

21ST CENTURY SCHOOLS



CONSULTATION ON A PROPOSAL TO ESTABLISH A NEW WELSH MEDIUM PRIMARY SCHOOL FOR 3 TO 11 YEAR OLDS AS PART OF THE LLANILID HOUSING DEVELOPMENT AND THE PROPOSED CHANGE OF LANGUAGE MEDIUM OF DOLAU PRIMARY SCHOOL FROM DUAL LANGUAGE TO ENGLISH MEDIUM.

The Consultation Document and Appendices are also available on the 'Get Involved' page on Rhondda Cynon Taf County Borough Council's website.

Mae'r ddogfen yma ar gael yn y Gymraeg/This document is available in Welsh.

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Introduction

Rhondda Cynon Taf County Borough Council (RCTCBC) wishes to seek the views of stakeholders on the proposal to establish a new Welsh medium primary school for 3 to 11 year olds as part of the Llanilid housing development and the proposed change of language medium of Dolau Primary School from dual language to English medium. It is proposed that the new Welsh medium primary school will open no later than the 2027 academic year with a capacity of 480 for statutory school (reception to year six) age pupils plus 60 for nursery age pupils. Dolau Primary School will become an English medium primary school at this time with an increased capacity of 488 plus 63 nursery places.

The proposal is made in accordance with the Welsh Government's (WG's) School Organisation Code (2nd Edition) (011/2018). Section 2.1 of the WG's School Organisation Code (2nd Edition) (011/2018) refers to elements of school organisation that require the publication of proposals, including:

- The opening of a maintained school.
- To make a regulated alteration to a maintained school.

Consultees

We are seeking the views of the following stakeholders:

- The Governing Body of Dolau Primary School.
- Parents/carers, prospective parents/carers (where possible), and staff members of Dolau Primary School.
- Pupils of Dolau Primary School.
- Neighbouring Councils.
- The Church in Wales and Roman Catholic Diocesan Authorities.
- Welsh Ministers.
- Members of the Senedd and Regional Members of the Senedd for the area.
- Members of Parliament for the area
- Estyn.
- Teaching and staff trade unions.
- Central South Consortium Joint Education Service.
- Police and Crime Commissioner for the area.
- Childcare providers.
- Mudiad Meithrin.
- Menter Iaith.
- Early Years Development and Childcare Partnership.
- Children and Young People's Partnership.
- Cwm Taf Morgannwg University Health Board.
- Welsh Language Commissioner.
- Llanharan Community Council.

Consultation Process

The consultation will start on Monday 9th September 2024 and will be completed at 17:00 on Friday 25th October 2024. Feedback from the consultation will be collated and summarised, and a Consultation Report presented to RCTCBC's Cabinet during November 2024. This Consultation Report will be available for all persons to view on RCTCBC's website, and copies can be obtained on request from the address detailed on page four of this Consultation Document.

RCTCBC's Cabinet will consider the Consultation Report and decide, based on the feedback, whether to proceed with the proposal, amend the proposal or not proceed with the proposal. If RCTCBC's Cabinet decides not to proceed, that will conclude the proposal.

If RCTCBC's Cabinet decides to proceed with the proposal, a Statutory Notice will be published providing a 28 day notice period for objections. The School Standards and Organisation (Wales) Act 2013 requires anyone wishing to make objections to a school organisation proposal can do so. To be considered as statutory objections, objections **must** be made in writing or by email, and sent to RCTCBC within 28 days of the date on which the Statutory Notice was published. Contact details can be found on Page 4

RCTCBC's Cabinet will consider the outcome of the Statutory Notice at the next available Cabinet meeting and determine the proposal.

If there are objections, RCTCBC's Director of Education and Inclusion Services will publish an Objection Report providing a summary of the objections and the response to them within seven days of the determination of the proposal. This Objection Report will also be available for all persons to view on RCTCBC's website, and copies can be obtained on request from the address detailed on page four of this Consultation Document.

If RCTCBC's Cabinet approve the proposal, it will be implemented in accordance with the date stated in the Statutory Notice or any subsequently modified date.

What to Consider?

The remainder of this Consultation Document sets out the rationale for the proposal. We would like you to consider the information and to hear your views as to whether you support the proposal.

Making your Views Known

Face to face meetings will be arranged with School Council, Governing Body and staff and the wider community as set out in the table that follows:

| School(s) Affected | Group | Time/Date | Venue |
|---|------------------------------|--|--------------------------|
| School Council | | | |
| Dolau Primary School. | School Council. | 13:30 on Thursday October 10 th 2024 | Dolau Primary School. |
| Governing Body and Staff | | | |
| Dolau Primary School. | Governing Body and Staff. | 15:45 on Monday September 30 th 2024 | Dolau Primary School. |
| Public Drop in Session | | | |
| Parents/carers and members of the local community. | | 15:00 to 18:00 on Thursday October 10 th 2024 | Dolau Primary School. |

A Consultation Response Form is attached on page 30 of this Consultation Document. The Consultation Response Form will also be available at the meetings detailed in the previous table and on RCTCBC's website on the 'Get Involved' page.

The Consultation Response Form enables consultees to indicate if they wish to be notified of the publication of the Consultation Report, once presented to RCTCBC's Cabinet.

Consultees are also welcome to put their views, comments, and any questions in writing to:

| | | |
|---|----|--|
| Director of Education and Inclusion Services 21 st Century Schools Valleys Innovation Centre Navigation Park Abercynon CF45 4SN | OR | schoolplanning@rctcbc.gov.uk |
|---|----|--|

All correspondence should be received no later than 17:00 on Friday 25th October 2024.

Please note that responses to the consultation will not be counted as objections to the proposal unless expressly requested. Objections can only be forwarded following the publication of the Statutory Notice.

Views of Children and Young People

RCTCBC has acknowledged that the voice of children and young people is important, and they must be involved as active participants in the development, delivery, management, and improvement of their educational experience.

Children and young people have a right to express their views in all matters affecting them and for their views to be heard and considered in accordance with their age and maturity. As such, RCTCBC's Directorate of Education and Inclusion Services 21st Century Schools Team will ensure that suitable arrangements are made to involve children and young people as active participants throughout this statutory school organisation consultation process, and if a decision is made to progress the proposal, throughout the implementation process.

RCTCBC will consult with the children and young people who attend Dolau Primary School. This will be done by meeting with the School Council of Dolau Primary School to discuss the proposal. This consultation session will have the support of school-based specialist staff to support pupils and assist with the engagement process. Feedback from these meetings will be collated and summarised, and a Consultation Report will be presented to RCTCBC's Cabinet for consideration once the consultation period has ended.

Community, Equality and Welsh Language Impact Assessments

As set out in the WG's School Organisation Code (2nd Edition) (011/2018), it is a requirement to publish Community, Equality and Welsh Language Impact Assessments. These have been produced and are appended to this Consultation Document, they are also available to read on the RCTCBC website:

- Appendix A – Community Impact Assessment.
- Appendix B – Equality Impact Assessment.
- Appendix C – Welsh Language Impact Assessment.

Section One – Background to the Proposal

Where are we now... Dolau Primary School

Dolau Primary School is a 3 to 11 dual language primary school located on Bridgend Road, Llanharan, Pontyclun with a capacity for 441 pupils of statutory school age.

Dolau Primary School was constructed circa. 1928 with an additional new school building added in 2009. According to the condition survey of the school carried out by RCTCBC in 2019, Dolau Primary School is graded B for condition and B for suitability, where A is the highest and D is the lowest performing building, respectively. This means that in terms of condition, Dolau Primary School is in good condition.

The backlog maintenance figure for Dolau Primary School is circa. £285,660. This figure represents the total cost of all maintenance work identified as being required at the school.

The site itself and the school building complies with the Equality Act 2010 and is graded B for accessibility meaning it is partially accessible.



External view of Dolau Primary School.

Pupil Level Annual School Census (PLASC) data for 2024 indicates that there are 466 statutory school age pupils attending Dolau Primary School, 311 being educated through the medium of English and 155 being educated through the medium of Welsh. The table that follows outlines the pupil numbers at Dolau Primary School over the previous five academic years, split by language medium. The number of nursery age pupils for each academic year is shown separately, as required by the WG's School Organisation Code (2nd Edition) (011/2018).

| Pupil Numbers at Dolau Primary School Over the Previous Five Academic Years (PLASC) Split by English Medium and Welsh Medium | | | | | |
|---|----------------------|------------------|------------------|------------------|------------------|
| Pupils | Academic Year | | | | |
| | 2019/2020 | 2020/2021 | 2021/2022 | 2022/2023 | 2023/2024 |
| Statutory School Age Pupils (English Medium) | 275 | 282 | 294 | 310 | 311 |
| Statutory School Age Pupils (Welsh Medium) | 163 | 164 | 166 | 151 | 155 |
| Nursery Age Pupils (English Medium) | 45 | 43 | 50 | 32 | 48 |
| Nursery Age Pupils (Welsh Medium) | 24 | 21 | 10 | 28 | 18 |
| Total (English Medium) | 320 | 325 | 344 | 342 | 359 |
| Total (Welsh Medium) | 187 | 185 | 176 | 179 | 173 |
| Total (Combined) | 507 | 510 | 520 | 521 | 532 |

The data demonstrates that between the academic years 2019/2020 and 2023/2024:

- The number of statutory school age pupils attending Dolau Primary School being educated through the medium of:
 - English increased by 13.1% (36) from 275 to 311.
 - Welsh decreased by 4.9% (8) from 163 to 155.
- The total number of pupils attending Dolau Primary School being educated through the medium of:
 - English increased by 10.9% (39) from 320 to 359.
 - Welsh decreased by 7.5% (14) from 187 to 173.

The data clearly highlights that the numbers in Welsh medium education in Dolau Primary School have not shown the necessary growth one would have hoped to support the Council to meet its ambitious Welsh in Education Strategic Plan (WESP) target.

The table that follows outlines the projected pupil numbers at Dolau Primary School over the future five academic years. They are calculated in accordance with the guidance issued by the WG and are based on live birth data for the area.

| Projected Pupil Numbers at Dolau Primary School Over the Future Five Academic Years (PLASC) | | | | | | | | | |
|---|----------|-----------------------------|-------------|-------------|-------------|-------------|-------------|---------------------------------|-----|
| Pupils | Capacity | Academic Year | | | | | | Surplus Capacity in 2028 / 2029 | |
| | | Actual | Projections | | | | | | |
| | | 2023 / 2024 | 2024 / 2025 | 2025 / 2026 | 2026 / 2027 | 2027 / 2028 | 2028 / 2029 | Number | % |
| | | Statutory School Age Pupils | 441 | 466 | 466 | 469 | 461 | 458 | 451 |
| Nursery Age Pupils | N/A | 66 | 57 | 62 | 60 | 53 | 47 | N/A | N/A |
| Total | 504 | 532 | 523 | 531 | 521 | 511 | 498 | | |

The data demonstrates that by the academic year 2028/2029:

- There will be -2.3% (-10) statutory school age capacity at Dolau Primary School.

The table that follows outlines the Welsh medium primary provision in the locality of Dolau Primary School. The primary schools included are the associated primary schools to the secondary school, Ysgol Llanhari.

| Welsh Medium Primary Provision in the Locality of Dolau Primary School (PLASC 2024) | | | |
|---|-------------------------------------|---|----------------------------------|
| | School | | |
| | Ysgol Llanhari (primary department) | Ysgol Gynradd Gymunedol Gymraeg Llantrisant | Ysgol Gynradd Gymraeg Tonyrefail |
| Distance from Dolau Primary School (Miles) | 2.6 Miles | 5.6 Miles | 7.4 Miles |
| Statutory School Age Pupils | 151 | 193 | 170 |
| Statutory School Age Capacity (Number) | 203 | 324 | 328 |
| Surplus Statutory School Age Capacity (Number) | 52 | 131 | 158 |
| Statutory School Age Capacity (%) | 25.6% | 40.4% | 48.2% |
| Nursery Age Pupils | 25 | 24 | 25 |

The data demonstrates that:

- There is a total of 25.6% surplus capacity at Ysgol Llanhari (primary department) for statutory school age pupils.
- There is a total of 40.4% surplus capacity at Ysgol Gynradd Gymunedol Gymraeg Llantrisant for statutory school age pupils.
- There is a total of 48.2% surplus capacity at Ysgol Gynradd Gymraeg Tonyrefail for statutory school age pupils.

In light of the housing developments in the area and in order to deliver capacity to cater for the demand of pupil places in this area, it is proposed that a new Welsh medium school is opened, and Dolau Primary School becomes English medium to enable both English and Welsh medium education in this part of the County Borough to grow and ensure that the Council delivers on its statutory duty to provide sufficiency of school places.

In addition, establishing a Welsh medium school in this area will assist the Council in meeting its highly ambitious WESP targets for 2022-2032 and Welsh Government's Cymraeg 2050 vision.

Background to the Proposal

On 20th September 2018, RCTCBC's Cabinet gave approval to commence a consultation on a proposal to increase the capacity of Dolau Primary School and construct a new extension to the current school as part of the Llanilid housing development by 1st September 2021. The statutory consultation commenced on 1st October 2018 and concluded on the 9th April 2019, with RCTCBC's Cabinet agreeing to implement the proposal to increase the capacity of Dolau Primary School and construct a new extension to the current school.

Given delays experienced by the housing developer in progressing the new school development, in accordance with the WG's School Organisation Code (2nd Edition) (011/2018), the Council were timed-out in relation to progressing the school organisation proposals and the opening of the new school, within the defined timescales, was not possible.

As the proposal has not been implemented as determined or approved, RCTCBC will conduct another consultation and wishes to seek the views of stakeholders on the proposal to establish a new Welsh medium primary school for 3 to 11 year olds as part of the Llanilid housing development and the proposed change of language medium of Dolau Primary School from dual language to English medium. It is proposed that the new Welsh medium primary school will open no later than the 2027 academic year with a capacity for 480 statutory school age pupils plus 60 nursery places, with Dolau Primary School becoming an English medium primary school at the same time with a capacity for 488 statutory school age pupils plus 63 nursery places.

Development of New Housing

A Local Development Plan (LDP) provides Councils with an overarching land use and development strategy, along with a policy framework and site specific allocations for a range of development types. An LDP, alongside national plans and policies, guide decisions on planning applications.

RCTCBC are preparing a Revised LDP for the years 2022 to 2037. This process formally began in April 2022. The Revised LDP will replace RCTCBC's current LDP for the years 2006 to 2021 and subsequent Draft Review Report approved by RCTCBC's Cabinet in 2019. RCTCBC's current LDP and subsequent Draft Review Report will remain in force until the Revised LDP is adopted.

RCTCBC's current LDP and subsequent Draft Review Report identified land allocated at the former open cast coal site in Llanharan as a key site.

As part of the development of preparing a Revised LDP for the years 2022 to 2037, a Preferred Strategy has been prepared and is currently undergoing a consultation process. The Preferred Strategy seeks to address the needs of RCTCBC by proposing levels of housing and employment growth and where this should be spatially distributed across RCT, including the identification of key sites. One of the sites identified within the Preferred Strategy as being a potential key site continues to be land allocated at the former open cast coal site in Llanharan.

In January 2016, RCTCBC's Planning and Development Committee approved outline planning consent for land allocated at the former open cast coal site in Llanharan for the construction of between 1,850 new houses, retail floor space, a medical centre, a library/community facility, a new primary school and associated public open space.

In order to ensure that the demand for school places can be met in future years, it is proposed to establish a new Welsh medium primary school for 3 to 11 year olds as part of the Llanilid housing development and the proposed change of language medium of Dolau Primary School from dual language to English medium. It is proposed that the new Welsh medium primary school will open no later than the 2027 academic year with a capacity for 480 statutory school age pupils plus 60 nursery places, with Dolau Primary School becoming an English medium primary school at the same time.

Alternative Options Considered

In accordance with the WG's School Organisation Code (2nd Edition) (011/2018), alternative options were identified and consciously considered. Some of the benefits and disadvantages of each of the discounted options are listed in the table that follows:

| Option | Benefits | Disadvantages |
|---|--|---|
| Retain the status quo. | <ul style="list-style-type: none"> • No WG Sustainable Communities for Learning Programme investment required. • No RCTCBC investment required. • No disruption to the pupils, parents/carers and staff. | <ul style="list-style-type: none"> • The increased demand for primary school pupil places, as a result of the Llanilid housing development, will not be met. • Dolau Primary School will be oversubscribed, as a result of the Llanilid housing development. • RCTCBC will not improve Welsh medium and Welsh language education or increase the number of pupils in Welsh medium education. • There will be no opportunities for more pupils to be taught through the medium of Welsh and WESP targets will prove to be challenging to meet. |
| Build a new dual language primary school for 3 to 11 year olds as part of the Llanilid housing development. | <ul style="list-style-type: none"> • The increased demand for primary school pupil places, as a result of the Llanilid housing development, will be met. • RCTCBC will improve Welsh medium, Welsh language education, and increase the number of pupils in Welsh medium education. • Community Infrastructure Levy (CIL) funding will contribute to this proposal. | <ul style="list-style-type: none"> • WG Sustainable Communities for Learning Programme investment required. • WESP targets will prove challenging to meet. • To accommodate parent/carer choice and to comply with the WG School Admissions Code (005/2013), the numbers of pupils accessing English medium education may result in diminished Welsh medium capacity which cannot be protected. |
| Build a new English medium primary school for 3 to 11 year olds as part of the Llanilid housing development and change the language medium of Dolau Primary | <ul style="list-style-type: none"> • The increased demand for primary school pupil places, as a result of the Llanilid housing development, will be met. • RCTCBC will increase the number of pupils in | <ul style="list-style-type: none"> • WG Sustainable Communities for Learning Programme investment required. • Proposal not in line with RCTCBC's WESP outcomes and commitments. |

| Option | Benefits | Disadvantages |
|---|---|---|
| <p>School from dual language to Welsh medium.</p> | <p>Welsh medium education.</p> <ul style="list-style-type: none"> • The new school will be built in accordance with Building Bulletin 99 (BB99) and will be fully accessible and compliant with the Equality Act 2010. It will also be built to BREEAM 'excellent' standards and achieve net zero carbon in operation. It will have an Energy Performance Certificate rating of A and electric vehicle chargers on site, contributing to the delivery of RCTCBC's Tackling Climate Change Strategy: 2022 to 2025 – Think Climate RCT. • The proposal would also support the WG's Delivery Plan for a Low Carbon Wales and its 'Route Map' to decarbonise the public sector in Wales. • A dedicated area will be designed within the new school so that the local community and third parties are allowed to safely utilise the facilities at the school, both during and after the school day. • The new English medium primary school will be designed to comply with 'Secured by Design' standards, which | <ul style="list-style-type: none"> • WESP targets will prove to be more challenging to meet. |

| Option | Benefits | Disadvantages |
|---|--|---|
| | <p>ensure that the school boundary and buildings are fully secure and protected with CCTV. The site perimeter will be secure, deterring antisocial behaviour and preventing unauthorised individuals from accessing the site out of school hours.</p> <ul style="list-style-type: none"> • The proposal will be in very close proximity to the existing Dolau Primary School site, with the potential for shared external play areas. • The close proximity of the new school will minimise potential transitional difficulties in moving from one school site to another. • There will be some continuity in the relationships that exist between families and school staff. • There will be recruitment opportunities in both schools and greater scope for staff progression and professional development. • CIL funding will contribute to this proposal. | |
| Build a new Welsh medium primary school for 3 to 11 year olds as part of the Llanilid housing development and | <ul style="list-style-type: none"> • The increased demand for primary school pupil places, as a result of the Llanilid housing development, will be met. | <ul style="list-style-type: none"> • WG Sustainable Communities for Learning Programme investment required. • The new Welsh medium primary school and the |

| Option | Benefits | Disadvantages |
|---|---|---|
| <p>Dolau Primary School to remain as a dual language to Welsh medium.</p> | <ul style="list-style-type: none"> • RCTCBC will increase the number of pupils in Welsh medium education. • The new school will be built in accordance with BB99 and will be fully accessible and compliant with the Equality Act 2010. It will also be built to BREEAM 'excellent' standards and achieve net Zero Carbon in operation. It will have an Energy Performance Certificate rating of A and electric vehicle chargers on site, contributing to the delivery of RCTCBC's Tackling Climate Change Strategy: 2022 to 2025 – Think Climate RCT. • The proposal would support the WG's Delivery Plan for a Low Carbon Wales and its 'Route Map' to decarbonise the public sector in Wales. • A dedicated area will be designed within the new school so that the local community and third parties are allowed to safely utilise the facilities at the school, both during and after the school day. • The new Welsh medium primary school will be designed to comply with 'Secured by Design' | <p>Welsh medium stream at Dolau Primary School would have the exact same catchment area which would make managing admission arrangements and implementing the oversubscription criteria, when necessary, problematic.</p> <ul style="list-style-type: none"> • The increased demand for English medium primary school pupil places, as a result of the Llanilid housing development, could not be met. • RCTCBC would not meet its statutory responsibility required to provide adequate English medium pupil places in the area and accommodate parent/carers choice, a fundamental principle of the WG's School Admissions Code (005/2013). |

| Option | Benefits | Disadvantages |
|--------|---|---------------|
| | <p>standards, which ensure that the school boundary and buildings are fully secure and protected with CCTV. The site perimeter will be secure, deterring antisocial behaviour and preventing unauthorised individuals from accessing the site out of school hours.</p> <ul style="list-style-type: none"> • The proposal will be in very close proximity to the existing Dolau Primary School site, with the potential for shared external play areas. • The close proximity of the new school will minimise potential transitional difficulties in moving from one school site to another. • There will be some continuity in the relationships that exist between families and school staff. • There will be recruitment opportunities in both schools and greater scope for staff progression and professional development. • CIL funding will contribute to this proposal. | |

Benefits and Disadvantages, Risks and Mitigation Factors

Any proposal involving school reorganisation will inevitably cause some disruption and uncertainty, although experience shows this can be kept to a minimum through

meaningful engagement throughout this statutory school organisation consultation process, and if a decision is made to progress the proposal, throughout the implementation process.

The benefits and disadvantages of the proposal are highlighted in the table that follows, as is information as to how any identified risks can be mitigated.

| Benefits |
|---|
| The new Welsh medium primary school will be built in accordance with <u>BB99</u> and will be fully accessible and compliant with the <u>Equality Act 2010</u> . |
| <p>The new Welsh medium school will:</p> <ul style="list-style-type: none"> • Be built to BREEAM 'excellent' standards. • Achieve net Zero Carbon in operation. • Have an Energy Performance Certificate rating of A. • Have Electric Vehicle chargers on site, contributing to the delivery of RCTCBC's Tackling Climate Change Strategy: 2022 to 2025 – <u>Think Climate RCT</u>. |
| The proposal would also support the WG's <u>Delivery Plan for a Low Carbon Wales</u> and its 'Route Map' to decarbonise the public sector in Wales. |
| A dedicated area will be designed within the new Welsh medium primary school so that the local community and third parties are allowed to safely utilise the facilities at the school, both during and after the school day. |
| The new Welsh medium primary school will be designed to comply with 'Secured by Design' standards, which ensure that the school boundary and buildings are fully secure and protected with CCTV. The site perimeter will be secure, deterring antisocial behaviour and preventing unauthorised individuals from accessing the site out of school hours. |
| The proposal will ensure the increased demand for both Welsh and English primary school pupil places, as a result of the Llanilid housing development, will be met. |
| The proposal will be in very close proximity to the existing Dolau Primary School site, with the potential for shared external play areas. |
| The close proximity of the new school will minimise potential transitional difficulties in moving from one school site to another. |
| There will be some continuity in the well established relationships that exist between families and school staff. |
| There will be recruitment opportunities in both schools and greater scope for staff progression and professional development. |
| The new Welsh medium primary school will have a positive impact on young people of all ages. As a result of the proposal, RCTCBC is expected to improve Welsh medium and Welsh language education and increase the number of pupils in Welsh medium education. |
| The new Welsh medium primary school will support the Council's ambitious WESP targets and the growth of Welsh education. |
| The new Welsh medium school will support Welsh Government's strategy Cymraeg 2050 – a million Welsh speakers. |
| Opening a new dedicated Welsh medium school will not only increase the Welsh medium offer in the area but will also protect those Welsh medium pupil places which is not the case in a dual language school. |

| CIL funding has been secured to contribute to this proposal. | | | |
|---|-------------------|---------------|---|
| Disadvantages | | | |
| Understandably, some pupils may initially be daunted at the prospect of moving to a new school on a new site. However, should the proposal proceed, there will be targeted support for all pupils from Dolau Primary School. Meaningful and positive transition is an integral part of ensuring that pupils settle into their new school setting with little disruption to their wellbeing and education. This is supported by providing effective pastoral and academic support and structured opportunities for pupils to become familiar with the new school environment and staff. | | | |
| There may be staffing implications for those employed at Dolau Primary School, should the school become an English medium primary school. For example, some staff may wish to continue teaching in a Welsh medium primary school. RCTCBC has well established human resource (HR) policies and procedures that give reassurance to staff and employers about the management of organisational change. RCTCBC's HR Team will visit all staff in Dolau Primary School and make them are aware of the processes that may follow and the operational and personal support that is on offer. | | | |
| There will be a significant financial investment relating to this proposal and Welsh Government's Sustainable Communities for Learning investment will be required. | | | |
| Risks | Likelihood | Impact | Mitigating Action(s) |
| Approval – Parents/carers choose to send their children to another primary school. | Low. | Low. | <ul style="list-style-type: none"> RCTCBC's Directorate of Education and Inclusion Services 21st Century Schools Team will ensure that suitable arrangements are made to involve parents/carers and children and young people as active participants throughout this statutory school organisation consultation process, and if a decision is made to progress the proposal, throughout the implementation process. Choosing a school is a parent/carer's choice. Applications will be dealt with in accordance with the WG's <u>School Standards and Organisation (Wales) Act 2013</u>. |

| | | | |
|--|---------|---------|---|
| Increased Traffic – Increased traffic as a result of the proposal. | Low. | Low. | <ul style="list-style-type: none"> • The new Welsh medium primary school will focus on onsite and offsite traffic management arrangements, including staff parking and the creation of a dedicated home to school transport drop off area. • In terms of public transport, there is a public transport service bus which runs regularly. However, the cost and operation of the public transport in the area is not within the remit of RCTCBC to manage. |
| Staff – Existing staff employed at Dolau Primary School may wish to continue teaching in a Welsh medium primary school. | Medium. | Medium. | <ul style="list-style-type: none"> • RCTCBC has well established HR policies and procedures that give reassurance to staff and employers about the management of organisational change. • RCTCBC's HR Team will visit all staff in Dolau Primary School and make them are aware of the processes that may follow and the operational and personal support that is on offer. |

Where we'd like to be...

It is being proposed to establish a new Welsh medium primary school for 3 to 11 year olds as part of the Llanilid housing development and the proposed change of language medium of Dolau Primary School from dual language to English medium. It is proposed that the new Welsh medium primary school will open no later than the 2027 academic year with a capacity for 480 statutory school age pupils plus 60 nursery places, with Dolau Primary School becoming an English medium primary school at the same time with an increased capacity for 488 statutory school age pupils plus 63 nursery places.

The new Welsh medium primary school will be built in accordance with BB99 and will be fully accessible and compliant with the Equality Act 2010. The provision at the new Welsh medium primary school will consist of:

- Modern, flexible learning environments for all pupils, a large hall/dining area, a multi-purpose learning resource area and fully accessible facilities.
- Flexible spaces to allow delivery of the Areas of Learning and Experience in accordance with the Curriculum for Wales.
- Internal and external areas for use by the local community.
- Some additional space for additional learning needs (ALN) interventions.
- Enhanced outdoor spaces to support the full range of curriculum activities.
- Improved traffic management.

In addition, the new Welsh medium primary school will achieve net zero carbon in operation.

Dolau Primary School is a community school with a private childcare provider co-located on the school site. Gofal Plant Flourish Cymru is registered with the Care Inspectorate Wales for 24 places.

Should the proposal proceed, RCTCBC will look to establish a new Cylch Meithrin co-located on the site of the new Welsh medium primary school offering pre-school Cylch Meithrin sessions for two- to three-year-olds. It is anticipated that establishing a new Cylch Meithrin co-located on the site of the new Welsh medium primary school will encourage pupil numbers to grow.

Images of 21st Century Schools

The images that follow show examples of 21st century schools delivered by RCTCBC in recent years.



Classroom.



Heart space.



Hall.

Additional Learning Needs (ALN) Provision

Dolau Primary School's most recent Estyn inspection, in October 2023, outlined that the school has robust systems to support pupils with ALN. As a result, most pupils with ALN make strong progress from their individual starting points. Dolau Primary School collaborates well with pre-school settings and outside agencies and, consequently, pupils who require additional support are identified early. Staff work closely with pupils and parents/carers to plan the most appropriate support programmes for the needs of individual pupils. For example, pupil and parent/carer questionnaires are used to further inform the staffs' understanding of pupils' needs.

It states that relationships between staff and parents/carer are very good. Learning support requirements are identified purposefully for each pupil and delivered by highly committed staff. The ALN Co-ordinator at Dolau Primary School monitors the impact of support programmes carefully to ensure that they meet pupils' learning and well-being needs. As a result, Dolau Primary School has a good understanding of the effect and impact of support given and adjusts support swiftly when required. There are no Learning Support Classes (LSC's) at Dolau Primary School. Dolau Primary School has 12 pupils with ALN, none of which have physical needs. Should the proposal proceed, support for pupils which is being provided by RCTCBC's Access and Inclusion Service Team will continue and will not be affected.

The new Welsh medium primary school will be built in accordance with BB99 and will be fully accessible and compliant with the Equality Act 2010, including having provisions such as hygiene rooms for those that may need them. The Additional Learning Needs and Education Tribunal (Wales) Act 2018 requires Councils to continually review their arrangements for supporting pupils with ALN within their area and consider whether the arrangements are sufficient. As such, the need for an ALN LSC at Dolau Primary School and the new Welsh medium primary school will continue to be reviewed and, should it be deemed there is a need for it in the future, there will be sufficient capacity at both Dolau Primary School and the new Welsh medium primary school to accommodate the ALN LSC.

In addition, the new Welsh medium primary school will be designed with flexible spaces to allow opportunities for teaching and learning in smaller groups, intervention spaces, and to provide one to one support where required.

The Welsh in Education Strategic Plan

All Councils in Wales must produce a Welsh in Education Strategic Plan (WESP). The WESP is a long term language planning tool which sets the direction for the strategic planning, delivery and growth in Welsh medium and Welsh language education. Through the WESP, and effective strategic planning and investment, RCTCBC aims to contribute significantly to achieving the vision of one million people in Wales being Welsh speakers by 2050 as set out in the WG's Cymraeg 2050. RCTCBC's WESP can be viewed and downloaded from RCTCBC's website via the following link:

<https://www.rctcbc.gov.uk/EN/Resident/SchoolsandLearning/SchoolAdmissions/relateddocuments/WESPJune2022.pdf>

The target of RCTCBC's WESP is to:

Increase the percentage of year one learners in Welsh medium education by 10% during the ten year lifespan of this WESP, increasing the percentage of year one learner's being taught through the medium of Welsh in Rhondda Cynon Taf to 30%.

As well as the target to increase the percentage of year one pupils in Welsh medium education, the WESP includes seven outcomes, or areas, setting out how Councils are expected to improve Welsh medium and Welsh language education in their locality.

| | |
|-------------------|--|
| Outcome 1: | More nursery/three year old pupils receive their education through the medium of Welsh. |
| Outcome 2: | More reception/five year old pupils receive their education through the medium of Welsh. |
| Outcome 3: | More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another. |
| Outcome 4: | More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh. |
| Outcome 5: | More opportunities for learners to use Welsh in different contexts in school. |
| Outcome 6: | An increase in the provision of Welsh medium education for learners with ALN in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018. |
| Outcome 7: | Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh. |

Should the proposal proceed, it will have a positive impact on children and young people of all ages. As a result of the proposal, RCTCBC is expected to improve Welsh medium and Welsh language education and increase the number of pupils in Welsh medium education. Transferring pupils who are currently educated through the medium of Welsh at Dolau Primary School to a new Welsh medium primary school will provide more opportunities for more pupils to be taught through the medium of Welsh in an environment fit for 21st century learning and teaching.

RCTCBC's Welsh Language Immersion Team provides support for pupils who choose to move to Welsh medium education from English medium education. This support will be available for any pupils that wish to utilise it. Once the new Welsh medium primary school opens and Dolau Primary School becomes an English medium primary school, there will be capacity at the new Welsh medium primary school for any pupils of Dolau Primary School who wish to attend the new Welsh medium primary school instead of continuing with English medium education at Dolau Primary School.

As set out in the WG's School Organisation Code (2nd Edition) (011/2018), it is a requirement to publish a Welsh Language Impact Assessment. This has been produced and is appended to this Consultation Document and is also available on RCTCBC's website.

Admission Arrangements

In the case of oversubscription at any school, published admissions criteria are applied to all applications received for places, to determine which pupils are successful in obtaining the places available. These criteria, which are outlined in RCTCBC's School Admission Policy booklet entitled 'Starting School' are listed in priority order below:

| | |
|--------------------|--|
| Category 1: | 'Looked after' children (children in public care) and previously 'looked after' children. |
| Category 2: | Children whose home is inside the school's catchment area and have an older sibling attending the school from the same address, who will continue to attend that school on the expected date of admission of the younger sibling. |
| Category 3: | Children whose home is inside the school's catchment area who do not have an older sibling attending the school. |
| Category 4: | Children whose home is outside the school's catchment area and have an older sibling attending the school from the same address, who will continue to attend that school on the expected date of admission of the younger sibling. |
| Category 5: | Children whose home is outside the school's catchment area who do not have an older sibling attending the school. |

The term 'home' in the categories above refers to the actual location of the residential dwelling in which the child lives.

Children will be admitted up to the Published Admission Number in the order of priority as outlined above. If, within any one of the priority categories listed, all applicants cannot be offered a place, preference will be given to children living nearest to the school. Distance will be measured using the shortest, safe walking route between the home address and the nearest open school gate. In areas where no safe walking route has been identified, the shortest driving route between the home address and the nearest open school gate will be used. This distance will be measured using the 'MapInfo System' only. Measurements calculated by any other system will not be considered. The home address in instances where parents/carers have shared responsibility for children, will be the address to which Child Benefit is paid.

Section Two – The Likely Impact of the Proposal

Educational Case of the Proposal

School organisational proposals should highlight the educational benefits that any change could offer, particularly in relation to overall improvements in standards, but also in terms of the social and emotional development of children and young people, which could usually impact beneficially on their overall achievement and outcomes.

Demand for School Places

In order to ensure that the demand for school places can be met in future years, it is being proposed to establish a new Welsh medium primary school for 3 to 11 year olds as part of the Llanilid housing development and the proposed change of language medium of Dolau Primary School from dual language to English medium. It is proposed that the new Welsh medium primary school will open no later than the 2027 academic year with a capacity for 480 statutory school age pupils plus 60 nursery places, with Dolau Primary School becoming an English medium primary school at the same time with an increased capacity for 488 statutory school age pupils plus 63 nursery places.

This proposal will ensure that the Council's statutory responsibility, to appropriately manage both Welsh and English pupil places in the area, can be met.

Impact on Welsh Medium Education

The new Welsh medium primary school will have a positive impact on children and young people of all ages, enabling RCTCBC to work towards the target of the WESP which is to:

Increase the percentage of year one learners in Welsh medium education by 10% during the ten year lifespan of this WESP, increasing the percentage of year one learner's being taught through the medium of Welsh in Rhondda Cynon Taf to 30%.

As a result of the proposal, RCTCBC is expected to improve Welsh medium and Welsh language education and increase the number of pupils in Welsh medium education. Transferring pupils who are currently educated through the medium of Welsh at Dolau Primary School to a new Welsh medium primary school will provide enhanced opportunities for more pupils to be taught through the medium of Welsh in brand new facilities.

RCTCBC's Welsh Language Immersion Team provides support for pupils who choose to move to Welsh medium education from English medium education. This support will be available for any pupils that wish to utilise it. Once the new Welsh medium primary school opens and Dolau Primary School becomes an English medium primary school, there will be capacity at the new Welsh medium primary school for any pupils of Dolau Primary School who wish to attend the new Welsh medium primary school instead of continuing with English medium education at Dolau Primary School.

Should the proposal proceed, RCTCBC will look to establish a new Cylch Meithrin co-located on the site of the new Welsh medium primary school offering pre-school Cylch Meithrin sessions for two to three year olds. It is anticipated that establishing a new Cylch Meithrin co-located on the site of the new Welsh medium primary school could encourage pupil numbers to grow. This will assist in ensuring a language continuum of Welsh medium education for children from the age of two to 11 years, within one Welsh medium primary school site.

School Buildings Fit for the 21st Century.

RCTCBC's school modernisation programme has been successfully making excellent progress in modernising its school estate, meeting and rationalising demand for school places, delivering efficiencies, and ensuring the education portfolio is in the best possible position to help RCTCBC deliver on its carbon reduction targets. The proposal builds upon the successful progress already made.

The new Welsh medium primary school will be built in accordance with BB99 and will be fully accessible and compliant with the Equality Act 2010. The provision at the new Welsh medium primary school will consist of:

- Modern, flexible learning environments for all pupils, a large hall/dining area, a multi-purpose learning resource area and fully accessible facilities.
- Flexible spaces to allow delivery of the Areas of Learning and Experience in accordance with the Curriculum for Wales.
- Internal and external areas for use by the local community.
- Some additional space for ALN interventions.
- Enhanced outdoor spaces to support the full range of curriculum activities.
- Improved traffic management.

In addition, the new Welsh medium primary school will achieve net zero carbon in operation.

Estyn Information

Dolau Primary School was inspected by Estyn in October 2023. It was a very positive inspection.

Estyn set out one recommendation for Dolau Primary School to implement in order to make improvements to the quality of education provision on offer. Estyn's recommendation was as follows:

1. Recommendation One – Share best teaching practice particularly to improve the pace of lessons and teachers' questioning skills.

It is RCTCBC's view that the new Welsh medium primary school and Dolau Primary School becoming an English medium primary school could have a positive impact on all five Estyn inspection areas, as detailed below:

1. **Standards (Learning) (Teaching and Learning)** – More pupils will have access to a new school building fit for the 21st century that provides enhanced teaching spaces, dedicated resource areas, stimulating learning environments

and state of the art ICT equipment, all of which will support to continue to raise standards.

2. **Wellbeing and Attitudes to Learning (Wellbeing, Care, Support and Guidance)** – The new Welsh medium primary school will be built in accordance with BB99 and will be fully accessible and compliant with the Equality Act 2010. The provision at the new Welsh medium primary school will consists of:

- Modern, flexible learning environments for all pupils, a large hall/dining area, a multi-purpose learning resource area and fully accessible facilities.
- Flexible spaces to allow delivery of the Areas of Learning and Experience in accordance with the Curriculum for Wales.
- Internal and external areas for use by the local community.
- Some additional space for ALN interventions.
- Enhanced outdoor spaces to support the full range of curriculum activities.
- Improved traffic management.

In addition, the new Welsh medium primary school will achieve net zero carbon in operation.

3. **Teaching and Learning Experiences (Teaching and Learning)** – A new school building fit for the 21st century helps to provide a balanced curriculum across all age groups in line with the Curriculum for Wales. A 21st century learning environment could also provide greater flexibility and therefore greater choice and variety in pupils' learning experiences.
4. **Care, Support and Guidance (Wellbeing, Care, Support and Guidance)** – A new school building fit for the 21st century helps to provide a balanced curriculum across all age groups in line with the Curriculum for Wales. A 21st century learning environment could also provide greater flexibility and therefore greater choice and variety in pupils' learning experiences and provide a wider range of extra-curricular activities to encourage healthy lifestyles and nurture pupils.

A dedicated area will be designed within the new Welsh medium primary school so that the local community and third parties are allowed to safely utilise the facilities at the school, both during and after the school day.

The new Welsh medium primary school will be designed to comply with 'Secured by Design' standards, which ensure that the school boundary and buildings are fully secure and protected with CCTV. The site perimeter will be secure, deterring antisocial behaviour and preventing unauthorised individuals from accessing the site out of school hours.

5. **Leadership (and Management) (Leading and Improvement)** – It is important that leadership (and management) in schools is supported by resources that are fit for the 21st century that provides enhanced teaching spaces, dedicated resource areas, stimulating learning environments and state of the art ICT equipment, all of which will support to continue to raise standards.

Likely Impact on Pupils of the Proposal

It is anticipated that the proposed changes will not have a long term, adverse impact on pupils and it should be noted at this point in the statutory school organisation consultation process that RCTCBC considers the overall impact on pupils of the proposal is determined to be positive. Understandably, some pupils may initially be daunted at the prospect of moving to a new school on a new site. However, should the proposal proceed, there will be targeted support for all pupils from Dolau Primary School. Meaningful and positive transition is an integral part of ensuring that pupils settle into their new school setting with little disruption to their wellbeing and education. This is supported by providing effective pastoral and academic support and structured opportunities for pupils to become familiar with the new school environment and staff.

Advice and support will be provided by RCTCBC to staff from Dolau Primary School to ensure that the transition process is as smooth and seamless as possible.

The WG and RCTCBC has adopted the United Nations Convention on the Rights of the Child, which is expressed in seven core aims that all children and young people have a right to:

1. Have a flying start in life.
2. Have a comprehensive range of education and learning opportunities.
3. Enjoy the best possible health and are free from abuse, victimisation, and exploitation.
4. Have access to play, leisure, sporting, and cultural activities.
5. Are listened to, treated with respect, and have their race and cultural identity recognised.
6. Have a safe home and a community which supports physical and emotional wellbeing.
7. Are not disadvantaged by poverty.

RCTCBC considers that the proposal benefits the children and young people accordance with the seven core aims set out above.

As set out in the WG's School Organisation Code (2nd Edition) (011/2018), it is a requirement to publish a Community Impact Assessment and an Equality Impact Assessment. These have been produced and are appended to this Consultation Document and are also available on RCTCBC's website. Further information relating to the impact of the proposal on pupils, including how the proposal contributes to all seven goals of the Wellbeing of Future Generations Act 2015 and an assessment of the proposal on the five ways of working, can be found in both the Community Impact Assessment and Equality Impact Assessment.

Likely Impact on Staff of the Proposal

Should the proposal proceed, it is our intention to recommend to the temporary Governing Body of the proposed new Welsh medium primary school and the Governing Body of Dolau Primary School, that any additional posts required as a result of the establishment of the new Welsh medium primary school and Dolau Primary School becoming an English medium primary school, below senior

leadership level, are ringfenced to the existing staff employed at Dolau Primary School in the first instance. This process means that staff at Dolau Primary School would be given the first opportunity to apply for additional posts, prior to any posts being advertised externally. If they are successful, they would then simply transfer when the proposal is implemented. RCTCBC has well established HR policies and procedures that give reassurance to staff and employers about the management of organisational change. RCTCBC's HR Team will visit all staff in Dolau Primary School and make them aware of the processes that may follow and the operational and personal support that is on offer.

Financial Implications of the Proposal

The estimated capital cost of the proposal is £15 million.

RCTCBC will collect a CIL on each house constructed, which, together with funding from RCTCBC and the Welsh Government (WG) via the Sustainable Communities for Learning Programme, will fund this project. The WG's Sustainable Communities for Learning Programme will fund up to 65.0% of project costs, and up to 100.0% of costs directly associated with making the new Welsh medium primary school Net Zero Carbon in operation.

Detailed costs to deliver both the new school plus some small-scale adaptations to increase the capacity at Dolau Primary School will be developed alongside the consultation process and approvals sought in line with RCTCBC's decision making procedures.

Any revenue implications resulting as a consequence of the new Welsh medium primary school, including the school's delegated budget and any potential increases in home to school transport costs will be identified as the proposal develops and incorporated into RCTCBC's Medium Term Financial Planning arrangements.

Home to School Transport Provision

There is a statutory duty placed on all Council's in Wales to provide pupils with free transport to their nearest suitable school if they reside beyond safe 'walking distance' to that school. The term suitable school applies to the catchment area English, Welsh, dual language or voluntary aided mainstream primary school, secondary school or special school/class as appropriate. The law relating to safe 'walking distance' is defined as two miles for pupils of statutory school age receiving primary education and three miles for pupils of statutory school age (year 7 to 11) receiving secondary education.

RCTCBC has exercised the discretionary powers afforded to it under the provision of the Learner Travel (Wales) Measure 2008 to make a more generous provision to pupils. Following a recent public consultation exercise initiated by RCTCBC's Cabinet, in relation to a proposed new Home to School Transport Policy for RCTCBC, the information set below is the relevant information in relation to the proposal:

- The eligibility criteria for walking distance for pupils of statutory school age receiving primary education at their nearest suitable school has been set at 1½

miles, instead of 2 miles as required by the Learner Travel (Wales) Measure 2008.

- Free transport to their nearest suitable school, where places are available, is provided to pupils who meet the 1½ mile eligibility criteria from the start of Foundation Phase, rather than from the start of statutory school as required by the Learner Travel (Wales) Measure 2008.
- The term suitable school applies to the catchment area English, Welsh, dual language or voluntary aided (faith) mainstream school or special school/class as appropriate.

Further information in relation to the RCTCBC's Home to School transport provision can be viewed and downloaded from RCTCBC's website via:

<https://www.rctcbc.gov.uk/EN/Resident/ParkingRoadsandTravel/Travel/SchoolandCollegeTransport/SchoolandCollegeTransport.aspx>

There is approximately 0.4 miles between Dolau Primary School and the site identified for the new Welsh medium primary school on the Llanilid housing development. Should the proposal proceed, there is a safe walking route for the pupils of Dolau Primary School to walk to the new Welsh medium primary school.

In terms of public transport, there is a public transport service bus which runs regularly. However, the cost and operation of the public transport in the area is not within the remit of RCTCBC to manage.

Land and Buildings Information

No land or buildings will become surplus as a result of delivering this proposal.

Consultation Response Form

To comply with the legal duty under the School Standards and Organisation (Wales) Act 2013, and help RCTCBC reach a decision on the proposal, it would be helpful if you could answer the following questions. Please note, any personal information given will not be shared and will only be used to provide you with feedback, should you request it. Any comments that could identify you will be anonymised in the Consultation Report produced. Completed Consultation Response Forms should be returned to:

| | | |
|---|----|--|
| Director of Education and Inclusion Services 21 st Century Schools Valleys Innovation Centre Navigation Park Abercynon CF45 4SN | OR | schoolplanning@rctcbc.gov.uk |
|---|----|--|

The proposal:

To establish a new Welsh medium primary school for 3 to 11 year olds as part of the Llanilid housing development and the proposed change of language medium of Dolau Primary School from dual language to English medium.

| | | | | | | |
|---------------------------------|-------------|--|----|--|----------|--|
| Do you agree with the proposal? | Yes | | No | | Not Sure | |
| | Please tick | | | | | |

Please let us know the reasons for your choice.

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Do you think the proposal could impact opportunities for people to use and promote the Welsh Language (Positive or Negative)?

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Do you think the proposal in any way treats the Welsh Language less favourably than the English Language?

[illegible]

How could positive effects on the Welsh Language be increased, or negative effects be decreased?

[illegible]

Please state any alternative views or points which you would like to be considered (attach additional sheets if necessary).

[illegible]

Please indicate who you are (e.g., parent/carer of a pupil at named school(s), Governor at named school(s), etc.).

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Name (optional):

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Please provide contact details if you wish to be notified of the publication of the Consultation Report.

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Please forward completed questionnaires to the above address no later than 17:00 on Friday 25th October 2024.

RCTCBC is committed to keeping your personal information safe and secure and keeping you informed about how we use your information. To learn about how your privacy is protected and how and why we use your personal information to provide you with services, please visit our consultation privacy notice:

<https://www.rctcbc.gov.uk/EN/Council/DataProtectionandFreedomofInformation/DataProtection/serviceprivacynotices/ChiefExecutives/ConsultationPrivacyNotice.aspx>

and

<https://www.rctcbc.gov.uk/EN/Council/DataProtectionandFreedomofInformation/DataProtection/DataProtection.aspx>

Equality Monitoring Form

RCTCBC is committed to the principle of equal opportunities and having a clear picture of the equality profile of our consultation respondents can help monitor the effectiveness of our equal opportunities policies and procedures. We conduct monitoring in order to identify gaps in access to our services, and make targeted changes where gaps are identified. Data is only used to improve services and in reporting.

You are entirely free to decide whether or not to complete this form and there are no consequences of failing to do so. We do not intend on capturing any personal identifiable information through this form. Please be mindful of this in the responses you provide within the free text areas. In the instance where you do provide us with information about yourself or others, RCTCBC will ensure it will be processed in line with the requirements of the Data Protection Act 2018 and only used for monitoring and reporting purposes.

Age:

1. How old are you?

- ☐ 16-24
- ☐ 25-34
- ☐ 35-44
- ☐ 45-54
- ☐ 55-64
- ☐ 65-74
- ☐ 75+
- ☐ Prefer not to say.

Sex:

2. Are you:

- ☐ Female
- ☐ Male
- ☐ Prefer not to say.

A question on Gender Identity will be asked later.

Do you identify as:

- ☐ Non-binary
- ☐ Trans
- ☐ N/A
- ☐ Prefer not to say.

If you prefer your own term, please provide this here: _____

Which of the follow best describes your sexual orientation?

- ☐ Bisexual
- ☐ Gay man
- ☐ Gay woman/Lesbian
- ☐ Heterosexual/Straight
- ☐ Prefer not to say.

Gender Identity:

3. Is the gender you identify with the same as your sex registered at birth?

- ☐ Yes
- ☐ No, please write in your gender: _____
- ☐ Prefer not to say.

Sexual Orientation:

4. Which of the follow best describes your sexual orientation?

- ☐ Bisexual
- ☐ Gay man
- ☐ Gay woman/Lesbian
- ☐ Heterosexual/Straight
- ☐ Prefer not to say.

If you prefer to use your own term, please provide this here: _____

National Identity:

5. How would you describe your national identity?

- ☐ British
- ☐ Cornish
- ☐ English
- ☐ Irish
- ☐ Northern Irish
- ☐ Scottish
- ☐ Welsh
- ☐ Other (please describe): _____
- ☐ Prefer _____ not _____ to _____ say

Ethnicity:

6. How would you describe your ethnic origin?

- ☐ Arab
- ☐ Asian: British
- ☐ Asian or Asian British: Bangladeshi
- ☐ Asian or Asian British: Chinese
- ☐ Asian: Cornish
- ☐ Asian: English
- ☐ Asian or Asian British: Indian
- ☐ Asian: Irish
- ☐ Asian: Northern Irish
- ☐ Asian or Asian British: Pakistani
- ☐ Asian: Scottish
- ☐ Asian or Asian British: Other East Asian
- ☐ Asian or Asian British: Other South Asian
- ☐ Asian: Welsh
- ☐ Asian or Asian British: Other (please describe): _____
- ☐ Black: British
- ☐ Black or Black British: African
- ☐ Black or Black British: Caribbean

- ☐ Black: Cornish
- ☐ Black: English
- ☐ Black: Irish
- ☐ Black: Northern Irish
- ☐ Black: Scottish
- ☐ Black: Welsh
- ☐ Black, Black British or Black African: Other (please describe): _____
- ☐ English Gypsy
- ☐ Irish Gypsy
- ☐ Irish Traveller
- ☐ Scottish Gypsy
- ☐ Scottish Traveller
- ☐ Welsh Gypsy
- ☐ Mixed/Multiple: African & Caribbean
- ☐ Mixed/Multiple: Black British and White
- ☐ Mixed/Multiple: Black African & White
- ☐ Mixed/Multiple: Black Caribbean & White
- ☐ Mixed/Multiple: East Asian & White
- ☐ Mixed/Multiple: South Asian & White
- ☐ Mixed/Multiple: Other (please describe): _____
- ☐ Roma
- ☐ Sinti
- ☐ White: British
- ☐ White: Cornish
- ☐ White: English
- ☐ White: Gypsy
- ☐ White: Irish
- ☐ White: Irish Traveller
- ☐ White: Northern Irish
- ☐ White: Scottish
- ☐ White: Welsh
- ☐ White: Other (please describe): _____
- ☐ Prefer not to say.

If other Ethnic Group or if you would prefer to use your own definition, please specify: _____

Disability:

7. Do you consider yourself to be disabled?

'The definition of disability as defined under the Equality Act (2010) is 'a physical or mental impairment which has a substantial or long term adverse effect on the ability to carry out day-to-day activities'.

- ☐ Yes
- ☐ No
- ☐ Prefer not to say.

Religion or belief:

8. What is your religion or belief?

- ☐ Buddhist

- ☐ Christian (including Church of Wales, Catholic, Protestant and all other denominations)
- ☐ Hindu
- ☐ Jewish
- ☐ Muslim
- ☐ Non-religious (e.g. Atheist, Humanist etc.)
- ☐ Sikh
- ☐ Prefer not to say.

If other Religion or Belief, or if you prefer to use your own definition, please provide this here: _____

Caring Responsibilities

9. Do you look after, or support family members, friends, neighbours or others because of either: a long term physical or mental condition/disability or problems related to old age?

- ☐ No
- ☐ Yes, 1-19 hours a week.
- ☐ Yes, 20-49 hours a week.
- ☐ Yes, 50 or more hours a week.
- ☐ Prefer not to say.

Pregnancy and maternity

10. Are you currently pregnant, or have you been pregnant within the last 12 months?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say.

11. Have you taken (or are you currently taking) maternity leave in the last 12 months?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say.

Veterans and Armed Forces

12. Have you ever, or are you currently, serving in the Armed Forces?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say.

☐ **I do not wish to provide any of the information requested on this form.**