friends and supporting an extension of the buddy system to allow older children to be good role models for the younger children;
- However against this they noted that the outdoor areas would need to be a safe environment to ensure that the younger children were not hurt or knocked over by the older pupils during play times;
- 78% of the respondents thought that reducing the maximum pupil number by 4 was a bad idea as it could cause problems if children had to go to other schools, and also that some classes would contain more children than other classes.

Financial Summary

CAPITAL:

There are no capital costs to be incurred through the publication of a statutory notice, and no capital costs incurred in implementing this proposal.

REVENUE:

In the event of amalgamation of the Infant and Junior school, savings should be generated with regard to employee related costs as a result of leadership and administration and as a result a lump sum payment will be lost to the school, as both prior schools will have received a lump sum payment. Based on the current LMS formula an amalgamated school will generate the same amount of Age Weighted Pupil Unit funding. There will however be a reduction relating to the formula lump sum paid reflecting an overall saving to the authority of £47,262 per annum, this will be re-distributed within the schools budget via the funding formula across all schools. This will be available in the financial year following formal amalgamation.

Under the authority's formula distribution, a lump sum payment (currently £35,000) is made available to all new and amalgamating schools in the first financial year of opening, and will be paid from within current overall school budgets. Any costs of redundancies as a result of the process would be met by the authority.

This amalgamation process is being taken forward by extending the age range of one school to become the new all-through primary and closing all other schools within the proposal group, therefore the following actions will take place. On amalgamation, the balance of the school to be extended will be retained by the new all-through primary and all other balances (surplus or deficit) are passed back to the Education Service and not allocated against the amalgamated primary school budget. The budget of the new school will have financial adjustments to fall in line with typical budgets for that size school.

	Year 1 (Current) £	Year 2 £	Year 3 £	Ongoing £	Notes including budgets heads affected
Costs (Income)	0	0	0		
Net Costs (Savings)	0	-£12k	-£35k	-£47k	
Net Impact on Budget	0	-£12k	-£35k	-£47k	

Risks

Risk	Impact of Risk if it occurs* (H/M/L)	Probability of risk occurring (H/M/L)	What is the Council doing or what has it done to avoid the risk or reduce its effect	Who is responsible for dealing with the risk?
Failure to move to Joint publication of a statutory notice	L	L	This risk has been mitigated by carrying out a full and public statutory consultation process, which included a 42 day Joint formal consultation before moving to Joint publication of the statutory notice for 28 days	Chief Education Officer / Chair of Junior GB

Links to Council Policies and Priorities

Council Improvement Plan

Education Service Plan

21CS Strategic Outline Plan

National Implementation Plan for 3 – 16 Education

Options Available

Option 1: alongside the Junior School Governors to move to the Joint publication of a statutory notice for 28 days, which is the next stage in the statutory consultation process and continues to allow for consultees to have their say and set legal objections against the proposal.

Option 2: not to move to the Joint publication of a statutory notice, but to cease the proposal after the formal consultation period, this would mean not concluding the full statutory consultation process in order to take the decision to amalgamate the schools.

Preferred Option and Why

Option 1 is preferred as it takes the next stage in the full statutory consultation process on a joint basis and allows all consultees to fully consider the joint proposal during an additional 28 day period before taking any final determination on the proposal.

Comments of Chief Financial Officer

There are associated financial consequences associated with any re-organisation proposal. These have been set out within the report.

In essence the new school will only receive one lump sum payment from the formula funding for schools allocation, however it will receive a start-up allocation of £35,000, as any accumulated surpluses/deficits automatically defer back to the local authority Education Service under the scheme of financing.

The effect on the current Council overall schools budget has already been planned for within the current medium term revenue plan, as has other current planned re-organisation plans where known.

With regard to any redundancy costs that may arise from any school staff restructuring that takes place as a result of the amalgamation, then these costs would fall directly to the local authority as the amalgamation has taken place as a local authority initiative. The local authority currently holds a budget to cater for any costs arising from such re-organisation proposals

Comments of Monitoring Officer

The proposed action is in accordance with the statutory school reorganisation procedures set out in the School Standards and Organisation (Wales) Act 2013 and the School Organisation Code. The proposal to extend the age range of the Malpas Church in Wales Junior Schools and, as a consequence, to close

the Infant School is a regulated alteration and, therefore, has to be the subject of formal statutory consultation under the Code. The proposal to extend the age range of this voluntary Junior school has been published by the School Governing Body and the consequent proposal to discontinue the Infant school has been previously agreed, in principle, by the Cabinet Member and published by the Council, as education authority. Both linked proposals have been formally published and subjected to formal consultation in accordance with statutory procedures and meaningful consultation the has been carried out with key stakeholders, including children and young people, who are likely to be affected by the changes. The consultation responses are attached to the Report and are largely supportive of the proposals. The Governing Body and the Cabinet Member will now need to consider these representations and decide whether or not to proceed with the relevant statutory notice. If the decisions are taken to proceed, then the proposal will need to be jointly published by way of formal statutory notice and a period of 28 days (including, at least, 15 school days) must be allowed for statutory objections. If there are no objections, then the final decision on behalf of the education authority can be taken by the Cabinet Member but, if there are any unresolved statutory objections, then the final decision will be referred to full Cabinet. Any decision by the Cabinet Member or Cabinet in due course to discontinue the existing Infants school would be in consequence of, and conditional upon, approval of the Governing Body proposals to increase the age range of the junior school.

Comments of Head of People and Business Change

As noted in the report aspects of the sustainable development principle of the Well-being of Future Generations (Wales) Act have been considered in the decision making process.

As required a Fairness and Equality Impact Assessments (FEIA) has been completed and is attached.

From an HR perspective, depending on the budget and structure there are likely to be Human Resources implications as a result of the proposed extension of Malpas Juniors and proposed closure of Malpas Infants, should this be the decision following the statutory notice period. However, it is anticipated that, as happened with previous amalgamations in Newport, the Governing Body of Malpas Juniors may agree to ringfence its recruitment to staff currently employed at Malpas Infant School. It should be noted that, following a change to the Staffing of Maintained Schools (Wales) Regulations in 2010, the Governing Body may also choose to ring-fence recruitment of any Deputy Headteacher post/s as appropriate.

If there are any potential staffing reductions as a result of the proposed extension then these will need to be dealt with in accordance with the Schools' Job Security Policies. The City Council would work to redeploy staff to other vacancies within Newport schools or elsewhere in the City Council, where possible. The City Council will also need to ensure that the schools and their staff receive appropriate support and advice from the authority under the terms of their Service Level Agreements during the amalgamation process.

Local issues

Ward Member comments from the Malpas Ward were invited.

Scrutiny Committees

None

Equalities Impact Assessment and the Equalities Act 2010

The Equality Act 2010 contains a Public Sector Equality Duty which came into force on 06 April 2011. The Act identifies a number of 'protected characteristics', namely age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation; marriage and civil partnership. The new single duty aims to integrate consideration of equality and good relations into the regular business of public authorities. Compliance with the duty is a legal obligation and is intended to result in better informed decision-making and policy development and services that are more effective for users. In exercising its functions, the Council must have due regard to the need to: eliminate unlawful discrimination, harassment, victimisation and other conduct that is prohibited by the Act; advance equality of opportunity between persons who share a protected characteristic and those who do not; and

foster good relations between persons who share a protected characteristic and those who do not. The Act is not overly prescriptive about the approach a public authority should take to ensure due regard, although it does set out that due regard to advancing equality involves: removing or minimising disadvantages suffered by people due to their protected characteristics; taking steps to meet the needs of people from protected groups where these differ from the need of other people; and encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

An updated Fairness & Equality Impact Assessment is attached at Appendix 2.

Children and Families (Wales) Measure

Although no targeted consultation takes place specifically aimed at children and young people, consultation on planning applications and appeals is open to all of our citizens regardless of their age. Depending on the scale of the proposed development, applications are publicised via letters to neighbouring occupiers, site notices, press notices and/or social media. People replying to consultations are not required to provide their age or any other personal data, and therefore this data is not held or recorded in any way, and responses are not separated out by age.

Wellbeing of Future Generations (Wales) Act 2015

Report writers need to indicate how they have considered the five things public bodies need to think about to show they have applied the sustainable development principle put into place by the Act. You will need to demonstrate you have considered the following:

- Long term: the importance of balancing short- term needs with the need to safeguard the ability to also meet long – term needs **by supporting a seamless pathway for education from 4 – 11**
- Prevention: How acting to prevent problems occurring or getting worse may help us meet our objectives **by the consolidation of a 4 – 11 school provides stability for education and employment**
- Integration: Consider how the proposals will impact on our wellbeing objectives, our wellbeing goals, other objectives or those of other public bodies. **This proposal meets a number of the well-being goals and will have no adverse effect on the others or any other organisation**
- Collaboration: have you considered how acting in collaboration with any other person or any other part of our organisation could help meet our wellbeing objectives **full statutory consultation has been supported by an FEIA at each decision stage**
- Involvement: The importance of involving people with an interest in achieving the wellbeing goals, and ensuring that those people reflect the diversity of the City we serve **full statutory consultation has been supported by an FEIA at each decision stage**

Crime and Disorder Act 1998

Section 17(1) of the Crime and Disorder Act 1998 imposes a duty on the Local Authority to exercise its various functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent, crime and disorder in its area.

Consultation

Comments received from wider consultation, including comments from elected members, are detailed in each application report in the attached schedule.

Background Papers

None

Dated: 8 February 2017

Appendix 1: Joint Consultation Report

Appendix 2: Updated Fairness & Equality Impact Assessment

Newport City Council and the Governing Body of Malpas Church in Wales Junior School Joint Consultation Report

Joint proposal to amalgamate Malpas Church in Wales Infant School and Malpas Church in Wales Junior School from September 2017

**Formal Consultation period:
29th November 2016 to 15th January 2017**

Purpose

This report is published in line with the requirements of the School Standards and Organisation (Wales) Act 2013 and the School Organisation Code, July 2013.

This consultation report includes the following sections:

- The Proposal
- Stakeholder Engagement
- Everyday Summary Version – Children & Young People
- Consultation Responses
- Estyn
- Learner Voice
- Frequently Asked Questions
- Copy of the Pupil Questionnaire (at Appendix A)

The Proposal

This is a joint proposal put forward by the Governing Body of Malpas Church in Wales Junior School together with Newport City Council.

The Governing Body of Malpas Church in Wales Junior School proposes to extend the age-range of Malpas Church in Wales Junior School from 7-11 to 4-11. As a consequence, the Council is proposing that Malpas Church in Wales Infant School is discontinued on 31st August 2017.

This will enable the establishment of a single all-through Voluntary Controlled Church in Wales Primary School to accommodate children aged between 4 and 11 years from September 2017.

Stakeholder Engagement

An invitation to take part in the statutory consultation was issued to the following stakeholders, with a link to the consultation pack on the Council's website sent by e-mail, and hard copies being made available through the Council and the two schools named in the joint proposal:

- Teachers, staff and the governing body of Malpas Church in Wales Infant School and Malpas Church in Wales Junior School;
- Parents, carers and guardians of pupils attending Malpas Church in Wales Infant School and Malpas Church in Wales Junior School;
- Pupils at Malpas Church in Wales Infant School and Malpas Church in Wales Junior School;
- The Director of Education, Monmouth Diocesan Trust;
- The Director of Education, Roman Catholic Archdiocese;
- The Headteachers and Governing Bodies of all other schools within the Newport High School cluster, ie., Newport High School, Crindau Primary School, Kimberley Nursery School, Malpas Court Primary School, Malpas Park Primary School, Millbrook Primary School and Monnow Primary School;
- All Newport City Council elected members;

- The Welsh Ministers;
- Assembly Members (AMs) and Members of Parliament (MPs) representing the area served by the schools subject to the proposals;
- Estyn;
- The South East Wales Education Achievement Service;
- The regional Transport Consortium;
- Teaching and staff trade unions representing teachers and staff at Malpas Church in Wales Infant School and Malpas Church in Wales Junior School;
- The Police and Crime Commissioner for Gwent;
- The local Communities First partnership (or equivalent).

Two consultation events were arranged as outlined overleaf. These were publicised via a letter to stakeholders, on the Council website and through the consultation document.

Venue	Date and Time	Event type
Committee Room 4, Civic Centre, Newport, NP20 4UR	Monday 5 th December 2016 3.30pm – 5.00pm	Drop-in event
Committee Room 1, Civic Centre, Newport, NP20 4UR	Thursday 8 th December 2016 9.00am – 10.30am	Drop-in event

Everyday Summary Version – Children & Young People

An Everyday Summary Version of the main consultation document was published and shared with stakeholders. This document was also targeted at children and young people.

An officer from the Council also met with a group of children from across the two schools to discuss the joint proposal and gain the views of the pupils. A summary of the comments received is outlined in the Learner Voice section.

In addition a children’s questionnaire was created and shared with these schools for distribution amongst pupils. A copy of the questionnaire is shown at Appendix A.

Consultation Responses

8 consultation responses were received from stakeholders, including one from the Director of Education of the Monmouth Diocesan Trust. Seven of the respondents were in support of the proposal (87.5%).

The eighth response did not answer either “yes” or “no” to this question.

The questions raised and comments received during the consultation period were responded to via *Frequently Asked Questions* published on the Council website. These latest *Frequently Asked Questions* are included within this report.

Estyn

The formal response from Estyn concluded that “the proposal is likely to at least maintain the current standards of education in the area”.

The following comments were also made within the response:

- The proposers have given a clear rationale for the proposed expected benefits when compared with the status quo in relation to effective use of resources, continuity and progression in pupils’ learning and improved parental engagement;
- The proposers note appropriately the advantages of the proposal, which include easier transition arrangements from the Foundation Phase to Key Stage 2, efficient and effective use of resources, the continuity and progression in pupils’ learning and improved parental and community engagement;
- The proposers have identified suitably the disadvantages to the current proposal, noted the risks associated with the amalgamation and considered counter measures appropriately;

- The proposers have considered appropriately the outcomes of the most recent Estyn inspection reports and school categorisation in relation to the National School Categorisation system on the quality of leadership and pupil outcomes for both schools;
- The proposal notes that amalgamation of the two schools should help support pupil progress by improving continuity and progression both in terms of curriculum and pastoral experiences. It is likely that the proposal should result in pupil outcomes that are at least as good as those at present; provision that is at least as good as current provision; and stable leadership.

However, whilst an equality impact assessment has been undertaken which considers the impact of the proposal on a very few vulnerable groups, it does not refer to the effect of the amalgamation on other groups including those with a disability.

The Council's response is that an updated Fairness and Equality Impact Assessment is prepared at each separate stage within the reorganisation proposal, and it is routine for those areas where there is no measure to impact or comment upon are left blank.

Learner Voice

An officer from the Council met with a group of 23 pupils from across the two schools during the consultation period. The following questions were raised by the pupils:

Question	Response
<i>Will there be one or two Deputy Headteachers at the new primary school?</i>	This will be decided by the Governing Body and the Headteacher once the proposal is approved.
<i>How many classes will there be at the new primary school?</i>	There will be no change to the current number of classes. Currently there are 6 classes in the Infant School and 8 classes in the Junior School. If this proposal is approved, the new primary school will open with 14 classes.
<i>How many children will be able to attend the new school?</i>	Currently the Infant and Junior schools are able to accommodate a combined total of 382 pupils. The new primary school will have capacity for a total of 378 pupils. The revised published admission number of 54 will be applied for all new admission applications from September 2017. Children currently attending either school will not be affected.
<i>Will the canteen be moved?</i>	The proposal does not include any building works on the current school site.
<i>Will Infant children go to Junior Assemblies and will Junior children go to Infant Assemblies?</i>	This will be a decision for the Headteacher but it is possible that there will be some shared School Assemblies, especially to support transition for children moving from Foundation Phase to Key Stage 2.
<i>Will Infant and Junior children have the same Sports Day?</i>	This will be decided by the Headteacher.
<i>Will there be any building work before the new primary school is opened?</i>	The proposal does not include any building works on the current school site.
<i>What will happen to the outdoor play areas and the field?</i>	The use of the outdoor play areas will be decided by the Headteacher, although she will take the views of pupils

	into consideration in doing this.
<i>If the canteen was knocked down, would pupils have to stay off school?</i>	The proposal does not include any building works on the current school site. However if building works were carried out in the future, the site would be made secure to enable all pupils to attend school safely.
<i>Will the Infant children be placed in Houses for Sports Competitions etc?</i>	This will be decided by the Headteacher, although she will want to take the views of the pupils into consideration in doing this.
<i>Will the Infant children be allocated Computer Buddies?</i>	This will be decided by the Headteacher, although she will want to take the views of the pupils into consideration in doing this.
<i>Will Year 4 children be able to play with Year 5 and Year 6 children in the yard?</i>	This will be decided by the Headteacher, and although she will want to take the views of the pupils into consideration in doing this, any changes would have to be made with the safety of all children in mind.
<i>Where will the Flu Jab take place?</i>	This will be decided by the Headteacher to ensure that as few children as possible are disrupted.
<i>Will the Infant and Junior children go to Church together?</i>	The Church isn't big enough to accommodate all children together regularly but the Headteacher will make efforts to achieve this where possible.
<i>Will the whole school share the shed?</i>	This will be decided by the Headteacher.
<i>Will the primary school have a new logo?</i>	This will be decided by the Governing Body and the Headteacher once the proposal is approved but it is likely that they will want to involve the pupils in this.
<i>Will the Infant Children be able to take part in the annual Fun Day?</i>	Yes it is intended that all children will be able to take part.
<i>Will the Infant and Junior children go to the same disco?</i>	No it is likely that there will still be separate discos on the same day.
<i>Will the new school offer After School Clubs?</i>	This will be decided by the Headteacher, although she will want to take the views of the pupils into consideration in doing this.

The Pupil Questionnaire (Appendix A) was also discussed with the 23 children who took part in this session. Copies of the questionnaire were also shared with the two schools. The following responses were received:

- 91% of respondents felt that having one school instead of two was a good idea;
- Reasons for this included being able to see your brothers, sisters and friends during the school day, making new friends and supporting an extension of the buddy system to allow older children to be good role models for the younger children;
- However against this they noted that the outdoor areas would need to be a safe environment to ensure that the younger children were not hurt or knocked over by the older pupils during play times;

- 78% of the respondents thought that reducing the maximum pupil number by 4 was a bad idea as it could cause problems if children had to go to other schools, and also that some classes would contain more children than other classes.

Frequently Asked Questions

Following the issue of the consultation document, a set of Frequently Asked Questions has been drafted and published on the Council website. The latest version is as follows:

The consultation document makes reference to the Council, the Monmouth Diocesan Trust and the two Governing Bodies maintaining a joint aspiration to establish a nursery class at the amalgamated primary school. When is this likely to take place?

There is no proposal to establish a nursery class.

You make reference to the new primary school having access to £35,000 to support the amalgamation. Could this be used to support building work?

No, the £35,000 is a maximum figure which will be used to meet any revenue costs specifically arising from the amalgamation. It cannot be used to support capital projects.

Is there space on the current MCIW site for an extension to provide a nursery class?

The site is extensive but there is no proposal to establish a nursery.

Isn't the Council's policy for 3-11 education to be provided on all school sites?

Yes, wherever possible as and when circumstances and opportunities arise.

If the amalgamated school opened a nursery class, what would be the impact on Kimberley Nursery School?

There is no proposal to establish a nursery class at this school.

Can voluntary schools be included in "21st Century Schools" funding bids?

Yes.

What is being included in the Council's Band B bid?

This has not yet been determined.

I am unsure as to whether or not I am in support of the proposal. How should I respond?

The consultation response pro-forma offers the opportunity to answer either "yes" or "no" as to whether you are in support of the proposal. There is additional space for any comments to be made and concerns to be highlighted.

How will the management team of the merged school be structured?

The staffing structure for the new primary school will be agreed by the governing body in consultation with the Headteacher. In doing so, good practice across both of the current sites will be explored to ensure that the primary school is established and operates in the most efficient and effective manner possible. The Local Authority has a strong and successful history of supporting amalgamated schools. Indeed Malpas Church in Wales Infant School and Malpas Church in Wales Junior School are currently one of only three remaining paired Infant and Junior Schools across the City.

How will the governing body of the junior school be "extended"?

Some individuals currently sit on the governing bodies of both schools and therefore there is already some shared expertise, experience and knowledge. The governing body of the new primary school will also increase in size when compared with the current separate governing bodies, thus allowing new individuals to join. These may or may not include people who currently sit on the infant governing body only.

What plans have been put in place to ensure that the quality and effectiveness of teaching and learning are not impacted by the reduction in funding that the merged school will receive?

The reduction in lump sum funding will be accounted for in part through economies of scale which arise when one school is established in place of two, for example in relation to the post of Headteacher

How will a nursery class be created and has the impact on Kimberley Nursery been considered?

This is not a proposal to establish a nursery class at the school.

Is the school fit for purpose in operating as one through school? The latest school condition survey was undertaken in 2010. Will this be reviewed with a reconsideration of capital works for the primary school site?

The operational management of the school is the responsibility of the governing body of the new primary school. Members are aware that there is no capital financing to support this amalgamation. Newport Norse is the property services delivery partner for Newport City Council and as such carries out condition reviews on all Council assets as and when required.

How will staff be supported through this period of instability?

If this proposal receives final approval, the governing body and Headteacher will agree a staffing structure for the new school. The HR Business Partner allocated to the school will work with all affected staff, and will ensure that any potential staffing reductions are dealt with in accordance with the Council's Job Security Policy. This process will be finalised in as timely a manner as possible to ease any instability that arises.

In accordance with the School Organisation Code (2013) this report is published electronically on Newport City Council's website at www.newport.gov.uk. To request a hard (paper) copy of this document please contact Newport City Council's Education Service Development Manager on 01633 656656 or email school.reorg@newport.gov.uk



Amalgamation of Malpas Church in Wales Infant School and Malpas Church in Wales Junior School

Together with the governing body of the junior school, the Council wants to join Malpas Church in Wales Infant School and Malpas Church in Wales Junior School together to make a new primary school. We want to know what you think about this plan.

1. Do you think having one school instead of two is a good idea?



No



Don't know



Yes

2. What do you think will be good about having one school instead of two?

3. Can you think of any reasons why we shouldn't do this?

4. The new school will be able to take slightly less children in total than at present (378 instead of 382). Do you think this is a good or bad idea?



Bad idea



Don't know



Good idea

5. Why do you think this?

6. Is there anything else you would like to tell us about our plan?

Thank you for taking the time to tell us what you think!

Fairness and Equalities Impact Assessments F&EIAs (2015)

APPENDIX 2

This form presents evidence that equalities, Welsh language and fairness have been considered when taking policy and service delivery decisions in Newport City Council.

Our Equalities focus is taken from the Equalities Act 2010: we consider the nine protected equalities characteristics- age, gender reassignment, disability, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation.

Under the General Equality Duty we have a duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity and
- Foster good relations

across the nine protected characteristics.

Under the Welsh Language Measure 2011 the Welsh language cannot be treated any less favourably than the English language

In Newport we focus on Fairness through the following themes: Health, Poverty, Skills and Work, Domestic Abuse and Tackling Area Based Deprivation.

Service Area	Head of Service	Person responsible for the Assessment:	Date of Assessment
Education	James Harris	Amanda B Davies	January 2017

1. What is the policy/ service being assessed?

To jointly publish a statutory notice on the proposal to extend the age range of Malpas Church in Wales Junior School from 7 – 11 to 4 – 11 and to discontinue the Malpas Church in Wales Infant School on the 31st August 2017. Publication of the proposal is by Statutory Notice for 28 days.

2. What is the purpose of the policy/ service change?

To provide education within a seamless transition from 4 – 11 for pupils currently attending the current schools, on the same site.

3. Protected Characteristics

Protected Characteristic	Who are the customers/service users/ potential service users?	If we take this decision what is the potential impact? The impact may be either positive or negative Explain how people may be affected and give the evidence for this	Action Plan to address issues raised What changes or practical measures would reduce adverse impact on particular groups. What changes would increase positive impacts e.g. improve access or opportunity May be revisited post consultation	Who is responsible?	Timeframe to review
Age	School aged children Parents / Carers	The expected impact of the proposal is to provide education within a seamless transition for primary school within the current site basis.			
Gender reassignment					
Disability					
Marriage/Civil Partnership					
Pregnancy and Maternity	Prospective parents	The availability of places at this all-through primary school will be positive for prospective parents.			
Race					

Religion/belief (or the absence of)					
Sex					
Sexual Orientation					
Welsh language	No – the proposal concerns English language provision	The decision will not affect Welsh-medium education provision; the Welsh language elements of the curriculum will apply to the new primary school for pupils in line with provision across the city		Chief Education Officer	

4. Who has the service consulted regarding the proposed change? When should new consultation take place?

NB: It is essential that service users and other interested parties are involved in the planning process at the earliest opportunity. Consultation at an initial stage should be along broad themes. It is appropriate to ask what services are valued, how services could be changed and or what could be done differently. This feedback should then inform your business case proposals and the F&EIA. When specific proposals have been drawn up, they too will need to be consulted upon. All stakeholders and their views need to be represented.

This is a joint proposal by the Governing Body of Malpas Church in Wales Junior School and the Cabinet Member for Education & Young People, Newport City Council.

Both parties must take forward the publication of separate Statutory Notices for a period of 28 days, this follows a 42 day period of formal statutory consultation with identified stakeholders including local and regional providers, pupils, parents, carers and staff in respect of the Special sector of education, Community councils, neighbouring Local Authorities, education professionals, Welsh Ministers.

5. What evidence/ data has been used to complete this F&EIA (This will include local and national guidance)

Publication of a statutory notice will be carried out in accordance with the School Standards and Organisation (Wales) Act 2013, and the Statutory Code, 2013.

6. How will the relevant groups be advised of the changes and the F&EIA?

Publication of statutory notices on the internet and at school gates.

7 How will the policy/ practice make Newport more or less fair in relation to:

- Health Inequalities
- Child Poverty
- Skills and Work
- Tackling Domestic Violence
- Alcohol and Substance misuse
- Homelessness
- Armed Forces Veterans

Improved equality of access – seamless transition through the school for ages 4 – 11

8. How will the service / policy affect local areas of the city?

Will it have a positive or negative impact in terms of fairness and addressing local area deprivation (you will need to use spatial data available through the Newport Profile and specific Ward Profiles to address this question)?

As an authority we aspire to delivering education for all Newport pupils within a single education journey from 4 – 11.

9. In summary, how does the changed service /policy promote good community relations (cohesion)?

The proposal will support access to a seamless education journey. This will help to build positive relationships in and around the school sites.

10. In summary, how does the changed service /policy promote equality?

The proposal will support delivery of a 4 – 11 school for pupils, within the current school site. Families will be able to access a seamless transition. The School Admission Policy will apply to this school and parental preference also applies.

11. In summary, how does the changed service /policy eliminate discrimination?

The proposal will provide equality of access to pupils to enjoy the same seamless transition for education services as other all-through maintained schools in Newport and all other Monmouth Diocesan Trust schools.

Completed by: Amanda B Davies: Assistant Head of Education (Resources & Planning)

Date: January 2017

AB Davies

Signed off by: James Harris: Chief Education Officer

Date: January 2017

James Harris