

CABINET MEETING: 10 MARCH 2016

**SCHOOL ORGANISATION PROPOSALS: PROPOSED
ESTABLISHMENT OF A NEW HIGH SCHOOL IN THE WEST TO
REPLACE GLYN DERW HIGH SCHOOL AND MICHAELSTON
COMMUNITY COLLEGE**

**REPORT OF DIRECTOR OF EDUCATION AND LIFELONG
LEARNING**

AGENDA ITEM: 8

PORTFOLIO: EDUCATION (COUNCILLOR SARAH MERRY)

Reason for this Report

1. This report is to inform the Cabinet of any objections received to the statutory notice to:
 - Close Glyn Derw High School and Michaelston Community College (the Glyn Derw and Michaelston Federation) from 31 August 2017.
 - Establish a new replacement 11-18 community high school to serve the Caerau and Ely areas from 01 September 2017.
 - To transfer the newly established high school to new build premises on the current Glyn Derw High School site from September 2018.

Background

2. At its meeting on 10 December 2015 the Cabinet, in accordance with the terms of the Schools Standards and Organisation (Wales) Act, approved a recommendation for the publication of a statutory notice relating to Glyn Derw High School and Michaelston Community College (the Glyn Derw and Michaelston Federation) as set out at paragraph 1.
3. Copies of the consultation document and the statutory notice can be found at Appendix 1.
4. The notice was published on the Council website, put up at the schools affected and displayed in the local area on 05 January 2016. Additional stakeholders identified in the Welsh Government School Organisation Code as needing to receive either a hard copy of the notice or be emailed a link to the Council website were notified of publication of the notice.

Issues

5. One objection to the statutory notice was received.
6. The new School Organisation Code came into force in October 2013. Following this the Council's Cabinet now has responsibility for the determination of school organisation proposals including those which receive objections (save for those that are required to be considered by the Welsh Government).
7. In accordance with this the Cabinet must decide whether to approve, reject or approve with modifications, the proposals. The Council must not approach the decision with a closed mind and any objections must be conscientiously considered.

Objections Received

8. One objection was received. The objector expressed the view that *"the area of Penally Road already had too much congestion. There is no proper bus route on this area and the number of cars and school buses will be tenfold. The school buses have not enough safe space and nowhere to stop that is safe for residents and pupils"*.

Council's response to the objection

9. Traffic and transport implications would be considered as part of the Transport Assessment that would be required in order to achieve planning consent for building works. This assessment will inform any transport stipulations made a condition of planning consent.
10. Penally Road is already covered by a 20mph speed limit and there are parking restrictions in place. An initial assessment suggests that a footway be created on the school side of Penally Road from Heol Trelai in order to improve the pedestrian access to the school. Additional pedestrian crossing facilities will also be required.
11. There is an existing bus route on Heol Trelai, which is within easy walking distance of the existing Glyn Derw High School site. No school transport will be provided to the school, as all pupils living within the catchment area live within three miles walking distance of the school and therefore the Council has no statutory duty to provide any free transport. Commercial bus routes may be reviewed although it is unlikely that any changes would be made to the existing routes to divert via the school.
12. The Council would work with the Governing Body of the proposed new school to develop a Travel Plan to minimise any potential disruption.
13. Cardiff's Supplementary Planning Guidance (Access, Circulation and Parking Standards 2010) sets out that all new or expanded schools are required to develop a Travel Plan for submission with a planning application. A School Travel Plan is specifically designed to address the transport needs of pupils and staff and will vary according to the nature

of the education being provided, any community facilities on site and the catchment area of a school. A Travel Plan is a policy and action plan to:

- manage transport efficiently
 - improve access by all means of travel for employees, visitors, parents and students
 - encourage sustainable transport – walking, cycling, public transport and car sharing
 - reduce car use.
14. Cardiff's transport network is under pressure and experiences congestion from commuters driving into the city and people making short local trips by car. Traffic associated with the school run adds to congestion. The City of Cardiff Council's policy is to encourage and promote the increased use of sustainable travel modes and to promote independent travel to school wherever possible.
 15. Encouraging active travel to school is a very important means of increasing levels of physical activity in children and tackling the growing problem of childhood obesity. Reducing congestion at the school gate is key to ensuring the safety of pupils and to mitigating impacts on the local neighbourhood.
 16. All addresses within the catchment areas of Glyn Derw High School or Michaelston Community College are within 3 miles of either site, and therefore no pupils resident in the catchment area of either school wishing to attend an English-medium community secondary school would qualify for free home to school transport. This is only provided for secondary age pupils who live three or more miles from the nearest appropriate catchment area school.
 17. Cardiff Council School Transport section would be able to provide families with advice on safe walking routes to school based on individual home addresses.
 18. The statutory notice relates specifically to the legal establishment of the school. Traffic is a potential consequence separate to this and will be considered as part of the planning application process.

Requirements of the School Organisation Code

19. As set out in the School Organisation Code, the following factors should be taken into account by relevant bodies when exercising their function of approving/determining proposals. The Council must at all times consider the interests of the learners.

Quality and standards

20. The Council works closely with the governing bodies of schools to ensure that standards in schools are high, that teaching is good and that leadership and governance is strong. The Council works closely with two

organisations in order to monitor the performance of schools and to support school improvement.

21. 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.
22. Central South Consortium Joint Education Service (CSCJES) was established in September 2012. The Local Authority has commissioned the Consortium to support and challenge schools in Cardiff.
23. When proposing changes of this type to schools Local Authorities are required to refer to the most recent Estyn reports, other evidence from performance monitoring and any other information available on school effectiveness.
24. Local Authorities must also demonstrate the likely impact of the proposals on the quality of :
 - outcomes (standards and wellbeing)
 - provision (learning experiences, teaching, care support and guidance and learning environment)
 - leadership and management (leadership, improving quality, partnership working and resource management)

Estyn

25. Schools are inspected as part of a national programme of school inspection. The purpose of an inspection is to identify good features and shortcomings in schools in order that they may improve the quality of education offered and raise standards achieved by their pupils (Estyn).
26. The relevant Estyn Inspection reports provide grades against Key Questions and provide school with recommendations for improvement.
27. For inspections carried out since September 2010 a common inspection framework was introduced and Estyn inspections carried out after September 2010 provides judgements against three Key Questions.

Each key question is provided with a judgement:

- Excellent –many strengths, including significant examples of sector-leading practice
 - Good – many strengths and no important
 - Adequate – strengths outweigh areas for improvement
 - Unsatisfactory – important areas for improvement outweigh strengths
28. In 2011 Estyn described outcomes for learners at Glyn Derw High School as unsatisfactory and outcomes for learners at Michaelston Community College as adequate.

29. A follow up visit to Glyn Derw High School in January 2013 judged the school to have made sufficient progress in relation to the recommendations following the core inspection in November 2011 and as a result the school was removed from any further follow-up activity.
30. A follow up visit to Michaelston Community College in February 2013 judged the school to have made good progress in respect of key issues for action and the school was removed from the list of schools requiring Estyn monitoring.
31. In 2014 the Welsh Government introduced a new categorisation system that considered each school's standards alongside the school's capacity to improve so as to understand the level of support that organisations such as CSC need to give each other in order that they achieve their targets.
32. The categorisation system is described below:

Welsh Government Categorisation System	
Category	What the category means
Green	A highly effective school which is well run, has a 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.

33. To determine the colour coded category as explained in the table above, schools are placed in one of four groups for standards (1-4) and for bringing about improvement (A-D) with 1 being the highest grouping for standards and A being the highest for improvement capacity.
34. The latest categorisation from the Welsh Government (January 2016) has placed both Glyn Derw High School and Michaelston Community College in the Red Support Category.
35. A summary of the Estyn findings for Glyn Derw High School and Michaelston Community College can be seen at Appendix 2.

Standards

36. GCSE results for pupils at Glyn Derw High School for 2014/15 saw 24% of pupils achieve grade A-C including English/Welsh and Mathematics, Michaelston results saw 25% of pupils achieve A-C including English/Welsh and Mathematics.
37. Owing to the high levels of Free School Meals entitlement at both Glyn Derw High School and Michaelston Community College both schools are in receipt of additional funding in the form of the Pupil Deprivation Grant

(PDG) which is intended to help reduce the impact of poverty on educational attainment.`

38. Both schools are part of the Challenge Wales Cymru initiative launched by the Welsh Government in May 2014 to improve the quality of teaching and learning. As part of the programme schools receive additional resources and expertise to undertake a programme of swift, sustained improvement. A total of 40 schools are taking part in this initiative.
39. Maintaining both schools does not allow of the full benefits on their existing sites does not allow for the full benefits of these programmes to be fully realised.
40. Closing both schools and establishing a new replacement high school would allow for the value of additional funding through the PDG and Challenge Wales Cymru programme to be maximised.
41. The Council has in place policies to support school improvement e.g. 'High Achievement for All' and Achievement for Inclusion'. It is working to respond to the key principles of the 'School Effectiveness Framework' to secure better learning outcomes and well-being for all children including those at the existing schools which form part of these proposals and any new school established subsequently.

Provision

42. In order to respond to the need to rationalise high school accommodation in the West of the city as part of maximising educational outcomes, the Cabinet at its meeting on 17 September approved the transfer of Glyn Derw High School to the Michaelston Community College site from January 2016. The schools remain as schools in their own right but share the accommodation. The existing Glyn Derw High School buildings are to be demolished.
43. The proposal will provide the opportunity to invest in providing high quality, modern facilities which would be able to support the delivery of a broad and balanced curriculum.

Leadership and Governance

44. The Council will work with the leadership of any new school to develop a rigorous whole school approach to improvement planning and secure good relationships with parents and other partners in order to ensure pupils receive a high quality education.
45. Careful planning will take place during the proposed period of change to avoid any risk of distraction or disruption to leadership and governance that could impact on educational outcomes.
46. There is no information to suggest that the Quality and Standards of the existing schools would be negatively affected by the proposals. The expectation would be that investment in new school facilities would add

value and have the potential to better support the delivery of relevant curriculums and children’s learning experiences.

Need for places and the impact on accessibility of schools

47. In order to calculate the likely demand for school places, trends specific to the established school catchment areas have been used.
48. The table below illustrates the recent and projected numbers on roll at Glyn Derw High School, Michaelston Community College and faith secondary schools serving the combined catchment area.

School	January 2010	January 2011	January 2012	January 2013	January 2014	January 2015	2015/2016 Projection	2016/2017 Projection	2017/2018 Projection	2018/2019 Projection	2019/2020 Projection	2020/2021 Projection
Michaelston Community College	704	727	703	723	739	597	608	616	633	654	692	728
Glyn Derw High School	644	623	574	542	432	358	441	444	448	455	459	460
Mary Immaculate RC High School	554	541	526	579	621	663	670	700	688	697	738	757
The Bishop of Llandaff CiW High School	1232	1235	1230	1222	1179	1185	1239	1246	1252	1257	1263	1262

49. Analysis suggests that 8FE should be sufficient up until September 2019 beyond which it is too early to establish a clear trend.
50. This period covers that of Band A of 21st Century Schools and thus avoids building capacity that might remain empty and an increased capital cost which could prejudice the chances of funding what is necessary for the foreseeable future.
51. The proposed reduction in capacity to 8FE, compared to the existing 11.4FE between the separate school sites, is not expected to cause the displacement of pupils to other schools, nor would it allow for an overall increase in the number of pupils able to be admitted. It is therefore anticipated that the proposal would have little or no effect on the number of pupils on roll at schools in the local area.
52. Although there is no faith based secondary school provision located in Ely or Caerau, some pupils from this area attend faith schools in other areas, including Mary Immaculate RC High School, located in Wenvoe, and The Bishop of Llandaff CiW High School, located in Llandaff.
53. Admission to these schools is determined by the Governing Body of the individual school. The Bishop of Llandaff CiW High School has been fully subscribed at entry to Year 7 for a number of years, and the take up of

places at Mary Immaculate has increased in recent years. Demand for places at each of these schools is projected to continue at similar levels in future years and it is not expected that the proposal will impact upon this.

54. All addresses within the catchment areas of Glyn Derw High School or Michaelston Community College are within 3 miles of either site, and therefore no pupils resident in the catchment area of either school wishing to attend an English-medium community secondary school would qualify for free home to school transport. This is only provided for secondary age pupils who live three or more miles from the nearest appropriate catchment area school.
55. For those living very close to the Michaelston Community College site, the walk to the Glyn Derw High School site will be approximately 2.1 miles (distance from Michaelston Community College to Glyn Derw High School) and will take approximately 45 minutes. The area is served by a regular bus service, with several buses (operated by Cardiff Bus) running from bus stops close to both the Michaelston Community College site and the existing Glyn Derw High School site.
56. Cardiff Council School Transport section would be able to provide families with advice on safe walking routes to school based on individual home addresses.
57. If specific pupils were experiencing difficulties in attending school they would be referred by the school to the School Attendance Officer who would support the pupil and their family in adapting to a new routine and in finding ways to successfully get to and from the school site each day.

Resourcing of education

58. School budgets are primarily funded by formula funding mechanism which uses pupil numbers as its main driver. Any increase or decrease in pupil numbers at individual schools would need to be reflected in the revenue budget of the school. The proposals will ensure a fairer and more equitable distribution of funding between mainstream schools within the Cardiff area.

Ely and Caerau Childrens Centre

59. The Ely and Caerau Childrens Centre provides integrated education, family support and health services for children aged eight weeks to five years. The Centre is sited on part of the Michaelston Community College site. In the event of the proposal being progressed to implementation the continued operating requirements of the centre would need to be considered. The proposals will provide better integration of early years education with childcare services.

Demolition of the Glyn Derw High School Buildings

60. At its meeting on 17 September 2015, the Cabinet approved a proposal to transfer Glyn Derw High School to the Michaelston Community College site from January 2016. The proposal has been implemented and arrangements are being made for the demolition of the vacated Glyn Derw High School buildings.

Facilities included in a school

61. Any new buildings required in the event of the proposal proceeding to implementation would be equal to meet Welsh Government Funding conditions such as BREEAM and also be designed in accordance with the Department of Education Building Bulletins which sets out that the following facilities need to be included in any school:
- Teaching space: internal and external
 - Halls, dining area
 - Learning resource areas
 - Staff and administration
 - Storage
 - Toilets and personal care
 - Kitchen facilities'
 - Circulation, plant and internal walls
62. Additionally it is anticipated that any new provision would include a floodlight 3G pitch however this is subject to design and planning.
63. Subject to approval it is expected that design work would begin in May 2016, with construction beginning on site in May 2017 and the school transferring to the new buildings in September 2018.

Procurement

64. At its meeting on 19 March 2015, the Cabinet delegated the determination of all aspects of procurement for 21st Century schools projects to the Director of Education. Therefore following statutory approvals Education will proceed with the procurement process and will invite tenders to take forward the design for the new school.

Local Member consultation

65. Members were consulted as part of the consultation process.

Reason for Recommendations

66. To respond to the need to rationalise high school accommodation in the West of the city as part of maximizing educational outcomes.

Legal Implications

67. Any proposal to establish a community school or to discontinue a community school falls to be considered as a regulated alteration to a school under Sections 41 and 43 of the School Standards and Organisation (Wales) Act 2013.
68. Section 48 of the 2013 Act requires that any proposal in respect of a regulated alteration must first be consulted upon and then a formal notice published in accordance with the Schools Organisation Code for the time being.
69. Those steps have taken place and a formal 28 day notice period was allowed for objections.
70. Under the Code the Authority is required to take into account certain factors in formulating proposals and those factors are referred to in the text of this Report.
71. The Council also has to satisfy its public sector duties under the Equality Act 2010 (including specific Welsh public sector duties). Pursuant to these legal duties, Councils must in making decisions have due regard to the need to (1) eliminate unlawful discrimination, (2) advance equality of opportunity and (3) foster good relations on the basis of protected characteristics.
72. Protected characteristics are:
 - Age
 - Gender reassignment
 - Sex
 - Race – including ethnic or national origin, colour or nationality
 - Disability
 - Pregnancy and maternity
 - Marriage and civil partnership
 - Sexual orientation
 - Religion or belief – including lack of belief
73. The Council also has to consider whether the proposals will improve access for disabled pupils in accordance with the Equality Act 2010.
74. The report identifies that the Equality Impact Assessment has been updated and is appended at Appendix 3. The purpose of the Equality Impact Assessment is to ensure that the Council has understood the potential impacts of the proposal in terms of equality so that it can ensure that it is making proportionate and rational decisions having due regard to its public sector equality duty.
75. The Cabinet must make a final determination of the proposals within 16 weeks of the end of the objection period.

Financial Implications

76. As at 31st March 2015 the combined budget deficit of the two schools was £1.177 million. It is anticipated that this position will deteriorate further for the year 2015/16 mainly as a result of the two schools operating at low pupil number levels.
77. The opportunities arising from the two schools operating from one site from January 2016 and the current suspension of the two schools delegated budgets should provide a basis for the financial position to be stabilised so that no further increase is made to the deficit as of 31 March 2016.
78. The closure of the two schools and the establishment of a new replacement community High School from 1st September 2017 will require this deficit to be made good and it is currently anticipated that this will be funded from the SOP reserve. Any mitigation or improvement of the position in the intervening period would have a beneficial effect on the anticipated SOP reserve balance and the affordability of the wider 21st Century Schools Programme.
79. The Authority's re-aligned 21st Century Schools Capital Investment programme includes a budget of £36.4 million for a project to deliver a High School in the West of Cardiff. At this stage this project has in-principle approval only and will be subject to full Business Case approval as the scheme progresses. A combined SOC / OBC stage business case will be considered by WG Capital Panel in February.
80. If the SOC / OBC approval is granted by WG, this will increase the level of expenditure available to be incurred against the project budget from 5% to 20% in line with the thresholds approved by Cabinet in March 2015.
81. Current committed expenditure against the project budget totals approximately £1.1 million. 5% of the project budget would total £1.8 million and so expenditure to date is well within the appropriate threshold at this stage. However it should be noted that all expenditure undertaken by the Local Authority to progress this project prior to Full Business Case approval from WG will be undertaken at the risk of not achieving Full business Case approval and the anticipated 50% WG Funding contribution.
82. The recommended option to deliver a new build school on the current Glyn Derw High School site would be affordable within the identified budget. However a fundamental element of this assessment is the initial valuation from the Council's Valuers concerning the level of the Capital Receipt achievable from the sale of the Michaelston site after September 2018.
83. The achievability of the capital receipt required is crucial to ensuring the project is affordable within the approved programme and therefore a more robust valuation must be undertaken to provide assurance around

this. It is a significant concern and a major financial risk to the authority that approval to proceed with this proposal is being sought without a robust valuation to support the achievability of the required level of Capital Receipt.

HR Implications

84. A Human Resources Framework has been produced in consultation with key stakeholders including head teachers, governors, representatives of the diocesan authorities and the trade unions. It provides the basis for managing the human resources issues associated with School Organisation Planning and its purpose is to support governing bodies and staff working in schools, through a variety of strategies and with the ultimate aim of minimising compulsory redundancies across schools in Cardiff. This framework has recently been reviewed in consultation with the trade unions.
85. In the period leading up to the school closure the Council will work with the Federation Headteacher and governing body to ensure that staff continue to be supported and motivated during what may be a potentially difficult situation. Full consultation with staff and trade unions will need to begin immediately following the outcome of this report. A school closure places school staff at a potential risk of redundancy and this will need to be managed in consultation with staff and trade union colleagues. During a period of suspended delegated budget, HR People Services will continue to provide extensive support to the Governing Body in relation to all staffing and human resource matters.
86. In order to mitigate the risk of compulsory redundancy, the Council will seek work with other schools to secure employment in other schools in Cardiff through the redeployment process. Under the Staffing of Maintained Schools (Wales) Regulations 2006 the Temporary Governing Body of a new school is responsible for the appointment of staff. The Council will advocate that the new temporary governing body operates a ring-fenced recruitment process which is ring-fenced to those staff affected by the school closures, in the first instance.
87. The Temporary Governing Body will be responsible for determining the new school's leadership arrangements and the school staffing structure. Whilst the Staffing of Maintained Schools (Wales) Regulations 2006, as amended, allows for ring fenced recruitment to Headteacher and Deputy Headteacher posts in school reorganisation situations, the Council will urge the Temporary Governing Body to advertise nationally for both Headteacher and Deputy Headteacher positions and to put in place a robust recruitment process to appoint high quality leadership. HR People Services will work with the Temporary Governing Body and the Education Service to support this recruitment process.
88. Full support will be offered to the school staff and Governing Body by HR People Services throughout the reorganisation, this will involve attendance at consultation meetings, meetings with school staff where appropriate. HR People Services will also work with the Federation

Headteacher and the Education Service to devise a training programme for all of the Federation school staff to access for support with job applications and interview schools.

Equality Impact Assessment

89. The Initial Equality Impact Assessment has been updated and concludes that the proposals would not adversely affect a particular group in society. If the proposals were to proceed, further equality impact assessments would be undertaken including an assessment at the design stage. The assessment is attached at Appendix 3.

Traffic and Transport Implications

90. Traffic and transport implications will be considered as part of the Transport Assessment that will be required as part of the formal planning application and therefore until this is completed it will not be possible to predict the outcomes. The information from this assessment will inform any stipulations made as condition of planning consent should this proposal be permitted to proceed to implementation.
91. Penally Road is already covered by a 20mph speed limit and there are parking restrictions in place. An initial assessment suggests that a footway be created on the school side of Penally Road from Heol Trelai in order to improve the pedestrian access to the school. Additional pedestrian crossing facilities will also be required.
92. There is an existing bus route on Heol Trelai, which is within easy walking distance of the existing Glyn Derw High School site. No school transport will be provided to the school, as all pupils living within the catchment area live within three miles walking distance of the school and therefore the Council has no statutory duty to provide any free transport. Commercial bus routes may be reviewed although it is unlikely that any changes would be made to the existing routes to divert via the school.
93. All addresses within the catchment areas of Glyn Derw High School or Michaelston Community College are within 3 miles of either site, and therefore no pupils resident in the catchment area of either school wishing to attend an English-medium community secondary school would qualify for free home to school transport. This is only provided for secondary age pupils who live three or more miles from the nearest appropriate catchment area school.
94. Cardiff Council School Transport section would be able to provide families with advice on safe walking routes to school based on individual home addresses.
95. Under this proposal there are no plans to change the Council's policy on the transport of children to and from schools. Any pupils affected by these proposals will be offered the same support with transport as is provided throughout Cardiff and in accordance with the same criteria that

apply across Cardiff. The Council's transport policy for school children can be viewed on the Council's website (www.cardiff.gov.uk).

Sustainability Assessment

96. A Strategic Environmental Assessment (SEA) of the proposals has been carried out in accordance with European Legislation. The assessment confirms that the proposals are compatible with the environmental objectives identified in the SEA of Cardiff's 21st Century: A Strategic Framework for a School Building Improvement Programme. If the proposals were to proceed, an environmental assessment would be carried out as part of the planning process.

Community Impact

97. There is a need to maximise educational outcomes within the West of Cardiff without impacting adversely on the community. The following are taken into account when considering a proposal: Public Open space, parkland, noise and traffic congestion. Officers will work with schools and any community groups to ensure that should the proposal proceed it would avoid negative impacts wherever possible. The potential to accommodate a range of community facilities will be proactively explored and where possible incorporated within any new build school.

Welsh language Impact

98. It is not anticipated that there will be any negative impact on the Welsh Language as a result of these proposals. This proposal does not seek to change the number of Welsh-medium high school places available for the area.

RECOMMENDATIONS

The Cabinet is recommended to:

1. Approve the proposals as set out in paragraph 1 without modification
2. Authorise officers to take the appropriate actions to implement the proposals as set out in paragraph 1.
3. Authorise officers to publish a summary of the statutory objections and the Authority's response to those objections (referred to as the "Objection Report") within 7 days of the determination of the proposal;
4. Authorise officers to publish the decision within 7 days of determination of the proposal.
5. Delegate the approval, only following the respective grant approvals by Welsh Government, of any necessary contracts to the Director of Education and Lifelong Learning in consultation with the Corporate Director Resources & Section 151 Officer, Director of Legal Services and

the Cabinet Members for Corporate Services & Performance and Education & Skills.

Nick Batchelar

Director

4 March 2016

The following appendices are attached:

Appendix 1 - West Consultation Document October 15 and Statutory Notices

Appendix 2 - Summary of Estyn findings for Glyn Derw High School and Michaelston Community College

Appendix 3 - Statutory Screening Tool including Equality Impact Assessment and Strategic Environmental Assessment

21st Century Schools Consultation Document 2015

**Proposed establishment of a new high school in the West to replace
Glyn Derw High School and Michaelston Community College**

12 October – 23 November 2015



This document can be made available in Braille. Information can also be made available in other community languages if needed. Please contact us on 029 2087 2720 to arrange this.



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Introduction

This consultation is an opportunity for people to learn about the school organisation proposal put forward in your area. It is your chance to ask questions and make comments that will be considered when the Council decides how to proceed.

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

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

Table 1 below sets out details of the groups the Council is consulting:

Table 1: Groups the Council is consulting with	
Children and young people	Welsh Ministers
Parents/carers	Police & Crime Commissioner
School staff	Central South Consortium Joint Education Service (CSCJES)
School Governing Bodies	Welsh Language Commissioner
Local residents	Rhieni dros Addysg Gymraeg (RHAG)
Local Members/Assembly Members (AMs)/ Regional Assembly Members/Members of Parliament (MPs)	Trade Unions
Diocesan Directors of Education	Neighbouring Authorities
Neighbouring Primary and Secondary school within Cardiff	Estyn
Communities First Partnership	Cardiff and Vale College
St Davids College	

How can you find out more and give your views

Public meetings and drop in sessions have been arranged where the proposals will be explained. These are provided so you can ask questions and make comments that will be recorded. You may also provide your views in writing.

Information regarding this proposal will be displayed at Glyn Derw High School, Michaelston Community College, Ely and Caerau Children's Centre and Ely and Caerau Community Hub.

Details of the consultation meeting dates are given in Table 2 below:

Nature of Consultation	Date/Time	Venue
Staff Meeting	20 October 2015 3:30pm – 5:00pm	Michaelston Community College
Governors Meeting	20 October 2015 5:00pm – 6:30pm	Michaelston Community College
Drop in session	22 October 2015 4pm – 6pm	Western Leisure Centre
Drop in session	04 November 2015 10am – 12 noon	Ely and Caerau Hub
Public meeting	10 November 2015 6:30pm – 8:30pm	Western Leisure Centre
Drop in session	16 November 2015 12:30pm – 2:30pm	Ely and Caerau Integrated Childrens Centre

In addition, workshop sessions will be arranged with pupils from both schools and local primary schools to provide an opportunity for pupils to ask questions and learn more about the proposal and give their views.

Your Views Matter

Your views matter and we want you to tell us what you think about the proposal. You can do this by attending one of the meetings or drop in sessions above, and/or by completing the Consultation Response Form which can be found on page 23 of this document or completing the online form www.cardiff.gov.uk/21stCenturySchools.

The closing date for responses to this consultation is 23 November 2015.

Explanation of terms used in this document

Please note the following terms used throughout this document:

FE - a Form of Entry refers to a class of 30 children in each year group. A 2FE school is therefore two classes of 30 children in each year group.

WG – Welsh Government

Number on roll data - the number of pupils attending 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 Educational Needs and first language.

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

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 the 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.

Statemented - A child has SEN if he or she has learning difficulties which requires special educational provision to be made for 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.

FSM - Free School Meals

EAL - English as an Additional Language

Background to the proposal

Glyn Derw High School and Michaelston Community College are the English-medium community high schools serving the West of the city. The Ely area is currently served by Michaelston Community College and the Caerau area is currently served by Glyn Derw High School. The schools were federated under one Governing Body and an Executive Headteacher in 2011 but have, for the most part, remained on their respective sites to date. The exceptions are Year 10, Year 11 and Post 16 who are all taught on the Michaelston Community College site.

In March 2015 the Council submitted its realigned 21st Century School Strategic Outline Programme to the Welsh Government (WG).

As set out in the 21st Century School Strategic Outline Programme, the Council's proposed vision for its realigned 21st Century School Strategy is to deliver "*Inspiring, sustainable, community-focused schools in which children and young people can achieve their potential*".

This realignment of the strategy is based on the achievement of four Key Educational Aims:

- Aim 1: To improve Educational Attainment, particularly in Key Stage 4 across the southern arc of the city. A good level of educational attainment, particularly at KS4, for the children and young people of Cardiff is a key educational priority. Educational attainment is varied across the City and within the Southern Arc it is particularly low at Key Stage 4.
- Aim 2: To improve the Sufficiency and Suitability of School Places across Cardiff and ensure the provision of a 21st Century School Standard.
- Aim 3: To ensure that Cardiff achieves Best Value from its financial resources to improve the efficiency and cost-effectiveness of the education estate. The Council will ensure it achieves Best Value by investigating the potential for innovative procurement and standardised designs.
- Aim 4: To facilitate the development of Community Focused Schools, for the benefit of the wider community, across Cardiff. When new schools are being constructed, their potential to accommodate a range of community facilities, will be proactively explored and where possible incorporated within the scheme.

In recognition of the current issues specific to KS4 attainment in the Ely and Caerau areas and consistent with the aims set out above, the Council has included a proposal for a new high school in the West to replace Glyn Derw High School and Michaelston Community College within the realigned 21st Century Schools Programme.

Additionally in order to respond to the need to rationalise high school accommodation in the West of the city as part of maximising educational outcomes, the Council Cabinet at its meeting on 17 September approved the transfer of Glyn Derw High School to the Michaelston Community College site from January 2016. The schools will remain as school in their own right but will share the accommodation. The existing Glyn Derw High School buildings are to be demolished.

The proposal

- Close Glyn Derw High School and Michaelston Community College (the Glyn Derw and Michaelston Federation) from 31 August 2017
- Establish a new replacement 11-18 English-medium community high school to serve the Caerau and Ely areas from 01 September 2017
- To transfer the newly established high school to new build premises on the current Glyn Derw High School site from September 2018

The school would initially be accommodated on the existing Michaelston Community College site before transferring to new build *standardised design premises on the current Glyn Derw High School site from September 2018. The new school is proposed to be 8FE with scope to be enlarged beyond this should demand require this in the future.

* A standardised design refers to a predetermined building form, the client (i.e. the Council) effectively buys 'off plan' to a pre designed solution. Contractors are able to minimise costs by reducing the fees spent on design and tendering as they already have a predetermined design and supply chain and also do not have to set aside a significant cost for risk due to the early engagement of the contractor. In-house design fees are also significantly reduced as it does not require a bespoke design.

Facilities included in a school

Any new buildings required in the event of the proposal proceeding to implementation would be equal to/meet Welsh Government Funding conditions such as BREEAM and also be designed in accordance with the Department of Education Building Bulletins which sets out that the following facilities need to be included in any school:



Teaching space: internal and external
Halls, dining area
Learning resource areas
Staff and administration
Storage
Toilets and personal care
Kitchen facilities'
Circulation, plant and internal walls

An indicative layout showing the Glyn Derw High School site and how the site would look can be viewed on line at www.cardiff.gov.uk and will be available to view at Glyn Derw High School, Michaelston Community College, Ely and Caerau Children's Centre and Ely and Caerau Community Hub.

Schools Catchment Area Map



Existing English-medium Secondary School catchment areas

-  Glyn Derw High School
-  Michaelston Community College

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Schools serving the area at present

The Ely and Caerau area is currently served by two English-medium community secondary schools: Glyn Derw High School and Michaelston Community College.

The following secondary schools also serve the area:

- The Welsh-medium community secondary school serving the area is Ysgol Plasmawr which is located in Fairwater;
- The English-medium Voluntary Aided secondary schools in the area are Mary Immaculate RC High School, located in Wenvoe, and The Bishop of Llandaff CiW High School, located in Llandaff.

There are three special schools in the area – Riverbank School (ages 4-11), Ty Gwyn School (ages 3 – 19) and Woodlands High School (ages 11 – 19). These schools provide SEN specialist provision for the City;

The English-medium community primary schools that are within the catchment areas for Glyn Derw High School and Michaelston Community College are:

- Herbert Thompson Primary School
- Hywel Dda Primary School
- Millbank Primary School
- Pencaerau Primary School
- Trelai Primary School
- Windsor Clive Primary School

The Welsh-medium community primary schools serving the area are:

- Ysgol Coed Y Gof
- Ysgol Nant Caerau

The English-medium Voluntary Aided primary schools serving the area are:

- St Fagan's CW Primary School
- St Francis RC Primary School

The area is also served by an integrated children's centre that includes English-medium and Welsh-medium maintained nursery provision along with childcare, open access play and parent classes:

- Ely and Caerau Children's Centre

Why are we proposing the changes?

One of the key education priorities for children and young people in Cardiff is for a good level of educational attainment. The Council is committed to breaking the link between disadvantage and educational attainment. It firmly believes that a young person's background must never limit their achievements and that all children should receive a good education regardless of where they live in the city.

Both Glyn Derw High School and Michaelston Community College are currently experiencing a number of challenges including poor outcomes, surplus places, significant budget deficits and substandard accommodation for pupils.

Outcomes

GCSE results for pupils at Glyn Derw for 2013/14 saw only 27.3% of pupils achieve grade A-C including English/Welsh and Mathematics, Michaelston results saw only 25.4% of pupils achieve A-C including English/Welsh and Mathematics.

Provisional results for 2014/15 saw 24% of pupils at Glyn Derw High School achieve 5 GCSEs grade A*-C including English/Welsh and Mathematics and Michaelston results saw 25% of pupils achieve 5 GCSEs grade A*-C including English/Welsh and Mathematics.

In order to ensure pupils have access to the full breadth of the GCSE curriculum all Year 10 and Year 11 pupils are being taught at the Michaelston Community College site.

Post 16 provision has also been centralised on the Michaelston Community College site to ensure that pupils have access to an appropriate range of options.

Owing to the high levels of Free School Meals entitlement at both Glyn Derw High School and Michaelston Community College both schools are in receipt of additional funding in the form of the Pupil Deprivation Grant (PDG) which is intended to help reduce the impact of poverty on educational attainment.

Additionally both schools are part of the Challenge Wales Cymru initiative launched by the Welsh Government in May 2014 to improve the quality of teaching and learning. As part of the programme schools receive additional resources and expertise to undertake a programme of swift, sustained improvement. A total of 40 schools are taking part in this initiative.

Maintaining both schools does not allow for the full benefits of these programmes to be realised.

Closing both schools and establishing a new replacement high school would allow for the value of additional funding through the PDG and Challenge Wales Cymru programme to be maximised.

Budget

School budgets are primarily funded by formula funding mechanism which uses pupil numbers as its main driver. Any increase or decrease in pupil numbers at individual schools would need to be reflected in the revenue budget of the school.

Between them, the two schools, Glyn Derw High School and Michaelston Community College had a combined surplus of 923 places at September 2014. Pupil projections indicate that both schools will continue to have high levels of surplus places. Based on recent levels of take up this level of surplus has had a significant impact on the funding available to both schools and has contributed to a combined revenue deficit of c£1m across the two schools.

School Capacities, Condition and Suitability of School Buildings

This section sets out the capacities, condition and suitability of the school buildings, existing demand for English-medium secondary school places that serve the Ely and Caerau areas and the projected number of secondary school places.

Table 3 below provides details of school capacities and information regarding the condition and suitability of school buildings.

Table 3: School capacities, condition and suitability				
Name of School	Type of school	* Condition of School Buildings	* Suitability of School Buildings	Capacity (age 11-18)
Glyn Derw High School	English-medium Community	Category C – Poor.	Category C – Poor.	917
Michaelston Community College	English-medium Community	Category B – Satisfactory	Category B - Reasonable	983
Mary Immaculate RC High School	English-medium Voluntary Aided	Category B – Satisfactory	Category A – Good	795
The Bishop of Llandaff CiW High School	English-medium Voluntary Aided	Category B – Satisfactory	Category B - Reasonable	1,085

* The EC Harris survey - Welsh Government national exercise in 2010.

The physical condition of the Glyn Derw High School premises is poor. Whilst some essential remedial work is being carried out to enable parts of the school to continue to function, disproportionate levels of expenditure would be required to bring the whole school up to modern standards. This is not an environment conducive to quality teaching and is deemed to be having a negative impact on learning and standards.

Accommodation at Michaelston Community College whilst not effectively supporting the delivery of the curriculum in some areas is deemed to be satisfactory.

As set out at page 4, the Council Cabinet has approved the transfer of Glyn Derw High School to the Michaelston Community College site from January 2016. The schools will remain as schools in their own right but will share the accommodation. The existing Glyn Derw High School buildings are to be demolished.

Internal reconfiguration of the accommodation to allow for additional classroom provision is being undertaken to facilitate the transfer of Glyn Derw High School to the Michaelston Community College site.

Future demand for places

Meeting projected demand from the population

In order to calculate the likely demand for school places, trends specific to the established school catchment areas have been used.

Table 4 below illustrates the recent and projected numbers on roll at Glyn Derw High School, Michaelston Community College and faith secondary schools serving the combined catchment area.

School	January 2010	January 2011	January 2012	January 2013	January 2014	January 2015	2015/2016 Projection	2016/2017 Projection	2017/2018 Projection	2018/2019 Projection	2019/2020 Projection	2020/2021 Projection
Michaelston Community College	704	727	703	723	739	597	608	616	633	654	692	728
Glyn Derw High School	644	623	574	542	432	358	441	444	448	455	459	460
Mary Immaculate RC High School	554	541	526	579	621	663	670	700	688	697	738	757
The Bishop of Llandaff CiW High School	1232	1235	1230	1222	1179	1185	1239	1246	1252	1257	1263	1262

Analysis suggests that 8FE should be sufficient up until September 2020. Beyond this it is too early to establish a clear trend.

This period covers that of Band A of 21st Century Schools and thus avoids building capacity that might remain empty and an increased capital cost which could prejudice the chances of funding what is necessary for the foreseeable future.

The proposed reduction in capacity to 8FE, compared to the existing 11.4FE between the separate school sites, is not expected to cause the displacement of pupils to other schools, nor would it allow for an overall increase in the number of pupils able to be admitted. It is therefore anticipated that the proposal would have little or no effect on the number of pupils on roll at schools in the local area.

Although there is no faith based secondary school provision located in Ely or Caerau, some pupils from this area attend faith schools in other areas, including Mary Immaculate RC High School, located in Wenvoe, and The Bishop of Llandaff CiW High School, located in Llandaff.

Admission to these schools is determined by the Governing Body of the individual school. The Bishop of Llandaff CiW High School has been fully subscribed at entry to Year 7 for a number of years, and the take up of places at Mary Immaculate has increased in recent years. Demand for places at each of these schools is projected to continue at similar levels in future years and it is not expected that the proposal will impact upon this.

How would schools be affected?

The schools directly affected by this proposal are Glyn Derw High School and Michaelston Community College. The schools have been part of The Glyn Derw Michaelston Federation since 2011 and have been working together since that time. Therefore good working relationships have already been established between the schools which should support the change. It is anticipated that the proposal would result in a range of positive benefits as set out at page 15.

How would other schools be affected?

The proposal would reduce the total number of places available however this is expected to more closely match the future demand for places.

The reduction in its capacity to this size is not expected to cause the displacement of pupils to other schools, nor will it allow for an overall increase in the number of pupils able to be admitted.

It is therefore anticipated that the proposal would have little or no effect on the number of pupils on roll at schools in the local area.

Table 5 below illustrates the number of pupils on roll at schools serving the area and schools in adjacent areas, and the projected numbers of pupils on roll should the proposal proceed as described.

School	Is this school expected to be affected by the proposals?	January 2010	January 2011	January 2012	January 2013	January 2014	January 2015	2015/2016 Projection	2016/2017 Projection	2017/2018 Projection	2018/2019 Projection	2019/2020 Projection	2020/2021 Projection
Michaelston Community College	Yes	704	727	703	723	739	597	608	616	633	654	692	728
Glyn Derw High School	Yes	644	623	574	542	432	358	441	444	448	455	459	460
Mary Immaculate RC High School	No	554	541	526	579	621	663	670	700	688	697	738	757
The Bishop of Llandaff CiW High School	No	1232	1235	1230	1222	1179	1185	1239	1246	1252	1257	1263	1262

The data for each of the above schools represent the projections if the proposals were to proceed. They also represent the projection if no changes were made and school provision remained as at present. Those pupils unable to gain admission to schools due to oversubscription could elect to attend alternative English-medium, Welsh-medium, Faith, private schools or schools outside of Cardiff and for the purpose of clarity are not added to the Numbers on Roll at alternative schools.

The Glyn Derw site is in close proximity to a number of other schools and therefore pick up/drop off times may become more congested in the area.

The Council would work with the Governing Body of the schools to develop a Travel Plan to minimise any potential disruption.

How would SEN and EAL provision be affected?

A child has special educational needs if he or she has a learning difficulty which requires special educational provision. A learning difficulty means 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 for those that the school generally provides for children.

Neither Glyn Derw High School nor Michaelston Community College have a specialist resource base attached to the school, however the percentage of students needing SEN provision is higher than the LA and Wales average at both schools therefore there is a need for school SEN support as shown in the table below.

Table 6 shows the percentage of FSM, EAL and Minority Ethnic pupils at the affected schools:

Table 6: SEN, FSM, EAL and Minority Ethnic Information					
2014		Glyn Derw High School	Michaelston Community College	LA	Wales
Percentage of SEN Pupils	School Action	18.6%	25.6%	15.1%	14.6%
	School Action Plus	13.3%	19.9%	7.9%	8.1%
	Statemented	2.6%	3.4%	2.9%	2.6%
Percentage of FSM Pupils – 3 year average		38%	43%	20.1%	17.5%
Percentage of EAL Pupils		3.5%	3.2%	9.6%	2.6%
Percentage of Minority Ethnic Pupils		9.8%	13.9%	26.2%	7.9%

* further information can be found on the website: mylocalschool.wales.gov.uk.

There is no information available that suggests that the proposals would have a negative effect on SEN provision at the schools and the schools would continue to provide SEN support for pupils. However consideration would need to be given to how any new buildings would facilitate this ongoing requirement.

Furthermore, there is no information available that suggests that the proposals would have a negative effect on provision for any group including those who are from minority Ethnic groups, have EAL needs or in receipt of free school meals and the schools would continue to provide support as appropriate in line with individual needs for all pupils

The school will continue to provide SEN support for pupils from both Michaelston Community College and Glyn Derw High School.

Ely and Caerau Childrens Centre

The Ely and Caerau Children’s Centre provides integrated education, family support and health services for children aged eight weeks to five years. The Centre is sited on part of the Michaelston Community College site. In the event of the proposal being progressed to implementation the disposal of the Michaelston Community College site would need to take the continued operating requirements of the centre into consideration e.g. appropriate access, parking etc.

Quality and Standards

The Council works closely with the governing bodies of schools to ensure that standards in schools are high, that teaching is good and that leadership and governance is strong. The

Council works closely with two organisations in order to monitor the performance of schools and to support school improvement.

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

Central South Consortium Joint Education Service (CSCJES) was established in September 2012. The Local Authority has commissioned the Consortium to support and challenge schools in Cardiff.

When proposing changes of this type to schools Local Authorities are required to refer to the most recent Estyn reports, other evidence derived from performance monitoring and any other information available on a school's effectiveness.

They must also demonstrate the likely impact of the proposals on the quality of:

- outcomes (standards and wellbeing);
- provision (learning experiences, teaching, care support and guidance, and learning environment);and
- leadership and management (leadership, improving quality, partnership working and resource management).

Estyn

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

The relevant Estyn Inspection reports provide grades against Key Questions and provide schools with recommendations for improvement.

Estyn inspection reports after September 2010 provide judgements against Key Questions and provide schools with recommendations for improvement.

Each Key Question is provided with a judgement:

Excellent - Many strengths, including significant examples of sector-leading practice

Good - Many strengths and no important areas requiring significant improvement

Adequate - Strengths outweigh areas for improvement

Unsatisfactory - Important areas for improvement outweigh strengths

In 2011 Estyn described outcomes for learners at Glyn Derw as unsatisfactory and outcomes for learners at Michaelston Community College as adequate.

A follow up visit to Glyn Derw High School in January 2013 judged the school to have made sufficient progress in relation to the recommendations following the core inspection in November 2011 and as a result the school was removed from any further follow-up activity.

A follow up visit to Michaelston Community College in February 2013 judged the school to have made good progress in respect of the key issues for action and the school was removed from the list of schools requiring Estyn monitoring.

Table 7 below shows Estyn judgements and recommendations.

Table 7: Estyn judgements and recommendations		
	Glyn Derw High School Estyn Report November 2011	Michaelston Community College Estyn Report November 2011
Key Questions	Judgement	Judgement
Key Question 1: How good are the outcomes?	Unsatisfactory	Adequate
Standards	Unsatisfactory	Adequate
Wellbeing	Adequate	Adequate
Key Question 2: How good is provision?	Adequate	Adequate
Learning experiences	Adequate	Adequate
Teaching	Adequate	Adequate
Care, support and guidance	Adequate	Good
Learning environment	Unsatisfactory	Good
Key Question 3: How good are leadership and management?	Adequate	Adequate
Leadership	Adequate	Good
Improving quality	Adequate	Adequate
Partnership working	Adequate	Good
Resource management	Unsatisfactory	Adequate
Recommendations		
R1	Raise standards in all subjects at key stage 4 and the attainment of boys and more able pupils at key stage 3 and key stage 4;	Raise standards at key stage 3 and key stage 4, ensuring greater consistency between the performance of subjects;;
R2	Improve attendance;	Improve attendance;
R3	Strengthen provision to develop pupils' skills, particularly in literacy and numeracy;	Strengthen provision to develop pupils' skills, particularly numeracy and higher-order literacy skills;
R4	Improve the quality of teaching and focus particularly on increasing the progress pupils make during lessons;	Improve the quality of teaching, focussing particularly on challenging higher ability pupils within the group;

R5	Develop the role of the governing body so that they meet all statutory requirements;	Improve standards in Welsh second language and ensure that all pupils are entered for a recognised qualification that matches their ability.
R6	Strengthen the role and voice of the school council and elect associate pupil governors.	

Welsh Government categorisation of schools

In January 2015 the Welsh Government introduced a new categorisation system that considered each school's standards alongside the school's capacity to improve so as to understand the level of support that organisations such as CSC need to give each school in order that they achieve their targets.

The categorisation system is described in table 8 below:

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

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

The latest categorisation from the Welsh Government (January 2015) has placed both Glyn Derw High School and Michaelston Community College in the Red Support Category.

Standards

The Council's aim is to provide sufficient good quality places to a 21st Century School standard across the city. All children and young people in Cardiff should be educated in environments that are fit for purpose, in the right place and that are the appropriate size to enable the effective delivery of first class education, improve the sufficiency and suitability of school places across Cardiff and ensure the provision of a 21st Century School Standard.

The Council has in place policies to support school improvement e.g. 'High Achievement for All' and 'Achievement for Inclusion'. It is working to respond to the key principles of the 'School Effectiveness Framework' to secure better learning outcomes and well-being for all children including those at the existing schools which form part of these proposals and any new schools established subsequently.

Provision

The proposal will provide the opportunity to invest in providing high quality, modern facilities which would be able to support the delivery of a broad and balanced curriculum.

Leadership and Governance

The Council will work with the leadership of any new school to develop a rigorous whole school approach to improvement planning and secure good relationships with parents and other partners in order to ensure pupils receive a high quality education.

Careful planning will take place during the proposed period of change to avoid any risk of distraction or disruption to leadership and governance that could impact on educational outcomes.

The LA has no information to suggest that the Quality and Standards of the existing schools would be negatively affected by the proposals. The expectation would be that investment in new school facilities would add value and have the potential to better support delivery of relevant curriculums and children's learning experiences.

What are the educational benefits of these proposals?

The proposal would continue to build on the benefits realised through the federation and would provide opportunities to:

- Provide 21st Century new build facilities that would support the delivery of a broad and balanced curriculum.
- Further streamline policies and structures
- Share good practice, preparation materials and resources
- Enhance opportunities for staff professional development
- Improve staff morale/decrease staff absence
- Improve social opportunities for pupils
- Maximise resources and professional expertise
- Support efficiency by providing an economy of scale for undertaking key activities
- Promote the broader welfare of pupils by offering potential for bringing together pastoral and other services to meet their all-round needs
- Support school improvement
- Enhance opportunities for pupil activities and the provision of a broad and balanced curriculum.
- Maximise the benefits accrued from National initiatives
- Foster a natural progression from school through to post 16 provision
- Support more effective teaching and learning.

Furthermore engaging with one school parent community in a consistent way is anticipated to contribute toward improving outcomes and raising standards.

Potential disadvantages of these proposals

Potential increased traffic congestion around the existing Glyn Derw High School site at the start/end of the school day. However the Council would work with the Governing Body of the school to develop a Travel Plan to minimise any potential disruption.

The proposal would result in longer travel distances for some pupils particularly those of the edge of the Michaelston Community College catchment area.

The overall capacity for availability of school places in the Ely and Caerau area will reduce.

Risks associated with these proposals

The Council must consider the risk that population distributions and the requirement for places does not follow the projected trend, and that demand could diverge from anticipated levels. The Council must therefore keep its projections under review and respond to any such changes in demand accordingly.

There is a possibility of development constraints not yet identified becoming apparent and having both a cost and delay implications. Site surveys and geo-technic reports would provide further information around this and inform management strategies.

There is a risk that upon progressing the option of a standardised design, it emerges that the approach is not suitable. Further work around this option would help to identify any potential issues and inform management strategies.

The proposal may not be achievable if Welsh Government capital funding is not secured at the business case stage.

If the Council were not successful in achieving this funding from the Welsh Government then the Council would be fully responsible for all costs relating to the proposal. In these circumstances, it would be necessary to review investment options to ensure the delivery of sufficient school places.

Alternatives Considered

Details of the alternative options considered are set out below:

Close Glyn Derw High School and Michaelston Community College and establish a replacement new build school on the existing Michaelston Community site (phased move to the new school)

This is not considered to be a viable option as:

- The capital receipt from the sale of the Michaelston Community College site is required in order to part fund the new build school.
- No alternative funding streams of sufficient value are available.
- Drainage issues with the playing fields restrict usage and alternative options would need to be explored. Existing challenges in the delivery of the PE curriculum would be compounded.
- It would result in the loss of opportunity to consider the development of campus arrangements whereby other schools e.g. Woodlands Special School could benefit from enhanced facilities at any new school on the Glyn Derw High School site.
- It would result in the loss of opportunity to consider federation arrangements between schools adjacent to the current Glyn Derw High School site.

- It would result in disruption on site during any build programme.

Close Glyn Derw High School and Michaelston Community College and establish a replacement new school which would be accommodated in refurbished existing Michaelston Community College buildings

This is not considered a viable option as:

- The capital receipt from the sale of the Michaelston Community College site is required in order to finance the new build school.
- No alternative funding streams of sufficient value are available.
- Drainage issues with the playing fields restrict usage and alternative options would need to be explored. Existing challenges in the delivery of the PE curriculum would be compounded.
- It would result in the loss of opportunity to consider the development of campus arrangements whereby other schools e.g. Woodlands could potentially benefit from enhanced facilities at any new school on the Glyn Derw site.
- It would result in the loss of opportunity to consider federation arrangements between schools adjacent to the current Glyn Derw site.
- It would result in disruption on site during any build programme.
- There is an expectation that a new school build will be delivered and refurbishment/adaptation of existing premises is not likely to meet this expectation.

Admissions and catchment area arrangements

There are no plans to change the Council’s policy on the admission of children to schools as a result of these proposals.

The statutory processes required to establish any new provision could be completed by September 2017 and these would therefore enable the admission of pupils from this date. Consultation on changes to admission arrangements including catchment areas would take place in the prescribed timescale and be completed by 1 March 2016, in accordance with the School Admission Code.

It is proposed that the new school will incorporate the existing catchment areas of both Glyn Derw High School and Michaelston Community College.

Detailed information regarding admission arrangements is contained in the Council’s Admission to Schools booklet and this information can also be viewed on the Council’s website (www.cardiff.gov.uk).

Financial Matters

The realigned 21st Century Schools Programme totalling £167.6 million was approved by Cabinet in March and submitted to Welsh Government. Welsh Government subsequently approved in-principle a slightly reduced programme of £164.1 million. Within this re-aligned programme is a budget of £36.4 million for a project to deliver a High School in the West of Cardiff. At this stage this project has in-principle approval only and will be subject to full Business Case approval as any scheme progress.

The 21st Century Schools Programme is funded 50/50 by Welsh Government and Cardiff Council. The Council funded element of a project to deliver a High School in the west of Cardiff would require the achievement of a significant Capital Receipt as part of this project in order to make the project affordable with the remainder funded by prudential borrowing. There are no alternative

resources available to fund this project and given the timeframe of this project which falls at the end of the Band A 21st Century Schools programme there is unlikely to be any opportunity to re-allocate resources from other projects within the current programme as the authority will already be committed to the other projects in the programme.

Initial advice from the Council's valuers suggests that the indicative capital receipt from the sale of the Michaelston Community College site would be sufficient to make the High School in the West project affordable as per the option recommended to be consulted upon in this paper. A more robust valuation will be required if the approach recommended in this paper is approved by Cabinet.

Further advice from the Council's valuers suggests that the sale of the Glyn Derw site would not generate a Capital receipt of sufficient value to make the other two project options in this paper affordable without significant additional prudential borrowing by the Authority.

Additional prudential borrowing of the scale required to make any such option affordable would have an extremely detrimental impact on the SOP reserve balance taking the reserve balance well below the minimum threshold of £1.5m over the life of the programme which was identified in the Re-aligned 21st Century School Cabinet Report of 19th March 2015. Therefore within the constraints of the Re-aligned 21st Century Schools Programme and associated affordability criteria identified by the Cabinet report in March 2015, the options in this paper which retain the Michaelston site and seek to sell the Glyn Derw site would be unviable from a financial perspective.

As at 31st March 2015 the combined budget deficit of the two schools was £1.177 million. It is anticipated that this position will deteriorate further for the year 2015/16 mainly as a result of the two schools operating at low pupil number levels. The opportunities arising from the two schools operating from one site will provide a basis for the financial position to be stabilised so that no further increase is made to the deficit as of 31 March 2016. It is currently anticipated that this will be funded from the SOP reserve, with any mitigation or improvement of the position in the intervening period having a beneficial effect on the anticipated SOP reserve balance and the affordability of the wider 21st Century Schools Programme.

Human Resources Matters

A Human Resources Framework has been produced in consultation with key stakeholders including head teachers, governors, representatives of the diocesan authorities and the trade unions. It provides the basis for managing the human resources issues associated with School Organisation Planning and its purpose is to support governing bodies and staff working in schools, through a variety of strategies and with the ultimate aim of minimising compulsory redundancies across schools in Cardiff. This is currently undergoing a review to ensure that the Framework is in line with the realigned 21st Century Schools Programme and the human resource implications which this may present.

In the period leading up to the school closure the Council will work with the Federation Headteacher and governing body to ensure that staff continue to be supported and motivated during what may be a potentially difficult situation. Full consultation with staff and trade unions will need to begin immediately following the outcome of this report. A school closure places school staff at a potential risk of redundancy and this will need to be managed in line with the School Redeployment and Redundancy Policy which has been adopted by the Federated Governing Body. During a period of suspended delegated budget, HR People Services will continue to provide extensive support to the Governing Body in relation to all staffing and human resource matters.

A key aspiration for the Council is to achieve staff reductions as far as possible through redeployment rather than voluntary or compulsory means. Therefore the Council is committed to maximising opportunities for school staff to secure employment in other schools in Cardiff, and in particular, in the new school which is established as a result of the agreed proposals. Under the Staffing of Maintained Schools (Wales) Regulations 2006 the Temporary Governing Body of a new school is responsible for the appointment of staff. The Council will advocate that the new temporary governing body operates a ring-fenced recruitment process which is ring-fenced to those staff affected by the school closures.

The first matter which the Temporary Governing Body must consider is the new school's leadership arrangements and the structure of the staff within the school. Timely creation of the Temporary Governing Body is crucial to this. Whilst the Staffing of Maintained Schools (Wales) Regulations 2006, as amended, allow for ring fenced recruitment to Headteacher and Deputy Headteacher posts in school reorganisation situations, the Council will urge the Temporary Governing Body to advertise nationally for both Headteacher and Deputy Headteacher positions and to put in place a robust recruitment process to appoint high quality leadership. HR People Services will work with the Temporary Governing Body to support the recruitment process.

Full support will be offered to the school staff and Governing Body by HR People Services throughout the reorganisation, this will involve attendance at consultation meetings, meetings with school staff where appropriate and the circulation of a Frequently Asked Questions document.

Transport Matters

Traffic and transport implications will be considered as part of the Transport Assessment that would be required in order to achieve planning consent for building works should the proposals be implemented.

Learner Travel Arrangements

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

All addresses within the catchment areas of Glyn Derw High School or Michaelston Community College are within 3 miles of either site, and therefore no pupils resident in the catchment area of either school wishing to attend an English-medium community secondary school would qualify for free home to school transport. This is only provided for secondary age pupils who live three or more miles from the nearest appropriate catchment area school.

For those living very close to the Michaelston Community College site, the walk to the Glyn Derw High School site will be approximately 2.1 miles (distance from Michaelston Community College to Glyn Derw High School) and will take approximately 45 minutes. The area is served by a regular bus service, with several buses (operated by Cardiff Bus) running from bus stops close to both the Michaelston Community College site and the existing Glyn Derw High School site.

Cardiff Council School Transport section would be able to provide families with advice on safe walking routes to school based on individual home addresses.

If specific pupils were experiencing difficulties in attending school they would be referred by the school to the School Attendance Officer who would support the pupil and their family in adapting to a new routine and in finding ways to successfully get to and from the school site each day.

The Council's transport policy for school children can be viewed on the Council's website (www.cardiff.gov.uk).

Impact of the proposal on the Welsh Language

It is not anticipated that there will be any negative impact on the Welsh Language as a result of these proposals.

This proposal does not seek to change the number of Welsh-medium high school places available for the area.

Officers are monitoring birth rates, the proposed housing developments and the patterns of take up in Welsh-medium provision at primary and secondary age with a view to bringing forward appropriate plans to meet any increased demand.

Equality Impact Assessment

An Initial Equality Impact Assessment has been carried out and concluded that these proposals would not adversely affect a particular group in society. This assessment will be reviewed following consultation. If the proposal were to proceed, further equality impact assessments would be undertaken including an assessment on the design for any adaption of Michaelston Community College.

Sustainability Matters

A Strategic Environmental Assessment (SEA) of the proposal has been carried out in accordance with European Legislation. The assessment confirms that the proposal is compatible with the environmental objectives identified in the SEA of Cardiff's 21st Century: A Strategic Framework for a School Building Improvement Programme. If the proposals were to proceed, an environmental assessment would be carried out as part of the planning process.

Considering Community Impact

There is a need to improve educational outcomes for children in this area of the city without impacting adversely on the community. The potential to accommodate a range of community facilities will be proactively explored and where possible incorporated within any new build school.

The following are taken into account when considering a proposal: Public Open Space, parkland, noise and traffic congestion. Officers will work with the schools and any community groups to ensure that should the proposal proceed negative impacts would be avoided wherever possible.

There are sport facilities located on the Michaelston Community College site which are for use by the community. Feedback during the consultation will inform whether these facilities are retained on the current site or whether they would be better provided as part of the new high school facilities on the Glyn Derw High School site.

What happens next?

Key Dates

The feedback from this consultation will be collated and summarised, and a report presented to the Council's Cabinet. This consultation report will be available for all persons to view on the

Council website and copies can be obtained on request by using the contact details in this document.

There are a number of further stages that the Council would have to go through before a final decision is made by the Council.

These stages are set out in Table 9 below:

Table 9: Further stages	
Statutory Process	Timescale
Consultation Period	12 October – 23 November 2015
Consultation report considered by the Council Cabinet and published on the Council website	December 2015
Subject to approval statutory notice issues during which time formal written objections can be made	January 2016
Determination by the Council's Cabinet	March 2016
Objection report published on the Council's website and notification of Cabinet's decision	March 2016

The proposed timetable may be subject to change

Consultation period

The consultation period for these proposals starts on 12 October 2015 and ends on 23 November 2015. See page 23 for further details of how to respond and make your views known.

Within 13 weeks of 23 November 2015 a consultation report will be published on the City of Cardiff 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 City of Cardiff Council must publish a statutory notice.

Statutory Notice

The statutory notice would be published on the City of Cardiff Council website and posted at or near the main entrance to the schools/sites subject to the notice. Copies of the notice would be made available to schools identified in the notice to distribute to pupils, parents, guardians, and staff members (the school may also distribute the notice by email). The notice sets out the details of the proposals and invites anyone who wishes to object to do so in writing within the period specified.

Determination of the proposals

The City of Cardiff Council 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 City of Cardiff Council's website.

Frequently Asked Questions

- **Would the proposal have an impact on the Governing Body?**

If Glyn Derw High School and Michaelston Community College were to close the existing Governing Body would cease to exist. A temporary governing body would be established for any new school following the publication of a statutory notice. A range of stakeholders would be represented on the temporary governing body, including parents, teachers, non teaching staff, Local Authority representatives and community partners. Any new school would require the established of a new Governing Body.

- **Would the proposal affect the Ely and Caerau Children's Centre?**

The Ely and Caerau Children's Centre would remain at its existing site.

- **What would the uniform be?**

Any changes to school uniform would be decided upon by the Governing Body of the school.

CONSULTATION RESPONSE FORM (Secondary school provision in the West of Cardiff 2015)

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

Completing and returning the accompanying questionnaire to the address given at the bottom of the form.

Completing the on line response form at www.cardiff.gov.uk/21stcenturyschools

Or if you prefer you can e-mail your views to: schoolresponses@cardiff.gov.uk

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

The closing date for responses to this consultation is 23 November 2015. Unfortunately no responses received after this date can be considered by the Council.

Consultation responses will **not** be counted as objections to the proposals. Objections could only be registered following publication of a **statutory notice**.

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

Your name:

Address:.....

Postcode:.....

Email Address:

Date:.....

Please tell us whether you are responding as:

- | | |
|---------------------------|--------------------------|
| 1. Parent | <input type="checkbox"/> |
| 2. Pupil | <input type="checkbox"/> |
| 3. Governor | <input type="checkbox"/> |
| 4. Member of Staff | <input type="checkbox"/> |
| 5. Local resident | <input type="checkbox"/> |
| 6. Other (please specify) | <input type="checkbox"/> |

.....

Do you support the proposal to close Glyn Derw High School and Michaelston Community College and establish a new replacement 11-18 community high school from September 2017?

Yes

No

Do you support the proposal to transfer the new established high school to new build premises on the current Glyn Derw High School site from September 2018?

Yes

No

If you do not support the proposal, please give your reasons together with any changes or alternatives that you would like to suggest.

Do you wish to make any other comments?

Thank you for your comments

Please tick the box below if you wish to be notified of publication of the consultation report

Please return this form to the School Organisation Planning Team, Room 219, County Hall, CF10 4UW by 23 November 2015.

Please return this form to **Room 219, County Hall, Atlantic Wharf, Cardiff CF10 4UW** by
28 OCTOBER 2015

This document is about changes proposed to schools in your area. You have been sent this document for you to find out more about this proposal and for you to give your views. Please tick this box if you require this information in your language and write your name, address and telephone number in English or Welsh in the large box at the bottom of the form. Please return this form to the address at the top of the form.

FR	<input type="checkbox"/>	Ce document est sur les changements proposés dans les écoles de votre région. Vous avez été envoyé ce document pour que vous vous renseigniez d'avantage au sujet de la proposition et pour vous de donner votre opinion. Veuillez cocher cette case si vous avez besoin de cette information dans votre langue et écrire votre nom, l'adresse et numéro de téléphone en Anglais ou en Welsh/Gallois dans la grande case au bas de ce formulaire. S'il vous plait, retourner ce formulaire à l'adresse indiquée au début de ce formulaire.
CN	<input type="checkbox"/>	這份文件是關於您所在地區附近學校更改的提議。該文件已發送給您， 讓您更加了解這些提議，並讓你提出你的意見。 如果您需要了解這些用你的母語翻譯的信息，請勾選此框。 在表格末的大框格里，用英語或威爾士語寫你的姓名，地址和電話號碼。並請將本表格寄回該表格頂部的地址。
SM	<input type="checkbox"/>	Warqadani waxay ku saabsantahay aragtida is bedel la doonaayo in lagu sameeyo iskuulada xaafada. Fadlan hadaad u baahantahay faahfaahin ku qoran afkaaga hooyo ,hoos calaamadee. Magacaaga, adireeskaaga, iyo telefonkaagaba ku qor afka ingiriisiga , AMA welshka. Dibna igu soo dir foomka , adireeska kor ku qoran
PL	<input type="checkbox"/>	Dokument ten dotyczy proponowanych zmian w szkołach w Pańskiej okolicy. Wysłano go po to, by mogli się Państwo dowiedzieć więcej na temat projektu oraz wyrazić swoją opinię. Proszę zaznaczyć to okienko, jeżeli potrzebują Państwo owych informacji w języku ojczystym oraz proszę podać imię, nazwisko, adres i numer telefonu po angielsku lub walijsku w dużym okienku na dole formularza. Proszę zwrócić formularz na adres <u>podany na górze</u> .
CZ	<input type="checkbox"/>	Tento dokument se týká změn, které byly navrženy školám ve vašem okrsku. Dokument vám byl zaslán, abyste se dozvěděli více o tomto návrhu a abyste měli možnost vyjádřit své názory. Prosím zaškrtněte toto políčko, pokud potřebujete tuto informaci ve vašem jazyce a napište svoje jméno, adresu a telefonní číslo v anglickém nebo velšském jazyce do velkého políčka, které je v dolní části tohoto formuláře. Prosím zašlete tento formulář zpět na adresu, která je poskytnuta v horní části tohoto formuláře.
AR	<input type="checkbox"/>	هذه الوثيقة بخصوص بعض التغييرات المقترحة على المدارس في منطقتك . و لقد أرسلنا هذه الوثيقة إليك لكي تعلم و تتعرف على هذه المقترحات ثم تبدي رأيك فيها. من فضلك ضع علامة على هذا المربع إذا كنت تحتاج معرفة هذه المعلومات مترجمة إلى لغتك الأصلية ، ثم اكتب أسمك ، و عنوانك ، و رقم هاتفك باللغة الإنجليزية أو لغة الويلش في المربع الكبير الموجود بأسفل هذه الورقة . من فضلك أرسل هذه الورقة إلى العنوان الموجود في أعلى هذه الورقة.
HD	<input type="checkbox"/>	यह दस्तावीज़ आपके क्षेत्र में स्कूलों के लिए प्रस्तावित परिवर्तनों के बारे में है। आपको यह दस्ताविज़ इस प्रस्ताव के बारे में और अधिक जानकारी देने के लिए और इसके बारे में आप आपने विचार देने के लिए भेजा गया है। अगर आपको आपनी भाषा में इस जानकारी की अवश्यकता है तो कृपया इस बॉक्स में टिक करे, और फॉर्म के ताल पर बड़े बॉक्स में अंग्रेजी या वेल्श में अपना नाम, पता और टेलिफोने नंबर लिखे। कृपया इस फार्म को उपर दिए गए पते पर वापस भेजे।

Please return this form to **Room 219, County Hall, Atlantic Wharf, Cardiff CF10 4UW** by
28 OCTOBER 2015

DR	<input type="checkbox"/>	این اطلاعات راجب عوض شدن برنامه در مکتب ہا در این منطقه است. این اطلاعات برای شما روان شدہ است کہ شما بیشتر راجب این موضع بفہمید و نظر خود را بگویید. این چارخانہ را علامت بزنید اگر می خواهید این اطلاعات در زبان خودتان باشد. اسم و ادرس و تلفن نمبر خود را در انگلیسی یا در ولسی در داخل چار خانہ کلن کہ در پایان این فورم است نوشتہ کنید. خواہش یس این فورم را در ادرس کہ در بالا فورم نوشتہ است روان کنید.
GJ	<input type="checkbox"/>	આ દસ્તાવેજ તમારાં વિસ્તારની શાળાઓના દરખાસ્ત થયેલ ફેરફારો બારામાં છે. આ દસ્તાવેજ તમને દરખાસ્ત બાબત વધુ માહિતી મેળવવાં ને તમારાં અભિપ્રાયો આપવા માટે મોકલાયેલ છે. મહેરબાની કરી આ માહિતી તમને તમારી ભાષામાં જોઈએ તો આ ખાનું ભરી દર્શાવો ને તમારું નામ, સરનામું ને ટેલીફોન નંબર અંગ્રેજી કે વેલ્શમાં પત્રકના છેવાડે મોટાં ખાનામાં લખો. મહેરબાની કરી આ પત્રક મથાળે આપેલ સરનામે પરત કરશો.
KD	<input type="checkbox"/>	نه م نامہ یہ دہ ربارہ ی نہ و گورانکارپانہ یہ کہ پیشنیار کراون بو فوتابخانہ کانی ناوچہ کہ ت نہ م نامہ یہ ت بو دہ نیرین بو نہ وہ ی ناگداری نہ و پیشنیارانہ ت بکہ یں و بو چونی خوتمان بو روون بکہ پتہ و ہ . تکایہ نہ و چوار گوشہ ب چوکہ دہ ستیشان بکہ نہ گہ ر دہ تہ ویت کویبہ کہ لہ م زانیارانہ بہ زمانی خوت بو بنیرین. ناوی خوت و نہ درہ سہ کہ ت و زمارہ ی تہ لہ فونہ کہ ت بہ ننگلیزی یان بہ ویلزی لہ و چوار گوشہ گہ ورہ یہ ی خوارہ وہ ی نہ م لا پہ رہ یہ بنوسہ . تکلیہ نہ م لا پہ رہ بنیرہ بو نہ و نہ درہ سہ ی لہ سہ روی نہ م لا پہ رہ نوسراوہ
PJ	<input type="checkbox"/>	ਇਹ ਦਸਤਾਵੇਜ਼ ਆਪ ਜੀ ਦੇ ਇਲਾਕੇ ਦੇ ਸਕੂਲਾਂ ਵਿੱਚ ਆਉਣ ਵਾਲੇ ਪ੍ਰਸਤਾਵ ਉਪਰ ਹੈ। ਇਹ ਦਸਤਾਵੇਜ਼ ਆਪ ਦੀ ਇਨ੍ਹਾਂ ਪ੍ਰਸਤਾਵਾਂ ਉਪਰ ਹੋਰ ਜਾਣਕਾਰੀ ਵਧਾਉਣ ਅਤੇ ਆਪ ਦੇ ਸੁਝਾਵ ਲੈਣ ਲਈ ਭੇਜਿਆ ਗਿਆ ਹੈ। ਜੇਕਰ ਤੁਹਾਨੂੰ ਇਹ ਜਾਣਕਾਰੀ ਅਪਣੀ ਭਾਸ਼ਾ ਵਿੱਚ ਚਾਹਿਦੀ ਹੈ ਤਾਂ ਇਸ ਖਾਨੇ ਵਿੱਚ ਟਿੱਕ ਕਰੋ ਅਤੇ ਅਪਣਾਂ ਨਾਂ, ਪਤਾ ਅਤੇ ਟੈਲੀਫੋਨ ਨੰਬਰ ਇੰਗਲਿਸ਼ ਜਾਂ ਵੈਲਸ਼ ਵਿੱਚ ਫਾਰਮ ਦੇ ਨਿੱਚੇ ਬੱਠੇ ਵੱਖ ਖਾਨੇ ਵਿੱਚ ਲਿਖੋ। ਕਿਰਪਾ ਕਰਕੇ ਇਹ ਫਾਰਮ ਉਪਰ ਦਿੱਤੇ ਪਤੇ ਤੇ ਵਾਪਸ ਕਰੋ।
UD	<input type="checkbox"/>	یہ دستاویز آپ کے علاقے میں سکولوں کی تجویز تہدیلیوں کے بارہ میں ہے۔ آپ کو یہ دستاویز اس لیے لیے بھیجی جارہی ہے تاکہ آپ اس تجویز کے بارہ میں مزید جان سکیں اور اپنی رائے سے آگاہ کریں۔ اگر آپ کو یہ معلومات اپنی زبان میں چاہیے تو برائے مہربانی اس خانے میں نشان لگادیں اور اپنا نام، پتہ اور فون نمبر انگریزی یا ویلش زبان میں اس فارم میں چھپدے گئے بڑے خانے میں لکھ دیں۔ مہربانی فرما کر یہ فارم اوپر دیے گئے پتہ پر واپس بھیجوا دیں۔
BG	<input type="checkbox"/>	ইহা আপনার এলাকার স্কুলগুলিতে পরিবর্তন সম্বন্ধে প্রস্তাবিত একটি ডকিউমেন্ট। এই ডকিউমেন্টটি আপনাকে পাঠানো হয়েছে আপনার অবগতি এবং আপনার মতামত জানার জন্য। যদি এই তথ্যটি আপনার ভাষায় পেতে চান তবে দয়াকরে এই বাজেট টিক দিন এবং আপনার নাম, ঠিকানা ও টেলিফোন নাম্বার ওয়েলশ অথবা ইংরেজীতে এই ফর্মের নিচের বড় বাজের মধ্যে লিখুন। দয়াকরে ফর্মের উপরে লিখিত ঠিকানায় এই ফর্মটি ফেরৎ পাঠিয়ে দিন।

✉	Name:
	Address:
☎	Phone:

THE CITY OF CARDIFF COUNCIL

SCHOOLS STANDARDS AND ORGANISATION (WALES) ACT 2013

ENGLISH MEDIUM HIGH SCHOOL PROVISION

NOTICE IS HEREBY GIVEN in accordance with Sections 41 and 43 of the School Standards and Organisation (Wales) Act 2013 and the School Organisation Code, that the City of Cardiff Council (herein after “the Authority”), having consulted such persons as appeared to them to be appropriate, propose to:

1. Close Glyn Derw High School, Penally Road, Caerau, Cardiff, CF5 5XP and Michaelston Community College, Michaelston Road, Ely, Cardiff, CF5 4SX (the Glyn Derw and Michaelston Federation) from 31 August 2017.
2. Establish a new replacement 11 -18 community high school to serve the Caerau and Ely areas from 01 September 2017.
3. To transfer the newly established high school to new build premises on the current Glyn Derw High School site, Penally Road, Caerau, Cardiff, CF5 5XP from September 2018.

The Authority undertook a period of consultation before deciding to publish this proposal. A consultation report containing a summary of the issues raised by consultees, the Authority’s responses and the views of Estyn is available to view at:

www.cardiff.gov.uk/21stCenturySchools

It is intended that the proposal will be implemented from September 2017 with the newly established high school being accommodated in the existing Michaelston Community College buildings initially before transferring to new build premises on the current Glyn Derw High School site from September 2018.

The number of pupils to be admitted to the school in Year 7 (the relevant age group), at age 11, in the first school year in which the proposal will have been implemented will be 240.

The new school’s pupil capacity will be 1500 including sixth form.

Those pupils attending Glyn Derw High School and Michaelston Community College at 31 August 2017 would transfer to the roll of the newly established school.

The new school will be a community school and will admit pupils of both sexes.

The Authority has responsibility for admitting pupils to the School and sets the admission criteria.

There are no plans to change the Council’s policy on the admission of children to schools as a result of these proposals.

Detailed information regarding admission arrangements is contained in the Council's Admission to Schools booklet and this information can also be viewed on the Council's website (www.cardiff.gov.uk)

The new school would serve the combined catchment areas of the two existing schools it replaces.

The admission arrangements for the school will not make any provision for selection by aptitude, or for pupil banding.

Any arrangements for the transport of pupils will be made in accordance with the Authority's existing policies on school transport.

Within a period of 28 days after the date of publication of these proposals, that is to say by 02 February 2016, any person may object to these proposals.

Objections should be sent to the Director of Education and Lifelong Learning, City of Cardiff Council, County Hall, Atlantic Wharf, Cardiff CF10 4UW.

Objections may also be sent to the Director of Education and Lifelong Learning, City of Cardiff Council using the following e-mail address: SchoolResponses@cardiff.gov.uk

Please note that any such objection sent by e-mail or post must contain the full name and postal address of the objector.

The Authority will publish a summary of any such objections made (and not withdrawn in writing) within the objection period, together with their observations thereon, before the end of 7 days beginning with the day the proposal is determined.

Dated this 06th day of January 2016

Signed: Marie Rosenthal
Director of Governance & Legal Services
For the Council of the City and County of Cardiff

EXPLANATORY NOTE

(This does not form part of the Notice but is intended to explain its general meanings)

It is proposed that Glyn Derw High School and Michaelston Community College close at 31 August 2017 with a new replacement high school being established from 01 September 2017.

The new school would be accommodated initially at the current Michaelston Community College site before transferring to a new standardised build school at the Glyn Derw High School site.

Any new buildings required in the event of the proposal proceeding to implementation would be equal to/meet Welsh Government Funding conditions such as BREEAM and also be designed in accordance with the Department of Education Building Bulletins which sets out that the following facilities need to be included in any school:

Teaching space: internal and external
Halls, dining area
Learning resource areas
Staff and administration
Storage
Toilets and personal care
Kitchen facilities'
Circulation, plant and internal walls

An indicative layout showing the Glyn Derw High School site and how the site could look can be viewed on line at www.cardiff.gov.uk

The new school would serve the combined catchment areas of the two existing schools it replaces.

Quality and Standards

Estyn

Estyn inspection reports after September 2010 provide judgements against Key Questions and provide schools with recommendations for improvement.

Each key question is provided with a judgement:

Excellent: Many strengths, including significant examples of sector-leading practice

Good: Many strengths and no important areas requiring significant improvement

Adequate: Strengths outweigh areas for improvement

Unsatisfactory: Important areas for improvement outweigh strengths

	Glyn Derw High School Estyn Report November 2011	Michaelstone Community College Estyn Report November 2011
Key Questions	Judgement	Judgement
Key Question 1: How good are the outcomes?		
Standards	Unsatisfactory	Adequate
Wellbeing	Adequate	Adequate
Key Question 2: How good is provision?		
Learning experiences	Adequate	Adequate
Teaching	Adequate	Adequate
Care, support and guidance	Adequate	Good
Learning environment	Unsatisfactory	Good
Key Question 3: How good are leadership and management?		
Leadership	Adequate	Good
Improving quality	Adequate	Adequate
Partnership working	Adequate	Good
Resource management	Unsatisfactory	Adequate
Recommendations		
R!	Raise standards in all subjects at key stage 4 and the attainment of boys and the more able pupils at key stage 3 and key	

	stage 4	
R2	Improve attendance	
R3	Strengthen provision to develop pupils skills, particularly in literacy and numeracy	
R4	Improve the quality of teaching and focus particularly on increasing the progress pupils make during lessons	
R5	Develop the role of the governing body so that they meet all statutory requirements; and	
R6	Strengthen the role and voice of the school council and the elect associate pupil governors	
CSC Category 2013/2014	D	D
% of pupils achieving Level 2 including E/W & M	27.34	25.42
% of pupils achieving CSI	23.44	22.03
Attendance in 2012-13	91.83	88.53

Cardiff Council Statutory Screening Tool Guidance

If you are developing a strategy, policy or activity that is likely to impact people, communities or land use in any way then there are a number of statutory requirements that apply. Failure to comply with these requirements, or demonstrate due regard, can expose the Council to legal challenge or other forms of reproach.

For instance, this will apply to strategies (i.e. Housing Strategy or Disabled Play Strategy), policies (i.e. Procurement Policy) or activity (i.e. developing new play area).

Completing the Statutory Screening Tool will ensure that all Cardiff Council strategies, policies and activities comply with relevant statutory obligations and responsibilities. Where a more detailed consideration of an issue is required, the Screening Tool will identify if there is a need for a full impact assessment, as relevant.

The main statutory requirements that strategies, policies or activities must reflect include:

- **Equality Act 2010 - [Equality Impact Assessment](#)**
- **Welsh Government's [Sustainable Development Bill](#)**
- **Welsh Government's Statutory Guidance - [Shared Purpose Shared Delivery](#)**
- **[United Nations Convention on the Rights of the Child](#)**
- **[United Nations Principles for Older Persons](#)**
- **[Welsh Language Measure 2011](#)**
- **[Health Impact Assessment](#)**
- **[Habitats Regulations Assessment](#)**
- **[Strategic Environmental Assessment](#)**

This Statutory Screening Tool allows us to meet all the requirements of all these pieces of legislation as part of an integrated screening method that usually taken no longer than an hour.

The Screening Tool can be completed as a self assessment or as part of a facilitated session, should further support be needed. For further information or if you require a facilitated session please contact the Policy, Partnerships and Citizen Focus Team on 2078 8563 e-mail: siadavies@cardiff.gov.uk. Please note:

- **The completed Screening Tool must be submitted as an appendix with the Cabinet report.**
- **The completed screening tool will be published on the intranet.**

Statutory Screening Tool

Name of Strategy / Policy / Activity: SCHOOL ORGANISATION PLANNING: SECONDARY PROVISION IN THE WEST OF CARDIFF	Date of Screening: Update April 2015
Service Area/Section: Education & Lifelong Learning, Schools Organisation Planning	Lead Officer: Nick Batchelar
Attendees: Self assessment	

What are the objectives of the Policy/Strategy/Project/Procedure/ Service/Function	Please provide background information on the Policy/Strategy/Project/Procedure/Service/Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]
<p>Proposal:</p> <p>To transfer Glyn Derw High School to the Michaelston Community College site from January 2016. The schools would remain as schools in their own right but would share the accommodation.</p>	<p>Both Glyn Derw and Michaelston Community College are currently experiencing a number of challenges including surplus places, significant budget deficits, substandard accommodation and poor outcomes for pupils.</p> <p>Between them, the two schools had a combined surplus of 692 places at September 13. Pupil projections indicate that both schools will continue to have high levels of surplus places. The level of surplus has had a significant impact on the funding available to both schools and has contributed to a combined revenue deficit of c£1m across the two schools.</p> <p>At September 2014 there were 89 Year 10 pupils on roll at Glyn Derw High School and 110 on roll at Michaelston Community College in comparison to the 342 places available across the two schools. This is due to fall to 70 Year 10 pupils at Glyn Derw High School and 92 at Michaelston Community College in 2015. In order to overcome the challenges to providing Year 10 provision on two sites and to ensure pupils have access to the full breadth of the GCSE curriculum all Year 10 pupils have been taught at the Michaelston Community College site since September 2014.</p> <p>Additionally Post 16 provision has been centralised on the Michaelston Community College site to ensure that pupils have access to an appropriate range of options.</p>

Condition of existing buildings

The physical condition of the Glyn Derw High School premises is poor. Whilst some essential remedial work is being carried out to enable parts of the school to continue to function, disproportionate levels of expenditure would be required to bring the whole school up to modern standards. This is not an environment conducive to quality teaching and is deemed to be having a negative impact on learning and standards.

Accommodation at Michaelston College whilst not effectively supporting the delivery of the curriculum in some areas is deemed to be satisfactory.

The EC Harris survey which was part of a Welsh Government national exercise in 2010 summarised the premises as follows:

Glyn Derw High School

Overall condition: Category C – Poor. Exhibiting major defects and/ or not operating as intended.

Overall suitability: Category C – Poor. Teaching methods inhibited/ adverse impact on school organisation.

Overall rating: Red

Michaelston Community College

The Michaelston Community College premises were more suitable.

Overall condition: Category B – Satisfactory. Performing as intended but exhibiting minor deterioration.

Overall suitability: Category B – Satisfactory. Performing as intended, but does not effectively support the delivery of the curriculum in some areas

Overall rating: Amber

Quality and Standards

Quality and standards in schools in Cardiff are monitored by Estyn and the Local Authority (LA). In 2011 Estyn described outcomes for learners at Glyn Derw High School as unsatisfactory and outcomes for learner at Michaelston Community College as adequate.

Since the establishment of the Central South Consortium (CSC) in September 2012 the LA has commissioned the Consortium to support and enable improvement in Cardiff Schools.

In January 2014 the CSC placed both Glyn Derw High School and Michaelston Community College in Category D which is defined as underperforming school with significant weakness across a wide range of areas – requires intensive additional support.

The latest available categorisation from the Welsh Government's School Standards Unit provided data on the performance of the schools. Each school was compared with similar schools nationally. This translated into an overall score that placed the schools in one of five bands. Band 1 being the highest and band 5 the lowest. In 2013 Glyn Derw appeared in Band 4 and Michaelston in Band 5.

GCSE results for pupils at Glyn Derw for 1013/14 saw only 27.3% of pupils achieve grade A-C including English/Welsh and Mathematics, Michaelston results saw only 25.4% of pupils achieve A-C including English/Welsh and Mathematics.

Owing to the high levels of Free School Meals entitlement at both Glyn Derw High School and Michaelson Community College (check %) both schools are in receipt of additional funding in the form of the Pupil Deprivation Grant (PDG) which is intended to help reduce the impact of poverty on educational attainment.

Additionally both schools are part of the Challenge Wales Cymru initiative launched by the Welsh Government in May 2014 to improve the quality of teaching and learning. As part of the programme schools receive additional resources and expertise to undertake a programme of swift, sustained improvement.

Maintaining both schools on their existing sites does not allow for the full

benefits of these programmes to be fully realised.

In order to respond appropriately to the challenges faced by both of these schools a proposal has been developed to establish a new build 10FE high school to replace both Glyn Derw High School and Michaelston Community College from September 2018. The new school would be on the current Glyn Derw High School site in order to maintain the links between the secondary school and adjacent special schools. As part of the proposal the Michaelston Community College site would be disposed of with any capital receipt contributing towards the funding of the proposed new school included in the realigned 21st Century Schools Programme.

To allow for both schools to begin realising the benefits of this reorganisation as quickly as possible and to maximise the value of additional funding through the PDG and Challenge Wales Cymru programme, it is proposed that Glyn Derw High School is transferred to the Michaelston Community College site from January 2016.

Part 1: Impact on outcomes and due regard to Sustainable Development

Please use the following scale when considering what contribution the activity makes:		
+	Positive	Positive contribution to the outcome
-	Negative	Negative contribution to the outcome
ntrl	Neutral	Neutral contribution to the outcome
Uncertain	Not Sure	Uncertain if any contribution is made to the outcome

	Has the Strategy/Policy/Activity considered how it will impact one or more of Cardiff's 7 Citizen focused Outcomes?	Please Tick				Evidence or suggestion for improvement/mitigation
		+	-	Ntrl	Un-Crtn	
1.1	<p>People in Cardiff are healthy; <i>Consider the potential impact on</i></p> <ul style="list-style-type: none"> <i>the promotion of good health, prevention of damaging behaviour, promote healthy eating/active lifestyles etc,</i> <i>vulnerable citizens and areas of multiple deprivation</i> <i>Addressing instances of inequality in health</i> 	x				<ul style="list-style-type: none"> See 1.2 below – encouraging walking, cycling and use of public transport
1.2	<p>People in Cardiff have a clean, attractive and sustainable environment; <i>Consider the potential impact on</i></p> <ul style="list-style-type: none"> <i>the causes and consequences of Climate Change and creating a carbon lite city</i> 	x				<ul style="list-style-type: none"> The buildings at Glyn Derw High School are rated C (Poor) for sustainability. Energy use is also inefficient as the buildings are under utilised due to the number of surplus places. This proposal would result in the pupils attending Glyn Derw High School being accommodated in buildings on the Michaelston site that have an overall rating of B for sustainability. There would be high utilisation rates and therefore more efficient energy use. The proposed scheme is to refurbish and reconfigure internal spaces and so there would be minimal impact on the external environment.
	<ul style="list-style-type: none"> <i>encouraging walking, cycling, and use of public transport and improving access to countryside and open space</i> 			x		<ul style="list-style-type: none"> The limited scope for parking would encourage walking and cycling to school.
	<ul style="list-style-type: none"> <i>reducing environmental pollution (land, air, noise and water)</i> 			x		<ul style="list-style-type: none"> The proposed scheme is to refurbish and reconfigure internal

	Has the Strategy/Policy/Activity considered how it will impact one or more of Cardiff's 7 Citizen focused Outcomes?	Please Tick				Evidence or suggestion for improvement/mitigation
		+	-	Ntrl	Un-Crtn	
						spaces and so there would be minimal impact on the external environment.
	<ul style="list-style-type: none"> reducing consumption and encouraging waste reduction, reuse, recycling and recovery 	x				<ul style="list-style-type: none"> The buildings at Glyn Derw are rated C (Poor) for sustainability. The buildings are also under utilised due to the number of surplus places and therefore energy use is inefficient. This proposal would result in the pupils attending Glyn Derw being accommodated in buildings on the Michaelston site that have an overall rating of B for sustainability. There would be high utilisation rates and therefore more efficient energy use.
	<ul style="list-style-type: none"> encouraging biodiversity 			x		<ul style="list-style-type: none"> The proposed scheme is to refurbish and reconfigure internal spaces and so there would be minimal impact on the external environment.
1.3	People in Cardiff are safe and feel safe; <i>Consider the potential impact on</i> <ul style="list-style-type: none"> reducing crime, fear of crime and increasing safety of individuals addressing anti-social behaviour protecting vulnerable adults and children in Cardiff from harm or abuse 			x		<ul style="list-style-type: none"> Not in scope as the proposed scheme is to refurbish and reconfigure internal spaces.
1.4	Cardiff has a thriving and prosperous economy; <i>Consider the potential impact on</i> <ul style="list-style-type: none"> economic competitiveness (enterprise activity, social enterprises, average earnings, improve productivity) Assisting those Not in Education, Employment or Training attracting and retaining workers (new employment and training opportunities, increase the value of employment,) promoting local procurement opportunities or enhancing the capacity of local companies to compete 	x		x	x	<ul style="list-style-type: none"> The school provides employment. See 1.5 below. The benefits of federation should help reduce the number of school leavers Not In Education, Employment or Training. Consideration would be given to using local contractors and suppliers.
1.5	People in Cardiff achieve their full potential; <i>Consider the potential impact on</i> <ul style="list-style-type: none"> promoting and improving access to life-long learning in 	x				<p>The proposal is to build on the benefits realised through the federation of the schools and would provide opportunities to:</p> <ul style="list-style-type: none"> Further streamline policies and structures

Has the Strategy/Policy/Activity considered how it will impact one or more of Cardiff's 7 Citizen focused Outcomes?	Please Tick				Evidence or suggestion for improvement/mitigation
	+	-	Ntrl	Un-Crtn	
<p><i>Cardiff</i></p> <ul style="list-style-type: none"> • <i>raising levels of skills and qualifications</i> • <i>giving children the best start</i> • <i>improving the understanding of sustainability</i> • <i>addressing child poverty (financial poverty, access poverty, participation poverty)</i> • <i>the United Nations Convention on the Rights of a Child and Principles for Older persons</i> 					<ul style="list-style-type: none"> • Share good practice, preparation materials and resources • Enhance opportunities for staff professional development • Improved staff morale/decreased staff absence • Improve social opportunities for pupils • Maximise resources and professional expertise • Support efficiency by providing an economy of scale for undertaking key activities • Promote the broader welfare of pupils by offering potential for bringing together pastoral and other services to meet their all round needs • Support school improvement • Enhance opportunities for activities and the provision of a broad and balanced curriculum. • Maximise the benefits accrued from National initiatives • Foster a natural progression from school through to post 16 provision <p>Potentially the buildings could be used to deliver community provision including life-long learning activities outside of school hours.</p> <p>If the proposal were to proceed, an equality impact assessment would be carried out to identify any reasonable adjustments that could be made to improve the accessibility to the accommodation for Glyn Derw High School on the Michaelston College site. The equality impact assessment would take into account policies such as the Equality Act 2010, TAN 12: Design 2014 as well as building regulations such as, BS8300, Part M and relevant Building Bulletins.</p>
				x	
				x	

	Has the Strategy/Policy/Activity considered how it will impact one or more of Cardiff's 7 Citizen focused Outcomes?	Please Tick				Evidence or suggestion for improvement/mitigation
		+	-	Ntrl	Un-Crtn	
1.6	<p>Cardiff is a Great Place to Live, Work and Play <i>Consider the potential impact on</i></p> <ul style="list-style-type: none"> <i>promoting the cultural diversity of Cardiff</i> <i>encouraging participation and access for all to physical activity, leisure & culture</i> <i>play opportunities for Children and Young People</i> <i>protecting and enhancing the landscape and historic heritage of Cardiff</i> <i>promoting the City's international links</i> 			x		There are no registered historic assets on the Michaelston site. There should be no impact on the landscape as the proposed scheme is to refurbish and reconfigure internal spaces.
1.7	<p>Cardiff is a fair, just and inclusive society. <i>Consider the potential impact on</i></p> <ul style="list-style-type: none"> <i>the elimination of discrimination, harassment or victimisation for equality groups</i> 			x		<ul style="list-style-type: none"> - See Equality Impact Assessment below and attached. - The Council's recruitment process would ensure that good practice is followed, including the application of the Council's policies on equal opportunities.
	<ul style="list-style-type: none"> <i>has the community or stakeholders been engaged in developing the strategy/policy/activity?</i> <i>how will citizen participation be encouraged (encouraging actions that consider different forms of consultation, through more in depth engagement to full participation in service development and delivery)?</i> 			x		<ul style="list-style-type: none"> - Public consultation with relevant stakeholders.
	<p>EQUALITY IMPACT ASSESSMENT (This is attached on page 13) <i>Will this Policy/Strategy/Project have a differential impact on any of the following:</i></p>					
1.8	<p>The Council delivers positive outcomes for the city and its citizens through strong partnerships <i>Consider the potential impact on</i></p> <ul style="list-style-type: none"> <i>strengthening partnerships with business and voluntary sectors</i> <i>the collaboration agenda and the potential for shared services, cross-boundary working and efficiency savings</i> 			x		N/A

SUMMARY OF APPRAISAL (highlight positive and negative effects of the policy / plan / project being assessed, demonstrating how it contributes to the economic, social and environmental sustainability of the city):

Economic

- Investment in buildings enables schools to be best placed to provide the opportunities for learners to achieve their potential.
- The schools provide employment.
- Consideration would be given to using local contractors and suppliers.

Social

- There could be the potential for community use of school facilities outside of school hours.

Environmental sustainability

- The buildings at Glyn Derw are rated C (Poor) for sustainability. The buildings are also under utilised due to the number of surplus places and therefore energy use is inefficient. This proposal would result in the pupils attending Glyn Derw being accommodated in buildings on the Michaelston site that have an overall rating of B for sustainability. There would be high utilisation rates and therefore more efficient energy use.
- The limited scope for parking would encourage walking and cycling to school.

WHAT ACTIONS HAVE BEEN IDENTIFIED OR CHANGES BEEN MADE TO THE POLICY / PLAN / PROJECT AS A RESULT OF THIS APPRAISAL:

If the proposal were to proceed, an equality impact assessment would be carried out to identify any reasonable adjustments that could be made to improve the accessibility to the accommodation for Glyn Derw High School on the Michaelston College site. The equality impact assessment would take into account policies such as the Equality Act 2010, TAN 12: Design 2014 as well as building regulations such as, BS8300, Part M and relevant Building Bulletins.

Part 2: Strategic Environmental Assessment Screening

		Yes	No
2.1	Does the plan or programme set the framework for future development consent?	x	
2.2	Is the plan or programme likely to have significant, positive or negative, environmental effects?		x

<p>Is a Full Strategic Environmental Assessment Screening Needed?</p> <ul style="list-style-type: none"> ▪ If yes has been ticked to both questions 2.1 and 2.2 then the answer is yes ▪ If a full SEA Screening is required then please contact the Sustainable Development Unit to arrange (details below) 	Yes	<p>No X An SEA has been undertaken (attached)</p>
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If you have any doubt on your answers to the above questions regarding SEA then please consult with the Sustainable Development Unit on 2087 3228 sustainabledevelopment@cardiff.gov.uk

Part 3: Habitat Regulation Assessment (HRA)

		Yes	No	Unsure
3.1	Will the plan, project or programme results in an activity which is known to affect a European site, such as the Severn Estuary or the Cardiff Beech Woods?		x	
3.2	Will the plan, project or programme which steers development towards an area that includes a European site, such as the Severn Estuary or the Cardiff Beech Woods or may indirectly affect a European site?		x	
3.3	Is a full HRA needed?		x	

Details of the strategy will be sent to the County Ecologist on completion of the process to determine if a Habitat Regulation Assessment is needed. For further information please phone 2087 3215 or email biodiversity@cardiff.gov.uk

Appendix 1 – Statutory Requirements

It is possible that the Impact Screening Tool will identify the need to undertake specific statutory assessments:

- **Equality Impact Assessment:** *This assessment is required by the Equality Act 2010 and Welsh Government's Equality Regulations 2011.*
- **Sustainable Development Bill:** *The Bill, when it comes into effect, will require sustainable development (SD) to be a central organising principle for the organisation. This means that there is a duty to consider SD in the strategic decision making processes.*
- **Shared Purpose Shared Delivery-** *The Welsh Government requires local authorities to produce a single integrated plan to meet statutory requirements under a range of legislation. Cardiff Council must therefore demonstrate its contribution towards Cardiff's own integrated plan; "What Matters".*
- **United Nations Convention on the Rights of the Child:** *The Children Act 2004 guidance for Wales requires local authorities and their partners to have regard to the United Nations Convention on the Rights of a Child.*
- **United Nations Principles for Older Persons:** *The principles require a consideration of independence, participation, care, self-fulfillment and dignity.*
- **The Welsh Language Measure 2011:** *The measure sets out official status for the Welsh language, a Welsh language Commissioner, and the freedom to speak Welsh.*
- **Health Impact Assessment:** *(HIA) considers policies, programmes or projects for their potential effects on the health of a population*
- **Strategic Environmental Impact Assessment:** *A Strategic Environmental Assessment (SEA) is an European Directive for plans, programmes and policies with land use implications and significant environmental effects.*
- **Habitats Regulations Assessment:** *The Conservation (Natural Habitats, &c.) (Amendment) Regulations 2007 provides a requirement to undertake Habitats Regulations Assessment (HRA) of land use plans.*

Equality Impact Assessment

Corporate Template



<p>Policy/Strategy/Project/Procedure/Service/Function Title: Proposal to transfer Glyn Derw High School to the Michaelston Community College site from January 2016. The schools would remain as schools in their own right but would share the accommodation.</p>
<p>New/Existing/Updating/Amending</p> <p>Updating following Consultation</p>

<p>Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?</p>	
<p>Name: Janine Nightingale</p>	<p>Job Title: Head of Schools Organisation, Access & Planning</p>
<p>Service Team: Schools Organisation Planning (SOP)</p>	<p>Service Area: Education</p>
<p>Assessment Date: April 2015</p>	

1. What are the objectives of the Policy/Strategy/Project/ Procedure/ Service/Function?

<p>To transfer Glyn Derw High School to the Michaelston Community College site from January 2016. The schools would remain as schools in their own right but would share the accommodation.</p>

2. Please provide background information on the Policy/ Strategy / Project / Procedure / Service / Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]

<p>(What is the basis for the proposal?)</p> <p>Both Glyn Derw and Michaelston Community College are currently experiencing a number of challenges including surplus places, significant budget deficits, substandard accommodation and poor outcomes for pupils.</p> <p>Between them, the two schools had a combined surplus of 692 places at September 13. Pupil projections indicate that both schools will continue to have high levels of surplus places. The level of surplus has had a significant impact on the funding available to both schools and has contributed to a combined revenue deficit of c£1m across the two schools.</p> <p>At September 2014 there were 89 Year 10 pupils on roll at Glyn Derw High School and 110 on roll at Michaelston Community College in comparison to the 342 places available across the two schools. This is due to fall to 70 Year 10 pupils at Glyn Derw High School and 92 at Michaelston Community College in 2015. In order to overcome the challenges to providing Year 10 provision on two sites and to ensure pupils have access to the full breadth of the GCSE curriculum all Year 10 pupils have been taught at the Michaelston Community College site since September 2014.</p> <p>Additionally Post 16 provision has been centralised on the Michaelston Community College site to ensure that pupils have access to an appropriate range of options.</p>
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Condition of existing buildings

The physical condition of the Glyn Derw High School premises is poor. Whilst some essential remedial work is being carried out to enable parts of the school to continue to function, disproportionate levels of expenditure would be required to bring the whole school up to modern standards. This is not an environment conducive to quality teaching and is deemed to be having a negative impact on learning and standards.

Accommodation at Michaelston College whilst not effectively supporting the delivery of the curriculum in some areas is deemed to be satisfactory.

The EC Harris survey which was part of a Welsh Government national exercise in 2010 summarised the premises as follows:

Glyn Derw High School

Overall condition: Category C – Poor. Exhibiting major defects and/ or not operating as intended.

Overall suitability: Category C – Poor. Teaching methods inhibited/ adverse impact on school organisation.

Overall rating: Red

Michaelston Community College

The Michaelston Community College premises were more suitable.

Overall condition: Category B – Satisfactory. Performing as intended but exhibiting minor deterioration.

Overall suitability: Category B – Satisfactory. Performing as intended, but does not effectively support the delivery of the curriculum in some areas

Overall rating: Amber

Quality and Standards

Quality and standards in schools in Cardiff are monitored by Estyn and the Local Authority (LA). In 2011 Estyn described outcomes for learners at Glyn Derw High School as unsatisfactory and outcomes for learner at Michaelston Community College as adequate.

Since the establishment of the Central South Consortium (CSC) in September 2012 the LA has commissioned the Consortium to support and enable improvement in Cardiff Schools.

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Additionally both schools are part of the Challenge Wales Cymru initiative launched by the Welsh Government in May 2014 to improve the quality of teaching and learning. As part of the programme schools receive additional resources and expertise to undertake a programme of swift, sustained improvement.

Maintaining both schools on their existing sites does not allow for the full benefits of these programmes to be fully realised.

In order to respond appropriately to the challenges faced by both of these schools a proposal has been developed to establish a new build 10FE high school to replace both Glyn Derw High School and Michaelston Community College from September 2018. The new school would be on the current Glyn Derw High School site in order to maintain the links between the secondary school and adjacent special schools. As part of the proposal the Michaelston Community College site would be disposed of with any capital receipt contributing towards the funding of the proposed new school included in the realigned 21st Century Schools Programme.

To allow for both schools to begin realising the benefits of this reorganisation as quickly as possible and to maximise the value of additional funding through the PDG and Challenge Wales Cymru programme, it is proposed that Glyn Derw High School is transferred to the Michaelston Community College site from January 2016.

3 Assess Impact on the Protected Characteristics

3.1 Age

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on younger/older people?

	Yes	No	N/A
3 to 11 years			
11 to 18 years	<p>Pupils benefit from federated schools occupying one site.</p> <p>Pupils attending Glyn Derw taught in buildings that are more suitable and in better condition</p>		
18 - 65 years			
Over 65 years			

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Educational provision (Age 11-18)

The proposal is to build on the benefits realised through the federation of the schools and would provide opportunities to:

- Further streamline policies and structures
- Share good practice, preparation materials and resources
- Enhance opportunities for staff professional development
- Improved staff morale/decreased staff absence
- Improve social opportunities for pupils

- Maximise resources and professional expertise
- Support efficiency by providing an economy of scale for undertaking key activities
- Promote the broader welfare of pupils by offering potential for bringing together pastoral and other services to meet their all round needs
- Support school improvement
- Enhance opportunities for activities and the provision of a broad and balanced curriculum.
- Maximise the benefits accrued from National initiatives
- Foster a natural progression from school through to post 16 provision

Pupils attending Glyn Derw would be taught in buildings that are more suitable and in better condition:

Glyn Derw High School

Overall condition: Category C – Poor. Exhibiting major defects and/ or not operating as intended.

Overall suitability: Category C – Poor. Teaching methods inhibited/ adverse impact on school organisation.

Overall rating: Red

Michaelston Community College

The Michaelston Community College premises were more suitable.

Overall condition: Category B – Satisfactory. Performing as intended but exhibiting minor deterioration.

Overall suitability: Category B – Satisfactory. Performing as intended, but does not effectively support the delivery of the curriculum in some areas

Overall rating: Amber

What action(s) can you take to address the differential impact?

If no differential impact, explain the reason(s) for this assessment:

The other high school serving the area is Mary Immaculate RC High School and it is not expected that this community school proposal would have any impact on Mary Immaculate as the school serves a Faith community.

Transport and traffic

Under this proposal there are no plans to change the Council's policy on the transport of children to and from schools. The Council's transport policy for school children can be viewed on the Council's website (www.cardiff.gov.uk).

The existing Michaelston Community College catchment area encompasses the area North-West of Cowbridge Road West and pupils within this catchment area reside up to 2.1 miles from the school site. As these pupils reside within the statutory 3 mile limit for home to school transport to the nearest appropriate secondary school, home to school transport is not provided.

The existing Glyn Derw High School catchment area encompasses the area South-East of Cowbridge Road West and pupils within this catchment area reside up to 2.3 miles from the Michaelston site. Pupils' resident within the Glyn Derw catchment would therefore not qualify for transport to the Michaelston site.

For those living very close to the Glyn Derw High School site, the walk to the Michaelston Community College site will be approximately 2.1 miles (distance from Glyn Derw HS to Michaelston CC) and will take approximately 45 minutes. The area is served by a regular bus service, with several buses (operated by Cardiff Bus) running from bus stops close to both the Glyn Derw School and the Michaelston Community College site.

Redeployment opportunities

There may still be a perception that redeployment opportunities could be affected by age. The Council's procedure for managing staffing changes arising from reorganisation would be used in implementing any changes as a result of this proposal. This would ensure that good practice is followed, including the application of the Council's policies on equal opportunities.

3.2 Disability and Access

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on disabled people?

	Yes	No	N/A
Hearing Impairment		x	
Physical Impairment		x	
Visual Impairment		x	
Learning Disability		x	
Long-Standing Illness or Health Condition			x
Mental Health			x
Substance Misuse			x
Other			x

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

What action(s) can you take to address the differential impact?

If no differential impact, explain the reason(s) for this assessment:

Accessibility of the accommodation

If the proposal were to proceed, an equality impact assessment would be carried out to identify any reasonable adjustments that could be made to improve the accessibility to the accommodation for Glyn Derw High School on the Michaelston College site. The equality impact assessment would take into account policies such as the Equality Act 2010, TAN 12: Design 2014 as well as building regulations such as, BS8300, Part M and relevant Building Bulletins.

Transport

Transport for pupils with a disability would not be affected as it would be provided if required to meet the child's needs in accordance with the SEN Code of Practice.

3.3 Gender Reassignment

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
Transgender People (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
What action(s) can you take to address the differential impact?
If no differential impact, explain the reason(s) for this assessment:
The Council's procedure for managing staffing changes arising from reorganisation would be used in implementing any changes as a result of this proposal. This would ensure that good practice is followed, including the application of the Council's policies on equal opportunities.

3.4. Marriage and Civil Partnership

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage			X
Civil Partnership			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
What action(s) can you take to address the differential impact?
If no differential impact, explain the reason(s) for this assessment:
N/A

3.5 Pregnancy and Maternity

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy			
Maternity			N/A

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
What action(s) can you take to address the differential impact?
If no differential impact, explain the reason(s) for this assessment:

The Council's procedure for securing staffing requirements to implement this proposal would be used in implementing this proposal. This would ensure that good practice is followed, including the application of the Council's policies on equal opportunities.

If the proposal were to proceed, an equality impact assessment would be carried out to identify any reasonable adjustments that could be made to improve the accessibility to the accommodation for Glyn Derw High School on the Michaelston College site. The equality impact assessment would take into account policies such as the Equality Act 2010, TAN 12: Design 2014 as well as building regulations such as, BS8300, Part M and relevant Building Bulletins.

3.6 Race

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White		x	
Mixed / Multiple Ethnic Groups		x	
Asian / Asian British		x	
Black / African / Caribbean / Black British		x	
Other Ethnic Groups		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

What action(s) can you take to address the differential impact?

If no differential impact, explain the reason(s) for this assessment:

The proposal would not have a differential impact upon one particular ethnic group as the provision would be available to all.

3.7 Religion, Belief or Non-Belief

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist		x	
Christian		x	
Hindu		x	
Humanist		x	
Jewish		x	
Muslim		x	
Sikh		x	
Other		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

What action(s) can you take to address the differential impact?

If no differential impact, explain the reason(s) for this assessment:

The senior staff in a school would be best placed to manage diversity in terms of belief. (e.g. provision of a space for prayer).

3.8 Sex

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men		x	
Women		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
What action(s) can you take to address the differential impact?
If no differential impact, explain the reason(s) for this assessment:
The Council's procedure for managing staffing changes arising from reorganisation would be used in implementing any changes as a result of this proposal. This would ensure that good practice is followed, including the application of the Council's policies on equal opportunities.

3.9 Sexual Orientation

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual		x	
Gay Men		x	
Gay Women		x	
Heterosexual		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
What action(s) can you take to address the differential impact?
If no differential impact, explain the reason(s) for this assessment:
(Fears that recruitment opportunities could be affected by sexual orientation) Evidence collated by the Stonewall lobby group alleges that Lesbian, Gay, Bisexual people are likely to be discriminated against in workplace recruitment. The Council's procedure for managing staffing changes arising from reorganisation would be used in implementing any changes as a result of this proposal. This would ensure that good practice is followed, including the application of the Council's policies on equal opportunities.

3.10 Language

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on Welsh Language?

	Yes	No	N/A
Welsh Language		x	
Other languages		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
What action(s) can you take to address the differential impact?

If no differential impact, explain the reason(s) for this assessment:
Language support
The proposal will not directly impact on the level of support provided as all support is dependent on the Education Improvement Grant which is reviewed and then renewed according to the results of the annual Needs Assessment Survey. The allocation of teachers and BTAs is usually in place for the period of the academic year but is liable to change throughout the year to meet fluctuations in demand.

4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

The Council's Accessibility Officer would be given the opportunity to comment on the scheme.
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5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	See Generic over-arching actions below
Disability	
Gender Reassignment	
Marriage & Civil Partnership	
Pregnancy & Maternity	
Race	
Religion/Belief	
Sex	
Sexual Orientation	
Language	
Generic Over-Arching [applicable to all the above groups]	

6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By: Rachel Willis	Date: April 2015
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Designation: Policy, Equalities and Reports Officer	
Approved By: Michele Duddridge-Hossain	
Designation: SOP Team Manager	
Service Area: Education	

- 7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council. For further information or assistance, please contact the Citizen Focus Team on 029 2087 3059 or email citizenfocus@cardiff.gov.uk

Environmental Report: Sustainability Appraisal (SA) Incorporating Strategic Environmental Assessment (SEA) of the School Organisation Planning proposal to transfer Glyn Derw High School to the Michaelston Community College site from January 2016 .

Background

In 2008, a retrospective Strategic Environmental Assessment (SEA) of Cardiff's 21st Century: A Strategic Framework for a School Building Improvement Programme (published in 2006) was carried out based on the guidance that supports the European SEA Directive 2001/42/EC.

The retrospective approach to assessment was quality assured by an external consultant and their independent compliance review determined that the report detailing the assessment on the strategic framework met the key requirements set out for reporting the SEA process as required by the SEA Directive.

The retrospective assessment provides the basis for assessing current and future school organisation proposals at a strategic level.

If a proposal were to proceed, an environmental assessment would be carried out as part of the planning application process.

To request a copy of the assessment on the Strategic Framework please contact Rachel Willis, 029 2087 3946, RWillis@cardiff.gov.uk

Proposal

To transfer Glyn Derw High School to the Michaelston Community College site from January 2016. The schools would remain as schools in their own right but would share the accommodation.

Both Glyn Derw High School and Michaelston Community College are currently experiencing a number of challenges including surplus places, significant budget deficits, substandard accommodation and poor outcomes for pupils.

Between them, the two schools had a combined surplus of 692 places at September 2013. Pupil projections indicate that both schools will continue to have high levels of surplus places. The level of surplus has had a significant impact on the funding available to both schools and has contributed to a combined revenue deficit of c£1m across the two schools.

At September 2014 there were 89 Year 10 pupils on roll at Glyn Derw High School and 110 on roll at Michaelston Community College in comparison to the 342 places available across the two schools. This is due to fall to 70 Year 10 pupils at Glyn Derw High School and 92 at Michaelston Community College in 2015. In order to overcome the challenges to providing Year 10 provision on two sites and to ensure pupils have access to the full breadth of the GCSE curriculum all Year 10 pupils have been taught at the Michaelston Community College site since September 2014.

Additionally Post 16 provision has been centralised on the Michaelston Community College site to ensure that pupils have access to an appropriate range of options.

Condition of existing buildings

The physical condition of the Glyn Derw High School premises is poor. Whilst some essential remedial work is being carried out to enable parts of the school to continue to function, disproportionate levels of expenditure would be required to bring the whole school up to modern standards. This is not an environment conducive to quality teaching and is deemed to be having a negative impact on learning and standards.

Accommodation at Michaelston College whilst not effectively supporting the delivery of the curriculum in some areas is deemed to be satisfactory.

The EC Harris survey which was part of a Welsh Government national exercise in 2010 summarised the premises as follows:

Glyn Derw High School

Overall condition: Category C – Poor. Exhibiting major defects and/ or not operating as intended.

Overall suitability: Category C – Poor. Teaching methods inhibited/ adverse impact on school organisation.

Overall rating: Red

Michaelston Community College

The Michaelston Community College premises were more suitable.

Overall condition: Category B – Satisfactory. Performing as intended but exhibiting minor deterioration.

Overall suitability: Category B – Satisfactory. Performing as intended, but does not effectively support the delivery of the curriculum in some areas

Overall rating: Amber

Quality and Standards

Quality and standards in schools in Cardiff are monitored by Estyn and the Local Authority (LA). In 2011 Estyn described outcomes for learners at Glyn Derw High School as unsatisfactory and outcomes for learner at Michaelston Community College as adequate.

Since the establishment of the Central South Consortium (CSC) in September 2012 the LA has commissioned the Consortium to support and enable improvement in Cardiff Schools.

In January 2014 the CSC placed both Glyn Derw High School and Michaelston Community College in Category D which is defined as underperforming school with significant weakness across a wide range of areas – requires intensive additional support.

The latest available categorisation from the Welsh Government's School Standards Unit provided data on the performance of the schools. Each school was compared with similar schools nationally. This translated into an overall score that placed the schools in one of five bands. Band 1 being the highest and band 5 the lowest. In 2013 Glyn Derw appeared in Band 4 and Michaelston in Band 5.

GCSE results for pupils at Glyn Derw for 1013/14 saw only 27.3% of pupils achieve grade A-C including English/Welsh and Mathematics, Michaelston results saw only 25.4% of pupils achieve A-C including English/Welsh and Mathematics.

Owing to the high levels of Free School Meals entitlement at both Glyn Derw High School and Michaelston Community College (check %) both schools are in receipt of additional funding in the form of the Pupil Deprivation Grant (PDG) which is intended to help reduce the impact of poverty on educational attainment.

Additionally both schools are part of the Challenge Wales Cymru initiative launched by the Welsh Government in May 2014 to improve the quality of teaching and learning. As part of the programme schools receive additional resources and expertise to undertake a programme of swift, sustained improvement.

Maintaining both schools on their existing sites does not allow for the full benefits of these programmes to be fully realised.

In order to respond appropriately to the challenges faced by both of these schools a proposal has been developed to establish a new build 10FE high school to replace both Glyn Derw High School and Michaelston Community College from September 2018. The new school would be on the current Glyn Derw High School site in order to maintain the links between the secondary school and adjacent special schools. As part of the proposal the Michaelston Community College site would be disposed of with any capital receipt contributing towards the funding of the proposed new school included in the realigned 21st Century Schools Programme.

To allow for both schools to begin realising the benefits of this reorganisation as quickly as possible and to maximise the value of additional funding through the PDG and Challenge Wales Cymru programme, it is proposed that Glyn Derw High School is transferred to the Michaelston Community College site from January 2016.

Key:

xx	= very incompatible; very negative effect
x	= incompatible; negative effect
✓	= compatible; positive effect
✓✓	= very compatible; very positive effect
0	= no links; neutral effect
? and/or mitigation	= uncertain effects
DNA	= data not available

See table headers below: * Comparison of the preferred option to a possible alternative option(s) are required in a SA/SEA.

SEA objective	Proposal to transfer Glyn Derw High School to the Michaelston Community College site from January 2016.		Do nothing	
	Rating	Commentary/ explanation of compatibility with SEA objective	Rating	Commentary/ explanation of compatibility with SEA objective
1. Promote a greener economy by delivering a sustainable pattern of schools across Cardiff	✓	<p>The buildings at Glyn Derw are rated C (Poor) for sustainability. The buildings are also under utilised due to the number of surplus places and therefore energy use is inefficient.</p> <p>This proposal would result in the pupils attending Glyn Derw being accommodated in buildings on the Michaelston site that have an overall rating of B for sustainability. There would be high utilisation rates and therefore more efficient energy use.</p>	x	The buildings at Glyn Derw are rated C (Poor) for sustainability. The buildings are also under utilised due to the number of surplus places and therefore energy use is inefficient.
<p>2. Reduce greenhouse gas emissions through:</p> <p>a) Energy efficient building design and disposing of poor quality surplus accommodation</p> <p>b) Promoting sustainable modes of transport and integrated transport systems</p>	<p>✓</p> <p>X</p> <p>Mitigation</p>	<p>a)</p> <p>This proposal would result in the pupils attending Glyn Derw transferring to accommodation on the Michaelston that has an overall rating of B (Good) for sustainability. There would be high utilisation rates and therefore more efficient energy use.</p> <p>b)</p> <p>An increase in the number of children attending the Michaelston site could increase the volume of traffic in the vicinity of the school.</p> <ul style="list-style-type: none"> - Emphasis is placed on travel by active modes where this is possible and on providing the facilities and opportunities at school for students to travel by walking, cycling and public transport. Encouraging active travel to school is a very important means of increasing levels of physical activity in children and tackling the growing problem of childhood obesity. Reducing congestion at the school gate is key to ensuring the safety of pupils and to mitigating impacts on the local neighbourhood. - Provision of parent parking places is generally not supported by Cardiff Council. This is because such provision would promote travel to school by car, generate local traffic, 	x	See comments next to SEA Objective 1 above

SEA objective	Proposal to transfer Glyn Derw High School to the Michaelston Community College site from January 2016.		Do nothing	
	Rating	Commentary/ explanation of compatibility with SEA objective	Rating	Commentary/ explanation of compatibility with SEA objective
		<p>contribute to congestion and reduce pupil safety. Parking facilities provided at schools is generally only for staff and to meet operational needs.</p> <ul style="list-style-type: none"> - Management of access to the school site prior/during parent drop off and pick up times would help with health & safety. - Cardiff's Supplementary Planning Guidance (Access, Circulation and Parking Standards 2010) sets out that all new or expanded schools are required to develop a Travel Plan for submission with a planning application. A Travel Plan is a policy and action plan to: <ul style="list-style-type: none"> o manage transport efficiently o improve access by all means of travel for employees, visitors, patients and students o encourage sustainable transport – walking, cycling, public transport and car sharing o reduce car use. - A School Travel Plan is specifically designed to address the transport needs of pupils and staff and will vary according to the nature of the education being provided and the catchment area of the school. <p>School safety zones would be set up to address health and safety concerns from increased traffic flows in the school vicinity.</p>		
3. <i>Promote health and wellbeing</i> by protecting and enhancing Public Open Space (POS) and improving access to POS	0	As the open space in and around the school are not accessible to the public the only potential impact of the option on the open space would be loss of visual amenity value. There should be no impact as the proposed scheme is to refurbish and reconfigure internal spaces.	x	See comments next to SEA Objective 1 above
4. <i>Minimise</i> air, light and noise pollution associated with building development and traffic congestion	0 0	<p>a) Those delivering the scheme would be encouraged to minimise air, light and noise pollution during any works.</p> <p>b) To reduce congestion and associated pollution the following would be considered:</p> <ul style="list-style-type: none"> ▪ Formalising the parking regime outside the school to discourage unsafe parking and help with enforcement. ▪ The school agrees to a Travel Plan which includes schemes such as the Park Safe / Walk Safe scheme 	x	See comments next to SEA Objective 1 above

SEA objective	Proposal to transfer Glyn Derw High School to the Michaelston Community College site from January 2016.		Do nothing	
	Rating	Commentary/ explanation of compatibility with SEA objective	Rating	Commentary/ explanation of compatibility with SEA objective
		which encourage parents to park further away from the school.		
5. <i>Protect</i> and enhance biodiversity, flora and fauna	0	There should be no impact as the proposed scheme is to refurbish and reconfigure internal spaces.	x	See comments next to SEA Objective 1 above
6. <i>Protect</i> and enhance the landscape (habitats/visual amenities)	0	There should be no impact as the proposed scheme is to refurbish and reconfigure internal spaces.	x	See comments next to SEA Objective 1 above
7. Conserve water resources and increase water efficiency in new developments and promote sustainable urban drainage systems	0	This would not be in scope as the proposed scheme is to refurbish and reconfigure internal spaces.	x	See comments next to SEA Objective 1 above
8. <i>Promote</i> regeneration by delivering inclusive schools that will improve equality of opportunity and access for all	0	Achieved by making schools community focused - opening facilities to the public e.g. evening classes. If the proposal were to proceed, an equality impact assessment would be carried out to identify any reasonable adjustments that could be made to improve the accessibility to the accommodation for Glyn Derw High School on the Michaelston College site. The equality impact assessment would take into account policies such as the Equality Act 2010, TAN 12: Design 2014 as well as building regulations such as, BS8300, Part M and relevant Building Bulletins.	x	See comments next to SEA Objective 1 above

SEA objective	Proposal to transfer Glyn Derw High School to the Michaelston Community College site from January 2016.		Do nothing	
	Rating	Commentary/ explanation of compatibility with SEA objective	Rating	Commentary/ explanation of compatibility with SEA objective
9. <i>Protect and enhance</i> designated historic assets	0	There are no registered historic assets on the Michaelston site.	x	See comments next to SEA Objective 1 above

Conclusion

The proposal has been assessed to be compatible with the environmental objectives used to assess the goal and principles of the "21st Century Schools: A Strategic Framework for A School Building Improvement Programme" that underpin school organisation proposals.

The buildings at Glyn Derw are rated C (Poor) for sustainability. The buildings are also under utilised due to the number of surplus places and therefore energy use is inefficient. This proposal would result in the pupils attending Glyn Derw being accommodated in buildings on the Michaelston site that have an overall rating of B for sustainability. There would be high utilisation rates and therefore more efficient energy use.

There should be minimal impact on the external environment as the proposed scheme is to refurbish and reconfigure internal spaces.

Where the assessment has identified a potential negative environmental impact in terms of an increase in the volume of traffic (Objective 4), measures to mitigate the effect are detailed.