# Formal consultation to establish a new primary school on the Glan Llyn development

2 October 2017 - 12 November 2017



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#### Introduction

The purpose of the consultation is to seek views on the following proposal:

#### "To establish a new primary school on the Glan Llyn development for pupils aged 3-11 years with effect from September 2018."

This is your chance to ask questions and make comments that will be considered when the council decides how to proceed.

#### This formal consultation period:

- Begins on 2 October 2017
- Ends at midnight on 12 November 2017

Glan Llyn is a new housing development in the east of Newport, within the Llanwern ward, which on completion will consist of circa 4000 dwellings. Due to the size of the development, the council's planning agreement included a requirement for two new 2 form entry (60 places per year group, equating to a published admission number of 60) primary schools to serve families living on the site. There will also be a 24 place nursery class able to take 48 children in total over the morning and afternoon sessions.

The school is being commissioned by the developer, St Modwen, and will be handed over to the council in the summer of 2018. In order to support the school opening in September 2018, the council is required to carry out a school reorganisation proposal to legally establish the school. This formal consultation marks the first stage in this process.

Once the council receives legal permission to establish the new school, the Local Authority (LA) will make arrangements to elect a temporary Governing Body. The temporary Governing Body will appoint a Headteacher, agree a staffing structure and decide on how the new school should be organised. These organisational arrangements will include the school name, school uniform and school logo.

#### The consultation process

The consultation process represents an opportunity for people to learn about the proposal, ask questions and make comments that will be recorded and summarised in a consultation report. This report will be published on the council's website and will be considered when the council decides on the way forward.

The consultation will involve two drop-in sessions with those most directly affected by the proposal, where council officers will be on hand to explain the proposals in more details and answer any questions.

Location	Date & Time	Session
Lliswerry High School,	Monday 16 October 2017	Drop-in
Nash Road, NP19 4RP	4.30pm — 6.30pm	event
Llanwern High School,	Wednesday 25 October 2017	Drop-in
Hartridge Farm Road, NP18 2YE	4.30pm – 6.30pm	event

Comments and questions can be submitted using the enclosed response pro-forma. This pro-forma will also be available at the drop-in sessions or can be downloaded from <a href="http://www.newport.gov.uk/schoolreorganisation">www.newport.gov.uk/schoolreorganisation</a>



These responses should be returned to the Education Service Development Manager, Room 425w, Newport City Council, Civic Centre, Newport NP20 4UR. Alternatively comments and completed pro-forma can be returned by email to school.reorg@newport.gov.uk. Social media facilities such as Twitter and Facebook will also be available.

Please note that responses made to this consultation will not be counted as objections to the proposal, they will be counted as adverse comments. Objections to a proposal can only be registered following the publication of a statutory notice, which is the second stage in the proposal.

## The deadline for all responses is midnight on Sunday 12 November 2017.

Following consultation, Newport City Council's Cabinet Member for Education & Skills will consider the views expressed and then decide whether to proceed with the proposal. If the decision is taken to proceed, a statutory notice will be published in the local press and at the school. The statutory notice period will last for 28 days following the date of publication and enables people to express their views in the form of supporting or objecting to the proposals.

If no objections are received following the publication of the statutory notice, Newport City Council's Cabinet Member for Education & Skills will make the final decision as to whether to proceed. If there are any objections to the proposal, the matter will be referred to the council's Cabinet for a final decision.

#### Arrangements for the participation of children and young people

An Everyday Summary Version of this consultation, particularly targeted at Children and Young People, has been produced and is also available from the council. The council will also consult with pupils through the School Councils at the following local primary schools: Lliswerry Primary School, Maindee Primary School, Somerton Primary School, St Andrews Primary School, St Patrick's RC Primary and Ysgol Gymraeg Casnewydd.

Copies of this consultation document and the Everyday Summary Version can be requested by emailing school.reorg@newport.gov.uk or by telephoning 01633 656656.

#### Who will we consult with?

- All people living on the Glan Llyn development;
- Teachers, staff and the governing bodies of Lliswerry Primary School, Maindee Primary School, Somerton Primary School, St Andrews Primary School, St Patrick's RC Primary and Ysgol Gymraeg Casnewydd;
- Parents, carers and guardians of pupils attending Lliswerry Primary School, Maindee Primary School, Somerton Primary School, St Andrews Primary School, St Patrick's RC Primary and Ysgol Gymraeg Casnewydd;
- Pupils attending Lliswerry Primary School, Maindee Primary School, Somerton Primary School, St Andrews Primary School, St Patrick's RC Primary and Ysgol Gymraeg Casnewydd;
- The Headteachers and Governing Bodies of all other schools in Newport;
- All Newport City Council elected members;
- All Newport City Council Heads of Service;
- The Welsh Ministers;
- Assembly Members (AMs) and Members of Parliament (MPs) representing the area served by the schools subject to the proposals;
- Other Local Authorities across the South East Wales Consortium region, including relevant Transport departments;
- The South East Wales Education Achievement Service;
- The Church in Wales, Diocese of Monmouth;
- Roman Catholic Archdiocese;
- Estyn;

- - Teaching and staff trade unions;
  - The Police and Crime Commissioner for Gwent;
  - The Community Councils for Bishton, Goldcliff, Llanwern, Nash and Redwick;
  - The local Communities First partnership (or equivalent);
  - The three independent childcare providers in Llanwern, Lliswerry and the surrounding areas Babes in the Wood, Little Angels and Osbourne's Children's Nursery;
  - Newport Early Years Development and Childcare Partnership;
  - SNAP Cymru.

#### What do you have to consider?

The remainder of this document sets out the rationale for the proposal. We would like you to consider the information contained within the document and to hear your views as to whether or not you support the proposal.

#### The proposal

In July 2017, a pre-consultation exercise was carried out with those families currently residing on the site to identify whether the predominant demand was for this school to be either English-medium or Welsh-medium provision. This pre-consultation involved officers from the Education Service letter dropping all occupied properties on the site, asking all residents to share their views by either email or completion of an enclosed pro-forma. A two week window was allowed for submission of responses. At the end of this period, the council was in receipt of 65 responses, 47 (72.3%) of which outlined a preference for English-medium provision with 18 (27.6%) indicating Welsh-medium provision was their preferred option.

This proposal therefore concerns the establishment of a new English-medium communitymaintained primary school on the Glan Llyn housing development to provide education for children aged between 3 years and 11 years.

The new school will have a published admission number of 60 for the Reception to Year Six groups, plus a 24 place nursery class which will accommodate a maximum of 48 children over the two morning and afternoon sessions. The new school will also have two dedicated class bases to support pupils with Additional Learning Needs.

The new school will be established on a growing school basis to support the growing Glan Llyn development.

#### What is a "growing" school?

Glan Llyn is a growing housing development that is expected to contain in the region of 4000 dwellings when fully complete. Opening a new school as a growing school allows it to grow in size as the population of the development grows. Under this proposal, the school will grow incrementally over a four year period. This is demonstrated in the following table:

Academic Year	Number of Dwellings (cumulative)	School Capacity (statutory school age)	Published Admission Number (PAN)	Nursery Capacity (Full time equivalent*)
2018/19	735	120	15 (Yrs1-6) 30 (Reception)	24
2019/20	910	210	30 (Reception-Yr6)	24
2020/21	1086	330	45 (Yrs1-6) 60 (Reception)	24
2021/22	1246	420	60 (Reception-Yr6)	24



Under this model, admission will be capped in the first three years to allow the school to grow with the size of the development. Research indicates however that in areas of significant housing development there is often more pressure on Nursery and Reception places as opposed to those year groups higher up in the school. It is for this reason that this proposal recommends a larger Reception year group in the first and third years and that the Nursery opens to full capacity immediately.

#### Year One

In the first year, five mainstream classes will be in operation as follows:

- A Nursery Class where up to 48 part-time places will be offered over either a morning or afternoon session;
- A single-age Reception Class with a maximum of 30 pupils;
- A mixed Year I / Year 2 Class with a maximum of **30 pupils** (Upper Foundation Phase);
- A mixed Year 3 / Year 4 Class with a maximum of **30 pupils** (Lower Key Stage 2);
- A mixed Year 5 / Year 6 Class with a maximum of **30 pupils** (Upper Key Stage 2).

#### Year Two

In the second year, there will be seven straight-age mainstream classes for the Reception to Year Six groups, plus the separate nursery class.

#### Year Three

In the third year, 12 mainstream classes will be in operation as follows:

- A Nursery Class where up to 48 part-time places will be offered over either a morning or afternoon session;
- Two separate single-age Reception Class with a maximum of 30 pupils;
- **Three** mixed Year I / Year 2 Class with a maximum of **30 pupils** (Upper Foundation Phase);
- Three mixed Year 3 / Year 4 Class with a maximum of 30 pupils (Lower Key Stage 2);
- Three mixed Year 5 / Year 6 Class with a maximum of 30 pupils (Upper Key Stage 2).

#### Year Four

The school will be fully grown from the start of the fourth year in September 2021, and will be made up of two straight-age mainstream classes for each of the Reception to Year Six groups, plus the separate nursery class.

#### Why is a "growing" school an appropriate solution?

The Glan Llyn development will eventually contain in the region of 4000 homes and the council's planning agreement actually includes a requirement for two 2-form entry primary schools, commissioned by the site developer to meet the needs of the local community. Whilst it is proposed that the first of these schools will open in September 2018, the development will not at that point be fully complete.

Opening this school as a growing school allows it to grow in size as the population of the development also grows over a four year period. Under this model, admission to the school would be capped in the first three years to allow the school to grow incrementally until September 2021 at which time the school capacity would be fully realised. In accordance with the Welsh Government statutory School Admissions Code, the council is unable to either restrict admission to a school to those pupils living within the designated catchment area or to reserve places in a school for any pupils who may subsequently move into the catchment area.

If the new school was opened to immediate full capacity therefore, admission applications could be submitted from children living across the city and even from outside of the city. Provided that the published admission number was not reached, the council would have no grounds to refuse such



applications, and thus the school could potentially be filled straight away. If this was the case, there would be little or no spaces available for children who later move into the catchment area meaning that they would be forced to attend other schools across the city. Opening the school as a "growing" school will go some way towards mitigating this risk.

Newport City Council already has experience of establishing a growing school, as this model was used to open Jubilee Park Primary School in September 2017. In addition, councils in other Local Authority areas have also successfully opened new schools under growing school models in the past, and there is precedent across the region for these arrangements to support new housing developments.

## What are the benefits of a growing school?

- Additional school places are created across all year groups, supporting families who may have more than one child of primary school age;
- The school would grow in line with the population of the development;
- Manages the risk of pupils being admitted from outside the area;
- Ensures that school places are available for families who move during the latter stages of the housing development;
- Reduces the possibility of mass movement of pupils from other schools;
- Effectively manages class sizes to support staffing and the school budget.

#### What are the disadvantages of a growing school?

- Even with a reduced published admission number, pupils living outside the school catchment area can still apply for a place at the school and may be successful;
- In some circumstances, siblings could be split if one is able to attend the new school and another isn't;
- Pupils who move into the area during the course of an academic year, could be forced to wait until the following September to join the school.

#### What will the new school provide?

Long term, a single phase primary school offers a range of benefits to pupils, staff and the local community:

- A high standard of education in line with the National Categorisation model;
- Easier and more effective opportunities for curriculum planning across all primary age groups to maximise the potential for improving levels of achievement;
- A more effective approach to resource management, particularly in relation to specialist equipment;
- Easier transition for children from the Foundation Phase to Key Stage 2;
- Opportunities for interaction between staff and children of all ages. This will benefit all children, particularly those with additional learning needs;
- Greater breadth of staff experience and an increased opportunity for staff development through an agreed management and support structure;
- An efficient and effective system of parental and community engagement.

# **Statutory Primary Education - Provision**

The new school will sit within the Lliswerry cluster of primary schools. This cluster already contains four other English-medium community-maintained primary schools: Lliswerry Primary, Maindee Primary, Somerton Primary and St Andrews Primary. St Patrick's Roman Catholic Primary School is also located in this area. The nearest Welsh-medium community-maintained primary school is Ysgol Gymraeg Casnewydd in Ringland.



#### **Building condition**

The new school is being built in accordance with the Department for Education and Skills Building Bulletin 99: Briefing Framework for Primary School Projects. The buildings at all Newport schools were inspected as part of the 21<sup>st</sup> Century Schools surveys in 2010.

The primary schools outlined above were judged to be in the following condition on a scale of A (excellent) to D (poor):

Lliswerry Primary – B	Maindee Primary – B
Somerton Primary – C	St Andrew's Primary – B
St Patrick's RC Primary – B	Ysgol Gymraeg Casnewydd – B

To note, Lliswerry Primary School and St Andrew's Primary School have both benefited from additional capital investment since these condition surveys were last carried out.

#### Past and projected pupil numbers

The past and projected pupil numbers at each of these schools are outlined in the following tables:

School	Capacity	2012/ 2013	2013/ 2014	2014/ 2015	2015/ 2016	2016/ 2017	Surplus places 2017
Lliswerry Primary	630	452	464	484	498	538	92
Maindee Primary	462	362	416	412	429	436	26
Somerton Primary	189	132	144	146	150	155	34
St Andrew's Primary	630	424	422	471	529	556	74
St Patrick's RC Primary	196	167	182	188	186	190	6
Ysgol Gymraeg Casnewydd	343	346	319	299	300	305	38 🖌

Pupil numbers are January PLASC submission for Reception to Year 6

Nursery pupil numbers 2	012-2016					
School	Capacity (Half day sessions)	2012/ 2013	2013/ 2014	2014/ 2015	2015/ 2016	2016/ 2017
Lliswerry Primary	80	79	78	78	78	78
Maindee Primary	96	64	60	58	65	64
Somerton Primary	30	29	28	28	26	27
St Andrew's Primary	80	80	79	79	77	79
St Patrick's RC Primary	32	0	0	32	32	32
Ysgol Gymraeg Casnewydd	52	44	37	49	43	50
Pupil numbers are January PLASC	submission	•	•		•	

School	Capacity	2018/ 2019	2019/ 2020	2020/ 2021	2021/ 2022	2022/ 2023	Surplus places 2023
Lliswerry Primary	630	546	554	560	580	580	50
Maindee Primary	490	467	464	474	478	490	0
Somerton Primary	203	159	153	157	158	157	46
St Andrew's Primary	630	574	588	600	612	617	13
St Patrick's RC Primary	210	194	194	196	198	201	9
Ysgol Gymraeg Casnewydd	364	294	288	290	292	298	66
These projections are based on bi	These projections are based on birth rates and do <b>not</b> include the anticipated impact of new housing developments.						

#### Primary School pupil projections 2018-2023 Reception – Year 6 (excluding nursery)

The Council's planning contribution calculator is based on an assumption that 33 children of primary school age will emerge from every 100 new houses that are built. Taking this into consideration, the following table outlines the likely demand for places at the new school:

"Glan Llyn" P	rimary School	- likely deman	d 2018-2022			
Academic Year	Number of Dwellings	Pupil Yield	School Capacity (statutory school age)	Nursery Capacity	Total Capacity	Surplus / Deficit
2018/19	735	243	120	24	144	-99
2019/20	910	300	210	24	234	-66
2020/21	1086	358	330	24	354	-4
2021/22	1246	411	420	24	444	+33
2022/23	1411	466	420	24	444	-22

Whilst this appears to suggest that there may be a deficit of school places in the new primary school during the initial years of operation, the tables outline that there are sufficient places available in other local schools to meet this demand.

#### **Statutory Primary Education - Standards**

Quality and standards in schools in Newport are monitored by Estyn and the Local Authority (LA). Estyn is the office of Her Majesty's Chief Inspector of Education and Training in Wales. It is a Crown body, established under the Education Act 1992. Estyn is independent of the National Assembly for Wales but receives its funding from the Welsh Government under Section 104 of the Government of Wales Act 1998. Estyn inspects quality and standards in education and training providers in Wales. The outcomes of the most recent Estyn inspections of the six most local primary schools are shown below:

School	hool Inspection Outcomes Provision Leadership		Leadership &	Overall Summary		
School	Date	Outcomes	Provision	Management	Performance	Prospects for improvement
Lliswerry Primary	May 2017	Good	Good	Good	Good	Good
Maindee Primary	March 2016	Good	Good	Excellent	Good	Excellent
Somerton Primary	October 2011	Good	Good	Adequate	Good	Adequate
St Andrew's Primary	November 2015	Adequate	Good	Good	Adequate	Good
St Patrick's RC Primary	September 2011	Good	Good	Good	Good	Good
YG Casnewydd	March 2017	Excellent	Good	Excellent	Excellent	Excellent

The opening of the new school is predicted to have a positive impact on standards within the city. The four cluster primary schools, along with the most local Roman Catholic and Welsh-medium primary schools, are mainly categorised as either green or yellow, with only one school categorised as amber in the Welsh Government colour coded support category range of *Green, Yellow, Amber, Red.* The secondary school within the cluster, Lliswerry High School, has reported significantly improved standards and attendance over recent years and is currently categorised as yellow.

The secondary school has a new Headteacher who took up post in September 2017, and two of the primary schools in the cluster currently have Acting Headteachers. Cluster work has been strong and has included core subject foci and a "Team around the Cluster" panel which meets on a monthly basis to support wellbeing and address key issues such as attendance, safeguarding and family engagement.

The new primary school will establish its own end of Key Stage pupil outcomes by July 2019. This data comes with a degree of risk due to small cohorts (which can skew pupil data significantly) and the new arrival of pupils in Year 2 and Year 6 (the new school would not have had input into their prior attainment). Successful curriculum provision within the school will be a key focus for the Local Authority and the Challenge Advisor. An experienced Challenge Advisor will be assigned to the new school.

# What will the proposal provide?

The proposal is to legally establish the new all-through 3-11 community-maintained English-medium primary school from September 2018 on the Glan Llyn development in the East of Newport. This proposal will increase the number of primary school places available in that area of the city. The school is being commissioned by the developer, St Modwen, as part of their planning agreement with the council.

The school will be established on a growing school basis with a published admission number of:

- 15 for the 2018/19 academic year (with the exception of the Reception year group which will be 30),
- 30 for the 2019/20 academic year,



- 45 for the 2020/21 academic year (with the exception of the Reception year group which will be 60),
- before being set at 60 from September 2021 onwards.

There will also be a nursery class capable of accommodating 48 children on a part-time basis over either a morning or afternoon session.

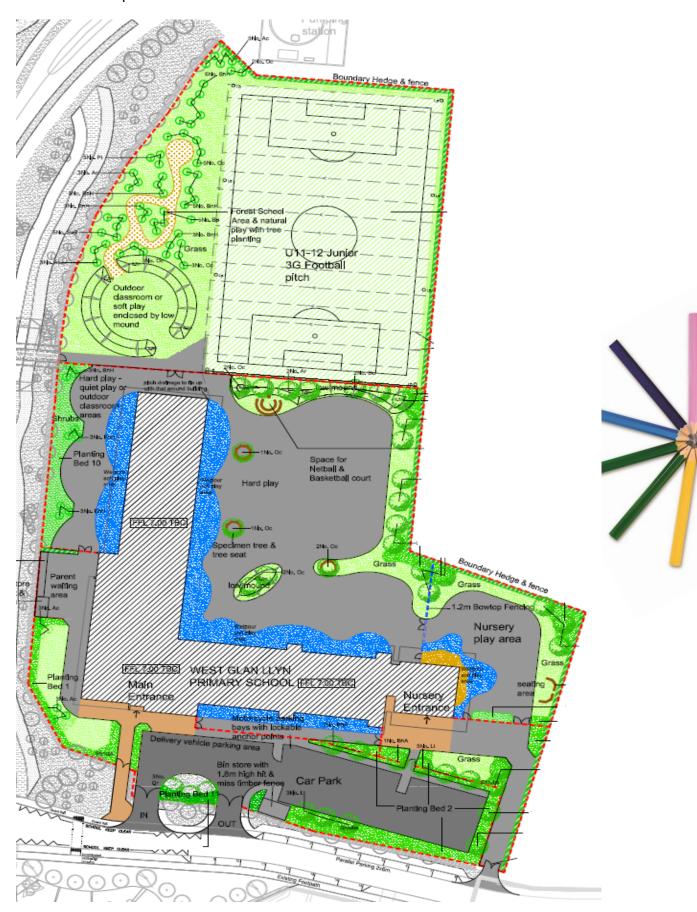
The school will be on a single floor, although there will be separate wings for the Foundation Phase and Key Stage Two classes. There will be 14 mainstream classrooms, a separate nursery and two dedicated separate class bases to support children with additional education needs.

The school will be fully compliant with the Equality Act and will include accessible toilets and shower facilities. The new school will have a main hall and its own kitchen and servery area. Provision has also been made for office space, an interview room, staff room and appropriate storage facilities.

Foundation Phase classrooms will have direct access to outdoor play. The external play areas for the whole school will include hard and soft surfaces. An artificial sports pitch will also be included, and may be available for community use outside of the school day. On-site car parking facilities will be created for members of school staff and visitors.



An indicative site plan is outlined below:





The new school will include two specific learning resource class bases to support pupils with Additional Learning Needs (ALN). One of these will provide for Foundation Phase pupils and the other for Key Stage Two year groups.

In order to support teaching pupils with ALN whose needs cannot be met solely within mainstream education, the Local Authority has numerous Learning Resource Bases (LRBs) across the city, hosted by individual Schools. These LRBs are attached to mainstream schools and provide learning environments that have fewer pupil numbers with enhanced adult ratios. The LRBs are generic in nature and meet the needs of pupils with a range of difficulties. The ethos is to provide targeted support to the individual pupils based on their needs with the intention of integrating the pupil back into mainstream classes as appropriate.

Entry and exit into the LRB will be determined by the council's Special Educational Needs panel following a rigorous assessment of specific need. The capacity of each class will be 10 pupils at any time. As with all other schools across Newport, the new school will be capable of supporting pupils with additional educational needs in accessing mainstream education. This proposal will not have any adverse effect on existing special educational needs provision across the city.

#### When will this be effective?

It is proposed that the new school will open in September 2018 under a growing school model, increasing incrementally over the following three years. The full capacity of the new school will be realised in September 2021.

#### Cost

All building costs associated with this project are being met by the developer, St Modwen, as part of the council's planning agreement. The council is however responsible for all fixtures, fittings and equipment that are required to support the new school. These estimated costs of £460,000 will be funded via the council's Capital Programme and is included in the 21st Century Schools Band B submission bid. This equates to approximately £991 per pupil place, including the Nursery and Learning Resource Base.

There will be an increase in whole authority staff costs through the creation of a new school, and it is possible that a Headteacher might need to be appointed in advance of the opening date of the school to support initial set-up in readiness for September 2018. These costs will be over and above those associated with normal running costs for a school. Newport City Council has a policy of awarding a sum of £35,000 to any newly established school, and this supports organisational development issues as part of the implementation programme.

#### Alternative options considered

#### **Option I**

To establish the school from September 2018 under a growing school arrangement. *Advantages*:

- Class sizes can be effectively managed;
- Assists in reducing the risk of the school places being taken by children who live outside the school catchment area;
- Creates additional school places across all year groups.

#### Disadvantages:

- Some areas of the school will remain unused for up to three academic years;
- Admission can still not be restricted to pupils living in the school catchment area;



• Some families moving on to the development could have to wait until the start of the following academic year before their children can join the school.

This is the preferred option.

# Option 2

To establish the school from September 2018 on a seedling basis, restricted to Nursery, Reception and Year One in the first year, and growing incrementally for the next five years. *Advantages*:

• Could assist in managing the risk of the school places being taken by children who live outside the school catchment area;

Disadvantages:

- Some families could find that their younger children can attend the school whilst their older children are forced elsewhere;
- Some areas of the school will remain unused for up to five academic years;
- This will not create capacity across all year groups.

This was discounted due to the increased potential of siblings being unable to attend the same school.

# **Option 3**

To establish the school from September 2018 to full 2 form entry capacity arrangements. *Advantages*:

- Would be seen as a traditional arrangement;
- Immediately creates additional school places across all year groups.

Disadvantages:

- Admission to the school could not be restricted to pupils living in the school catchment area.
- There could be some disruption to other schools if large numbers of pupils elect to move to the new school;
- Some classes could be difficult to resource if a significant number of places remain vacant across certain year groups.

This was discounted due to the fact that to would not meet the needs of the local community in the long term.

# **Option 4**

To defer establishing the school until the housing development is fully complete.

Advantages:

• The majority of children attending the new school would live within the school catchment area.

Disadvantages:

- No additional school places are created to support the growing development likely causing families to be split over a number of schools and high transport costs;
- The school would remain vacant for approximately 4 years;
- There could be some disruption to other schools at this stage if large numbers of pupils elect to move to the new school.

This was discounted due to the fact that it would not meet the needs of the local community in the short term.

# What will the preferred proposal achieve?

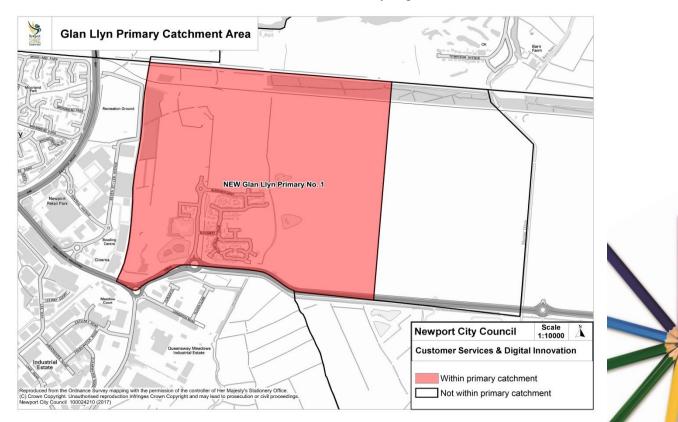
The preferred option is Option 1. Under this proposal, a new community-maintained English-medium school will open in September 2018 under a growing school arrangement to support the growing



housing development. The new school will operate to full capacity from September 2021, providing an all-through primary school delivering a full 3-11 education.

# Catchment area

The new primary school will have a dedicated catchment area as outlined below. For secondary education, this area falls within the catchment area for Lliswerry High School:



# School organisation arrangements

# Admissions

Newport City Council will be the admissions authority for the new community-maintained primary school, and applications for admission will be assessed in accordance with the council's School Admissions Policy.

In accordance with this policy, parents can express a preference for any school, but there is no guarantee of admission to the chosen school, even if it is the catchment school. Admission to the school will be made in accordance with parental preference, subject to availability. Where a school is oversubscribed, preference requests will still be considered, but the council's over-subscription criteria will be applied to determine priority.

# Admission to Nursery – September 2018

The application window for admission to nursery classes in September 2018 has now closed. Any pupils wishing to apply for a September 2018 nursery place at this new school should use the late application process using a paper application form which is available on the council website at **www.newport.gov.uk/schooladmissions** Late applications are processed on a monthly basis where possible, commencing in January 2018.

#### Admission to Reception - September 2018

Applications can be made using the council's on-line admissions service between 1 November 2017 and 12 January 2018. Decision notifications for on-time applications will be issued on 16 April 2018.



#### Admission to the Year One to Year Six Groups – September 2018

These are denoted as *in-year admission requests* and can be made via an in-year application form which is available on the council website. In-year transfer applications can be submitted any time after 16 April 2018.

Further information on the School Admissions policy and process can be found on the council website at <u>www.newport.gov.uk/schooladmissions</u>

#### Transport

Under the council's policy, free home to school transport is provided to all primary aged pupils who live 2 miles or more from their catchment school, or alternatively the nearest available school. This proposal will not impact on this arrangement, and the availability of home to school walking routes will remain unchanged.

#### Governance

If this proposal is agreed, a temporary Governing Body will be appointed who will be responsible for appointing a Headteacher, agreeing a staffing structure and deciding on other aspects such as the school name, uniform and logo. The temporary Governing Body and the Headteacher elect will also need to consider Human Resources policies and procedures that would need to be adopted in relation to recruitment and, once the school is established, in relation to the management of staff. The council would advocate the adoption of Newport City Council's Human Resource policies as these have been subject to consultation with trade union representatives.

#### Staffing

The temporary Governing Body would need to consider the timescales for the appointment of a Headteacher in order that an appropriate staffing structure of teachers and support staff can be established and recruitment can take place in readiness for the school to open in September 2018. As a growing school, the staff compliment will increase incrementally until the school is fully subscribed, and there will be only a relatively small staff group in the first year.

#### Risks

The risks associated with this proposal, and mitigating factors are listed below:

Risk	Mitigating factor
The school may be oversubscribed in the first year	The council's over-subscription criteria will be used to determine the priority of applications
The school may not receive sufficient applications in the first year	Opening as a growing school will enable mixed-age classes to operate in the first year
There may be a delay in the school reorganisation process which results in the council being unable to open the school in September 2018	This will be closely monitored by the council and stakeholders kept informed at all stages.
The temporary governing body may not have sufficient time to appoint staff	It may be necessary to move to an Executive Headteacher arrangement in the first year, whereby another local Headteacher is responsible for two schools for a short period of time.

#### Impact assessments

A fairness and equalities impact assessment has been conducted for this proposal and is available on the council website.



# **Consultation Response Pro-forma**

# Establishment of a new primary school in Newport on the Glan Llyn development

Your views matter. Please tell us what you think about the proposal by completing this questionnaire and returning it to the Education Service Development Manager, Newport City Council, Room 425W, Civic Centre, Newport NP20 4UR. Alternatively you can email your response to <u>school.reorg@newport.gov.uk</u>

# The closing date for the submission of responses to this consultation is midnight on Sunday 12 November 2017.

Please note that negative responses made to this consultation will not be counted as objections to the proposal, they will be recorded as adverse comments. Objections can only be registered following the publication of a statutory notice.

Do you support the proposal to establish a new English-medium community-maintained primary school for children aged between 3 and 11 years on the Glan Llyn housing development from September 2018?

Yes No Please use the box below to give any reasons or comments (including alternative options).

Please indicate who you are (e.g. parent/carer of a child attending a local nursery)

If you wish to be notified of the publication of the consultation report, please supply your contact details:

E-mail:

Postal address: