



STATUTORY CONSULTATION DOCUMENT



Ysgol Llanaelhaearn

16 December 2019 - 29 January 2020

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Appendix 1 - Options Appraisal

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Foreword

At a Gwynedd Council Cabinet meeting held on **5 November 2019**, the Cabinet agreed to undertake a period of statutory consultation on the proposal to close Ysgol Llanaelhaearn on 31 August 2020 and to provide education for learners at Ysgol Bro Plenydd, Y Ffôr, from 1 September 2020, in accordance with the requirements of Section 48 of the School Standards and Organisation Act 2013.

The statutory consultation will be held between **16 December 2019 and 29 January 2020**, based on the proposal to close Ysgol Llanaelhaearn on 31 August 2020, and offer a place for pupils at Ysgol Bro Plenydd, Y Ffôr on 1 September 2020.

Gwynedd Council invites you to put forward your views for consideration before a decision is made. At the end of the consultation period, a report will be submitted to the Gwynedd Council Cabinet.

A copy of this document, and other background papers, are available on the Council's website www.gwynedd.llyw.cymru/modernisingeducation and at your school and local library. If you require additional copies, you are welcome to contact the Education Modernisation Office by telephone - (01286) 679 247, or by e-mailing modernisingeducation@gwynedd.llyw.cymru.

PLEASE NOTE - any comments on the statutory consultation document should be sent to the Modernising Education Office by **13:00 on Wednesday, 29 January 2020**. The relevant contact details are to be found at the end of the statutory consultation document.

We look forward to receiving your response.

Yours sincerely,



Garem Jackson
Head of Education Department

1. Introduction

Gwynedd Council is considering the closure of Ysgol Llanaelhaearn as a result of the significant fall in numbers attending the school since 2012. In September 2019, eight pupils were registered at the school. Ysgol Bro Plenydd, Y Ffôr has been named as the 'alternative school' and pupils would be offered a place at this school.

Gwynedd Council has considered several options for primary education in the Ysgol Llanaelhaearn catchment area in order to ensure a sustainable provision for the future, responding specifically to the significant fall in numbers since 2012. This document outlines the consultation process, the factors considered to be relevant by the Council and the decision-making process.

1.1 The Proposal relating to this Statutory Consultation is to

Close Ysgol Llanaelhaearn on 31 August 2020, and to offer pupils a place at Ysgol Bro Plenydd, Y Ffôr from 1 September 2020.

2. The Consultation

The consultation will be held between **16 December 2019 and 29 January 2020**.

This consultation only relates to Ysgol Llanaelhaearn and Ysgol Bro Plenydd and therefore responses to this consultation should only refer to the proposal as described in paragraph 1.1 above.

The consultation document will be distributed to the following consultees in accordance with the Welsh Government's School Organisation Code.

The requirements of the School Organisation Code 011/2018	It will be distributed to...
The maintaining or proposed maintaining authority for any school likely to be affected by the proposals;	Gwynedd Council is submitting the proposal
Any other local authority (including those in England, where appropriate) likely to be affected - including in the case of dedicated SEN provision any authority placing or likely to place pupils with SEN in it;	Powys, Denbighshire, Conwy and Anglesey Councils
The Church in Wales and Roman Catholic Diocesan Authority for the area in which any school likely to be affected is located;	-
Any other appropriate religious body for any school likely to be affected by the proposals;	-

The governing body of any school which is the subject of the proposals;	The Governing Body of Ysgol Llanaelhaearn The Governing Body of Ysgol Bro Plenydd
The governing body of other schools which the proposer consider are likely to be affected by the proposals;	The Governing Body of Ysgol yr Eifl The Governing Body of Ysgol Llangybi The Governing Body of Ysgol Chwilog The Governing Body of Ysgol Pentreuchaf
Welsh Ministers;	Welsh Ministers
Constituency and Regional Assembly Members (AMs) and Members of Parliament (MPs) representing the area served by/intended to be served by any school which is the subject of the proposals;	<u>Dwyfor-Meirionnydd Parliamentary Constituency AM</u> Dafydd Elis-Thomas AM <u>Regional AMs for North Wales</u> Helen Mary Jones AM Neil Hamilton AM Joyce Watson AM Eluned Morgan AM <u>Dwyfor-Meirionnydd Parliamentary Constituency MP</u>
Estyn;	Meilyr Rowlands - Chief Inspector of Education and Training in Wales
Teaching and staff trade unions representing teachers and other staff at any school which is the subject of the proposals;	Representatives of NASUWT; NEU; UCAC; ASCL; UNISON
The relevant Regional Education Consortium;	Arwyn Thomas – GwE Managing Director
The Police and Crime Commissioner for the area served by/intended to be served by any school which is the subject of the proposals;	Arfon Jones - North Wales Police and Crime Commissioner
Any community or town council for the area served by/ intended to be served by any school which is the subject of the proposals;	Llanaelhaearn Community Council Llannor Community Council Pwllheli Town Council
In the case of proposals affecting nursery provision any independent or voluntary providers who may be affected including Mudiad Meithrin;	Cylch Meithrin Yr Eifl Cylch Meithrin Y Ffôr Cylch Meithrin Llangybi Cylch Meithrin Chwilog Cylch Meithrin Pentreuchaf
In the case of proposals affecting nursery provision, the Children and Young People’s Partnership and/or the Early Years Development and Childcare Partnerships where present;	Gwynedd Ni Mudiad Meithrin - Early Years Specialists

In the case of proposals affecting SEN provision, any relevant health or third sector bodies with an interest;	Betsi Cadwaladr University Health Board Representative
In the case of proposals affecting secondary provision, any further education institutions serving the area of the school;	Ysgol Glan y Môr
In the case of proposals affecting Welsh language provision, the Welsh Language Commissioner.	Welsh Language Commissioner All Gwynedd Council Councillors Mantell Gwynedd

This consultation document will be published on Gwynedd Council's website www.gwynedd.llyw.cymru/modernisingeducation and hard copies will be available on request from the Modernising Education Office.

During the consultation period, Gwynedd Council officers will hold "drop-in sessions" to provide Governors, staff, and parents the opportunity to ask questions and further discuss the consultation.

As well as submitting comments, consultees can suggest other options by completing the response form.

The observations received during the statutory consultation period will be considered by the Cabinet, before a decision is made on the next steps. Gwynedd Council's Cabinet will decide whether or not to proceed with the proposal, and whether or not a Statutory Notice should be published.

In accordance with the Schools Organisation Code 011/2018, and specifically the 'Presumption Against the Closure of Rural Schools', consultees will be able to make observations relating to the other options noted as well as the main proposal (see section 6.2). Consultees will also be able to suggest other options that would resolve the problems which led to the proposal to close the school (i.e. the main challenges facing the school which the proposer is attempting to address).

As a part of the consultation process, a background information pack will be available at Ysgol Llanaelhaearn, Ysgol Bro Plenydd, Siop Gwynedd Pwllheli, Pwllheli Library and the Council's website, www.gwynedd.llyw.cymru/modernisingeducation. The pack includes:

- The School Organisation Code 011/2018
- Schools Standards and Organisation (Wales) Act 2013.
- Excellent Primary Education for the Children of Gwynedd
- Statistics Pack (2019-20)
- Language Impact Assessment Report
- Report on the Assessment of the probable impact on the community
- Equality Assessment Report
- Report on the Assessment of the probable impact on transport arrangements
- A Report on the Assessment of the Probable Impact on the Quality and Standards of Education
- Well-being Assessment Report
- Local Meetings
- Cabinet Report and Decision Notice June 2019
- Cabinet Report and Decision Notice November 2019

If you wish to receive this document in a different format, or if you have other questions about the proposal, contact the Modernising Education Office on 01286 679247.

Consultation with Children and Young People

Arrangements will also be made to obtain the views of the children and young people who attend the schools. Designated sessions will be held with a group of pupils from the two schools - exact dates to be confirmed. The consultation document for children and young people can be seen on the Council's website www.gwynedd.llyw.cymru/modernisingeducation, along with a response form/questionnaire. This is to ensure that the children and young people who have not attended a session at their school will also be able to respond to the consultation.

How to Respond to the Consultation?

You can respond to this consultation by completing the response form attached to the consultation document and returning it to:

E-mail: modernisingeducation@gwynedd.llyw.cymru

Post: Modernising Education Office
Gwynedd Council
Shirehall Street
Caernarfon
Gwynedd
LL55 1SH

Note – All responses, whether by post or e-mail, must reach the Council's Headquarters by **13:00 on Wednesday, 29 January 2020.**

3. Background Details

3.1. How the Proposal was Developed

In September 2018, the number of pupils attending Ysgol Llanaelhaearn had reduced to 11. At its meeting on 4 June 2019, the Cabinet approved the decision sought, namely to "seek permission to hold formal meetings with the governing body (*Ysgol Llanaelhaearn*) and other relevant stakeholders to discuss a range of potential options for the school's future".

By September 2019, the number of pupils attending the school had reduced to 8, and projections show that there will be a further reduction to 5 pupils at the school by 2022.

Three local meetings were held between June and September 2019 to discuss a range of options in an attempt to resolve the key challenges facing the school.

The proposal was developed in line with achieving the aims of existing strategies. The "Excellent Primary Education for the Children of Gwynedd" Strategy was submitted to a meeting of the Full Council on 2 April 2009. The strategy was unanimously accepted by the Council with the vision being to:

"Provide education of the best possible quality that will provide the County's children with the experiences, skills and confidence to develop into bilingual, successful and well-rounded citizens."

The proposal was developed using the factors in the Excellent Primary Education for the Children of Gwynedd Strategy, and these were measured against the options. This assessment can be viewed in the Appendices.

In addition, the following strategies and objectives were considered as the proposal was developed:

- Towards 2025 - Future of Education and Training for Children and Young People in Gwynedd
- Gwynedd Welsh Language Strategy
- Gwynedd Plan 2018-23

At its meeting on 5 November 2019, Gwynedd Council Cabinet agreed to begin a period of statutory consultation in accordance with the requirements of section 48 of the School Standards and Organisation (Wales) Act 2013 on the proposal to close Ysgol Llanaelhaearn on 31 August 2020 and offer a place to pupils at Ysgol Bro Plenydd, Y Ffôr, on 1 September 2020.

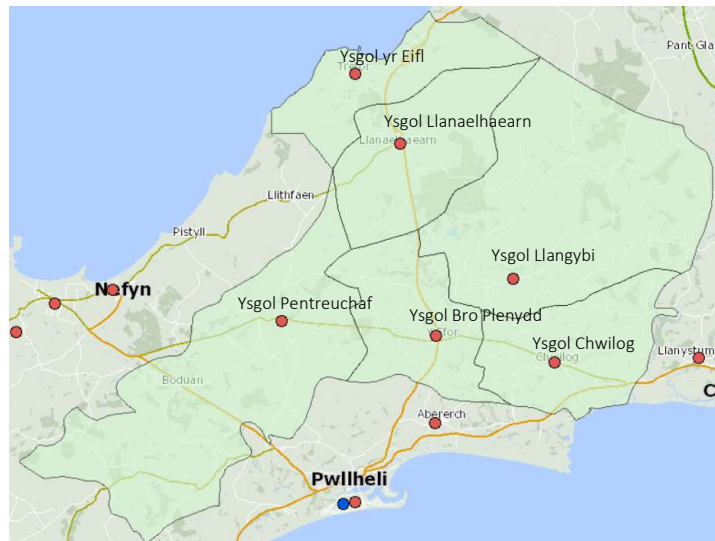
3.2. Llanaelhaearn School Review Panel

The Llanaelhaearn School Review Panel (SRP) was established during June 2019 and a series of meetings was held between June and October 2019, with the last of these held on 30 September 2019. The SRP included the school's headteacher, governors, the Local Member, parents and staff.

During the meetings, a number of options were considered for primary education in the Ysgol Llanaelhaearn catchment area in order to ensure a sustainable provision for the future, and to specifically respond to the substantial drop in numbers, and the small class sizes.

4. Existing Arrangements in the Llanaelhaearn Area

The catchment areas of four nearby primary schools adjoin the Ysgol Llanaelhaearn catchment area, namely Ysgol Yr Eifl, Ysgol Llanybi, Ysgol Bro Plenydd and Ysgol Pentreuchaf. In addition, as Ysgol Chwilog is nearby, and the two schools currently collaborate and share a headteacher, information on Ysgol Chwilog is also included in this section, as it would be reasonable to consider that pupils may wish to transfer to this school.



The location of schools in the Llanaelhaearn area

The Schools which are the Subject of this Consultation:

4.1 Ysgol Llanaelhaearn

- Ysgol Llanaelhaearn serves the village of Llanaelhaearn, located between Caernarfon and Pwllheli.
- Pupils are admitted to school part-time in the September following their third birthday and full-time in the September following their fourth birthday. In September 2019, eight pupils were registered at the school. All eight pupils live in the Ysgol Llanaelhaearn catchment area.
- There are two classes in the school.
- According to the 2011 census, 73.8% of the population of the Llanaelhaearn Ward speak Welsh. 55% of the pupils speak fluent Welsh at home (PLASC January 2019).
- The school has received £43,774 in additional funding in order to ensure that sufficient funding is available to employ a Headteacher and Assistant. The cost per pupil for Ysgol Llanaelhaearn is £12,671 (2019-20), compared with the county-wide average per pupil cost of £3,884 for the same period.

4.2 Ysgol Bro Plenydd

- Ysgol Bro Plenydd is located in the centre of the village of Y Ffôr, between Caernarfon and Pwllheli.
- Pupils are admitted to school part-time in the September following their third birthday and full-time in the September following their fourth birthday. In September 2019, 68 pupils (+8 nursery) were registered at the school.
- According to 2018 data, 38 of Ysgol Bro Plenydd's pupils lived within the school's catchment area. A total of 39 pupils who attended the school lived in another school's catchment area, including six who lived in the Ysgol Llanaelhaearn catchment area.
- There are three classes in the school.

- According to the 2011 census, 80% of the population of the Abererch Ward speak Welsh. 83% of the pupils speak fluent Welsh at home (PLASC January 2019).

Other nearby Primary Schools:

Although they are not included in the proposal, information is provided about the schools below, as it could be considered reasonable for the pupils to consider transferring there.

4.3 Ysgol yr Eifl

- Ysgol yr Eifl is located in the centre of the village of Trefor, approximately 13 miles from the town of Caernarfon, Gwynedd.
- There are 51 pupils (+5 nursery) on the register (September 2019).
- 83% of the pupils speak fluent Welsh at home (PLASC 2019).

4.4 Ysgol Llangybi

- Ysgol Llangybi is located in the centre of the village of Llangybi, approximately five miles from the town of Pwllheli, Gwynedd.
- There are 31 pupils (+3 nursery) on the register (September 2019).
- 53% of the pupils speak fluent Welsh at home (PLASC 2019).

4.5 Ysgol Pentreuchaf

- Ysgol Pentreuchaf is located in the centre of the village of Pentreuchaf, near Pwllheli.
- There are 84 pupils (+14 nursery) on the register (September 2019).
- 84% of the pupils speak fluent Welsh at home (PLASC 2019).

4.6 Ysgol Chwilog

- Ysgol Chwilog is located in the centre of the village of Chwilog, near Pwllheli.
- There are 47 pupils (+5 nursery) on the register (September 2019).
- 84% of the pupils speak fluent Welsh at home (PLASC 2019).

4.7 School Categories

Gwynedd schools are defined as Community, Voluntary Assisted (VA) or Voluntary Controlled (VC). Also, Voluntary Assisted or Voluntary Controlled Schools can be designated with a religious character i.e. as a Church in Wales School.

Ysgol Llanaelhaearn and Ysgol Bro Plenydd are both 'Community' schools.

4.8 Summary of the School's Statistics:

	Llanaelhaearn		Bro Plenydd		Llangybi		Pentreuchaf		Yr Eifl		Chwilog		
Location of the School	Caernarfon LL54 5AL		Pwllheli LL53 6UP		Pwllheli LL53 6DQ		Pwllheli LL53 8DZ		Caernarfon LL54 5LU		Pwllheli LL53 6PS		
Age Range	3-11		3-11		3-11		3-11		4-11		3-11		
School Category Community School [CS] Voluntary Assisted [CWN] Voluntary Controlled [CWR] County Secondary School [US]	CS		CS		CS		CS		CS		CS		
Language Medium Category	Welsh Medium		Welsh Medium		Welsh Medium		Welsh Medium		Welsh Medium		Welsh Medium		
Number of pupils on the register - September 2019	Nursery	0		6		3		14		5		5	
	Reception - Yr 6	8		68		31		84		51		47	
	Total	8		74		34		98		56		52	
Number of pupils on the register for the previous five years		Nursery	Reception-Yr6	Nursery	Reception-Yr6	Nursery	Reception-Yr6	Nursery	Reception-Yr6	Nursery	Reception-Yr6	Nursery	Reception-Yr6
	September 2018	0	11	11	66	2	36	3	94	8	51	11	41
	September 2017	3	17	10	69	3	42	9	103	6	51	7	40
	September 2016	1	19	8	73	3	45	12	112	9	51	6	45
	September 2015	2	24	13	70	3	48	12	110	11	48	9	44
September 2014	0	29	13	66	58	7	17	106	10	43	6	48	
Capacity	Nursery	6		13		10		14		7		9	
	Reception - Yr 6	47		91		70		105		55		65	
	Total	53		104		80		119		62		74	
Surplus Places (Reception - Yr 6) September 2019	39 (83%)		23 (25%)		39 (56%)		21 (20%)		4 (7%)		18 (28%)		
Pupil Projections		Nursery	Reception-Yr6	Nursery	Reception-Yr6	Nursery	Reception-Yr6	Nursery	Reception-Yr6	Nursery	Reception-Yr6	Nursery	Reception-Yr6
	September 2020	0	7	9	67	4	30	10	82	6	50	7	48
	September 2021	0	5	9	67	3	28	10	77	6	52	11	49
	September 2022	0	5	9	65	3	22	10	72	6	51	6	54
	September 2023	0	3	9	63	3	22	10	69	6	48	8	52
September 2024	0	3	9	62	3	21	10	69	6	44	8	55	
Schools Performance Data (Estyn)	2 x Adequate 1 x Unsatisfactory (2015) Monitoring (2016)		3 x Good (2015)		5 x Good* (2018)		5 x Good* (2019)		1 x Good 2 x Adequate (2014) Monitoring (2016)		2 x Adequate 1 x Unsatisfactory (2013) Monitoring (2014)		
Building Condition Category (Council Criteria) 2018-19	B		A		B		A		B		B		
Financial Allocation 2019-20	£139,000		£292,000		£206,000		£384,000		£243,000		£207,000		
Cost per pupil 2019-20	£12,671		£4,118		£5,582		£4,025		£4,458		£4,510		

5. The Case for Change

5.1. The Current Situation

The school has been prioritised for a review of the educational provision as it faces a number of challenges. There has been a significant drop in numbers recently which has led to a critical situation with eight pupils on the register in the September 2019 census.

As a result of the current low numbers, the school is in a vulnerable position, and specifically:

- School numbers are of concern. In September 2019, eight pupils were registered at the school.
- The classroom sizes are small with one class of three and one class of five pupils.
- Projections indicate that the numbers will drop over the coming years, with five pupils attending the school by September 2022.
- Number of surplus places - 83% surplus places (39 Reception to Year 6, and six surplus places in Nursery).
- Ysgol Llanaelhaearn receives an additional sum to the usual allocation via the minimum staffing protection policy. This additional sum during the 2019/20 financial year was £43,774. This will only enable the employment of a head-teacher and assistant in the future.
- The per pupil cost for Ysgol Llanaelhaearn during the 2019/20 financial year is £12,671 (based on September 2018 numbers, i.e. 11 pupils), compared with the county-wide average per pupil cost of £3,884 for the same period.
- 2018 data shows that 39 children of primary school age live in the Ysgol Llanaelhaearn catchment area, 28 of whom attend other schools.

		Home Catchment Area (September 2018)							Other schools	School Total
		M-B16								
		Llanaelhaearn	Bro Plenydd	Llangybi	Yr Eifl	Chwillog	Pentreuchaf			
Attending School (September 2018)	M-B16	Llanaelhaearn	11	-	-	-	-	-	-	11
	Bro Plenydd	6	38	12	-	6	2	13	77	
	Llangybi	3	-	29	-	2	1	3	38	
	Yr Eifl	-	-	-	58	-	-	1	59	
	Chwillog	-	-	1	-	47	-	4	52	
	Pentreuchaf	5	5	-	1	3	39	44	97	
	Other schools	14	6	5	5	12	15			
Catchment Area Total		39	49	47	64	70	57			

Source: September 2018 School Census

5.2. Pupil Numbers and Projections

Pupil numbers at Gwynedd schools have varied since 1975. However, in general, an approximate reduction of 19% was seen in the number of pupils across the County. Consequently, resources are spent every year on the maintenance of buildings and ineffective systems, rather than on the education of children and young people.

The following table provides a summary of pupil numbers in the area's schools between 1980 and 2018:

Numbers [Nursery - Yr 6 (3-11 years)]											
School	1980	1985	1990	1995	2000	2005	2010	2015	2018	1980-2018	1980-2018
										growth	% growth
Llanaelhaearn	25	23	31	36	30	32	38	26	11	-14	-56%
Bro Plenydd	56	45	58	59	91	86	74	83	77	21	38%
Llangybi	52	47	67	57	75	88	95	51	38	-14	-27%
Pentreuchaf	75	47	54	74	100	100	111	122	97	22	29%
Yr Eifl	75	55	59	65	66	49	46	59	59	-16	-21%
Chwilog	68	68	59	59	49	50	51	53	52	-16	-24%
Total	420	347	419	455	474	380	476	473	334		

Source: September 2019 Data

The table shows that the pupil numbers of Ysgol Llanaelhaearn for September 2018 are at a 25-year low, with a -56% reduction in the number of pupils attending the school between 1980 and 2018. The numbers at other schools in the area have also reduced since 1980 - Ysgol Llangybi has reduced by -27%; Ysgol yr Eifl has reduced by -21%; and Ysgol Chwilog has reduced by -24%. In contrast, the numbers at Ysgol Bro Plenydd and Ysgol Pentreuchaf have increased by 38% and 29% respectively over the same period.

The table below shows the current pupil population in the area.

School	Numbers (September 2019)	
	Full Time	Part Time
Llanaelhaearn	8	0
Bro Plenydd	68	6
Llangybi	31	3
Yr Eifl	56	5
Chwilog	47	5
Pentreuchaf	84	14

Source: September 2019 Data

The table below shows the area's projections for the next five years (Reception-Year 6):

School	2020	2021	2022	2023	2024
Llanaelhaearn	7	5	5	3	3
Bro Plenydd	67	67	65	63	62
Llangybi	30	28	22	22	21
Yr Eifl	50	52	51	48	44
Chwillog	48	49	54	52	55
Pentreuchaf	82	77	72	69	69
Total	284	278	269	257	254

Source: September 2019 Census Data

5.3. Strengths and Weaknesses of the Current Situation

1. Strengths	1. Weaknesses
Keeping a school presence in the village of Llanaelhaearn	Small classes numbers
Welsh medium education for learners	Low numbers and a lack of daily opportunities for pupils to socialise and collaborate with peers
School within a reasonable distance of the homes of the catchment area's learners	High cost per pupil
Quality of the education	Projected numbers show a further reduction in numbers with five pupils to attend by 2021, and three by 2024.
The school's resources	Deficit in the future budget
	High percentage of surplus places
	Uncertainty in the school's leadership situation – no permanent arrangements and a risk that Ysgol Garndolbenmaen could terminate the current arrangement.
	High percentage of pupils attend schools outside the catchment area

On the basis this information, the Education Department is of the opinion that the weaknesses noted outweigh the strengths, and therefore continuing with the current education provision in Ysgol Llanaelhaearn is not viable for the future. The main reasons why the Education Department is of the opinion that it is impractical to keep the school open are:

- Very small classes
- Low numbers and a lack of daily opportunities for pupils to socialise and collaborate with peers
- Projected numbers show a further reduction in numbers with five pupils attending by 2021.

6. Options Appraisal

During the local meetings, several possible options were proposed and discussed, specifically:

No change (The Status Quo)	Do Nothing. Continue with the current situation.
Option 2	Change the staffing structure. Advertise a Headteacher post with full-time teaching duties. This option would reduce the School's staffing costs.
Option 3	Establish an Early Years Observation unit at the school
Option 4	Formal federalisation with another school / schools.
Option 5	A request for the Authority to guarantee that the school remains open for a minimum of five years to provide certainty for opportunities to increase pupil numbers.
Option 6	Establish a childcare provision on the site, including an After-school Club and Nursery.
Option 7	Open a Café to contribute to the building's maintenance costs.
Option 8	Close Ysgol Llanaelhaearn and send the pupils to be educated at an alternative school.

6.1 Comparison of Options

An options appraisal was completed to summarise the main strengths, weaknesses, opportunities and threats of the options under consideration. All options were appraised against the factors of the Excellent Primary Education for the Children of Gwynedd strategy, whilst also considering the School Organisation Code and other relevant considerations.

In accordance with the '*Excellent Primary Education for the Children of Gwynedd*' strategy, a number of factors were considered when appraising the options, specifically:

- i. Class sizes
- ii. Pupil Numbers
- iii. Leadership and Staffing
- iv. The Community
- v. Financial Resources
- vi. The Welsh Language
- vii. Geographical Factors

A copy of the full options appraisal has been included in Appendix 1.

The table below notes concise reasons for rejecting the options:

Option	Description	Reason for refusal
Status Quo	Do Nothing. Continue with the current situation.	Numbers and projections remain low, classes remain small.
Option 2	Change the staffing structure. Advertise a Headteacher post with full-time teaching duties. This option would reduce the School's staffing costs.	It would improve the financial situation; however, the school has experienced difficulties when appointing a headteacher in the past, when more children attended the school. There is a risk of losing staff and failing to appoint a headteacher. There is no certainty that it would have an impact on numbers and class sizes.
Option 3	Establish an Early Years Observation unit at the school	Better use of the building but an ABC unit does not normally attract children to a school; therefore, it is anticipated that this would not affect numbers, projections and class sizes.
Option 4	Formal federalisation with another school / schools.	This option is further considered as it would strengthen the school's leadership position.
Option 5	A request for the Authority to guarantee that the school remains open for a minimum of five years to provide certainty for opportunities to increase pupil numbers.	The Authority is unable to make a commitment not to deal with the school for five years. This would be equivalent to the illegal encumbrance of its statutory rights.
Option 6	Establish a childcare provision on the site, including an After-school Club and Nursery Group.	Better use of the building but there is no evidence of a demand for a care club considering the small number of pupils who attend the school from the local area. It is not anticipated that this would affect numbers and projections, or class sizes.
Option 7	Open a Café to contribute to the building's maintenance costs.	Better use of the building; nevertheless, segregating the public and pupils would be complex and it is not possible to use the kitchen without disrupting the pupils' learning space. In addition, an investment would be needed in the kitchen in order for it to be used.
Option 8	Close Ysgol Llanaelhaearn and send the pupils to be educated at an alternative school.	This option is further considered as it proposes to educate pupils in larger peer groups, and with numbers which would be more robust and sustainable for the future.

Many of the other options made better use of the building, such as establishing an Early Years Observation Unit, opening a Café or a Childcare Club. Nevertheless, these options were not considered to be ones that would resolve the main challenges facing the school when appraised against the factors in the Excellent Primary Education for the Children of Gwynedd Strategy.

6.2 Alternative Options

Following the appraisal, two options became evident as the most viable and realistic to address the school's situation, measured against the current position, namely:

Option 4	Formal federalisation with another nearby school / schools.
Option 8	Close Ysgol Llanaelhaearn with pupils being educated at an alternative school.*

** It was considered that Ysgol Bro Plenydd, Y Ffôr would be named as the 'alternative school'. The reasons for this are detailed in section 6.4 of this document.*

This document details and elaborates upon the school's vulnerable situation and the need to take further steps to address this position. Whilst the option of maintaining the existing position has been considered, the options appraisal shows that it would not address its problems.

6.3 Impact Assessments - Presumption Against the Closure of Rural Schools

The School Organisation Code 011/2018 introduced new arrangements, in particular in relation to rural schools, thus establishing a procedural presumption against closure. This does not mean that a rural school will never close but the case for closure must be strong and all viable alternatives to closure must have been conscientiously considered. Ysgol Llanaelhaearn has been designated as a 'rural school' for the purpose of the Code. This means that a more detailed series of procedures and requirements must be followed when forming a proposal to close.

In addition to the relevant factors in developing proposals, specific assessments must also be undertaken in relation to proposals of this type. Several assessments were conducted in line with the requirements of the Code, in relation to the options considered to be ones which addressed the school's situation. As noted above, these options were Option 4 Federalisation and Option 8 to close the school.

6.3.1. Assessment of the Likely Impact on the Quality and Standards of Education Formal federalisation with another nearby school / schools.

The Assessment of the Probable Impact on the Quality and Standards of Education shows that federalisation is unlikely to have an impact on the school's current situation in the near future as an informal collaboration arrangement already exists with another school, and is likely to continue under a federal model arrangement.

Close Ysgol Llanaelhaearn with pupils educated at Ysgol Bro Plenydd, Y Ffôr.

According to the most recent Estyn reports, Ysgol Bro Plenydd would offer education of equal if not better quality and standard than Ysgol Llanaelhaearn.

Delivering this option would give pupils opportunities to be educated in peer groups with a far smaller age range and would provide an opportunity to improve the pupils' daily educational and social experience. The needs of any vulnerable groups, including children with additional learning needs, would be assessed and implemented in line with the Authority's policy and procedures.

Further details on the quality and standards of education are included in Section 7.2 of this document and a full assessment of the Likely Impact on the Quality and Standards of Education is available at www.gwynedd.llyw.cymru/modernisingeducation.

6.3.2. Assessment of the Likely Effect on Different Transport Arrangements

Formal federalisation with another nearby school / schools.

The Assessment of the probable impact on different transport arrangements shows that federalisation with another school or schools would not have any impact on the school's transport arrangements. Pupils already visit Ysgol Chwilog every week using Ysgol Llanaelhaearn's mini bus, and it is anticipated that this would continue under a formal federalisation arrangement, be that by federalisation with Ysgol Chwilog, or another local school.

Close Ysgol Llanaelhaearn and pupils to be educated at Ysgol Bro Plenydd, Y Ffôr.

The option to close the school would mean that pupils from Ysgol Llanaelhaearn would need to travel farther to school every day. As the alternative school is more than two miles from their homes, they would have the right to free transport to the alternative school. Ysgol Bro Plenydd is located 3.6 miles from Ysgol Llanaelhaearn, and it is anticipated that the journey takes approximately 5 minutes each way in a car or on a bus, which is within the reasonable distance expected for primary children to travel to their school in accordance with the 'Excellent Primary Education for the Children of Gwynedd Strategy' expectation of 30 minutes each way.

Transport to the alternative school would be offered in line with Gwynedd Council transport policy.

Further details on transport and travel arrangements are included in Section 7.10 of this document and a full assessment of the Likely Effect on Different Transport is available at www.gwynedd.llyw.cymru/modernisingeducation.

6.3.3. Assessment of the Likely Impact on the Community

Formal federalisation with another school / schools.

An assessment of the probable impact on the community was undertaken, where it is noted that federalisation would not affect the community, as the presence and activities of the school would continue in the community, as is the current position.

Close Ysgol Llanaelhaearn and pupils to be educated at Ysgol Bro Plenydd, Y Ffôr.

Implementing the option to close Ysgol Llanaelhaearn and educate the pupils at Ysgol Bro Plenydd, Y Ffôr, would have some negative impact on the Llanaelhaearn community. Although the school building is not used by the community, the school uses the local community centre, Canolfan y Babell. Despite this, in 2018, seven pupils living in the Ysgol Llanaelhaearn catchment area already attended Ysgol Bro Plenydd. Therefore, a link already exists between the school and the wider area.

To mitigate the impact of this, we would encourage community collaboration between Ysgol Bro Plenydd and the community of Llanaelhaearn, where appropriate.

Further details on the impact on the Community are included in Section 7.8 of this document and a full assessment is available at www.gwynedd.llyw.cymru/modernisingeducation.

6.4 Evaluation of the Options to be Considered for the school

Federate with a nearby school or schools.

The Code states that federalisation brings particular benefits to rural schools and notes that the proposer must therefore demonstrate how federalisation has been considered as an option. It has been

demonstrated that federating can offer advantages to rural schools in some situations, specifically by strengthening leadership and opportunities for collaboration.

Under a formal federal model, Ysgol Llanaelhaearn would collaborate with another school or other schools in the locality under one headteacher (or more) and one governing body. The governing bodies of the individual schools would be dissolved and one new governing body would be established for the federation. The identity of the school in question (including name, ethos, and uniform) could be retained or changed to reflect the new federation. The federalisation model allows for the possibility of sharing staff, resources, IT, buildings and expertise.

However, this option did not address the key challenges facing the school. Numbers at the school would remain low, and classroom sizes would also remain low.

The possibility of federating with various nearby schools, specifically Yr Eifl, Bro Plenydd, Llangybi, Pentreuchaf and Chwilog was considered.

Since numbers at Ysgol Llanaelhaearn had reached a critical point with eight pupils on the register, the assessment of federating noted that there would be no clear advantages to other schools from federating with Ysgol Llanaelhaearn.

There is no clear evidence that a formal federation would lead to an increase in numbers.

It was therefore considered that this would not be the best option for this situation.

Close Ysgol Llanaelhaearn, with pupils educated at an alternative school.

This model would involve closing Ysgol Llanaelhaearn and moving the pupils to be educated at Ysgol Bro Plenydd, Y Ffôr. This proposal was put forward following the options appraisal, with the outcome of that appraisal noting that no other option addressed the main challenges faced by the school. This proposal is detailed further in the document.

There were several reasons why Ysgol Bro Plenydd, Y Ffôr was named as the 'alternative school', specifically:

- i. The closest school, geographically, to the school and centre of Llanaelhaearn village is Ysgol yr Eifl, Trefor, which is full. This school would not be able to admit eight additional pupils.
- ii. Ysgol Bro Plenydd, Y Ffôr, is the next closest school geographically.
- iii. The road to Ysgol Bro Plenydd from Llanaelhaearn village is the main road between Caernarfon and Pwllheli, and has public transport links. The journey to other nearby primary schools would not be as convenient from the village of Llanaelhaearn.
- iv. Ysgol Bro Plenydd, Y Ffôr, is 3.8 miles from Ysgol Llanaelhaearn and is more than two miles from all the houses in the Llanaelhaearn catchment area therefore transport would be provided for pupils, in line with the Gwynedd Council transport policy.
- v. Ysgol Bro Plenydd, Y Ffôr is able to admit additional pupils without having to adapt the building or classroom arrangements. Currently, there are 30 surplus places, including nursery, at the school (*September 2019 census*).

Therefore, it is proposed that the Ysgol Bro Plenydd catchment area be extended to include the catchment of Ysgol Llanaelhaearn in future.

7. The Proposal

A Summary of the Proposal

Following an appraisal of the options, the preferred direction and the proposal which is the subject of this statutory consultation is to close Ysgol Llanaelhaearn on 31 August 2020, with pupils being educated at Ysgol Bro Plenydd, Y Ffôr, namely the 'Alternative School', from 1 September 2020.

Alternative School	Ysgol Bro Plenydd, Y Ffôr	
Age Range	3-11	
School Category (community, voluntary assisted, voluntary controlled)	Community	
Language Category	Welsh Medium	
Implementation date	1 September 2020	
Projected numbers - September 2020	<i>Nursery</i> 9	<i>Reception - Yr 6</i> 73
Capacity (based on Welsh Assembly Circular 21/2011: 'Measuring the Capacity of Schools in Wales')	<i>Nursery</i> 13	<i>Reception - Yr 6</i> 91
Quality of the building and classrooms (Building Condition Category)	A	

At present, Ysgol Llanaelhaearn and Ysgol Bro Plenydd both have community status, and on this basis, in terms of legal category, it is proposed that a 'community' status is the option for the statutory consultation.

As in all similar situations, parents have the right to choose an alternative location for their children if they so wish.

This option would result in:

- a) Reducing the number of surplus places within the schools
- b) Offering experiences for pupils to socialise and collaborate with peers on a daily basis
- c) Educating the children in more suitably-sized classes
- d) Reducing the range of cost per head for all the County's pupils

This section includes the rationale why this is the favoured option and why this is the subject of this statutory consultation.

7.1. Reason for the Proposal

The reason for the proposal to close the school is the need to address the school's vulnerable situation. The main challenges faced by the school is that there has been a recent substantial drop in numbers which has led to a critical situation with eight pupils on the register in the September 2019 census, with projections showing that there will be a further drop to five pupils on the register by 2021. These eight pupils are taught in two classrooms - one class of three and one class of five pupils.

7.2 Quality of Education

The Council is committed to providing an education of the highest possible quality which will give the County's children the experiences, skills and confidence which will enable them to develop to be bilingual, successful and well-rounded citizens.

One of the priorities is to provide the best possible learning experiences for every learner within the County, and ensuring an exciting and broad curriculum, as well as extra-curricular activities which motivates them to learn and understand, leading to improving standards.

Leadership, good governance and management structures are key factors in terms of enabling underperforming schools to ultimately improve their performance.

7.2.1. Summary of Estyn reports:

School	Inspection year	How good are the outcomes?	How good is the provision?	How good are the leadership and management?
Llanaelhaearn	2015	Adequate	Adequate	Unsatisfactory
Bro Plenydd	2015	Good	Good	Good

Source: Estyn Website

It should be noted that Ysgol Llanaelhaearn has been on an improvement journey since its last inspection, and concern about the present quality of education is not the basis of this proposal. Indeed, due to the low pupil-teacher ratio, the children are making good progress. However, the main challenges of low numbers and small class sizes facing the school means that learners do not have reasonable opportunities to develop extra-curricular and social experiences, and the ability to work in pairs and groups with peers in the classroom.

7.2.2. The Quality of the Education and Standards at the Two Schools Included in the Consultation

Estyn inspection reports note that the standard of the education provision at both schools varies.

Ysgol Llanaelhaearn was last inspected in April 2015. The inspection concluded that the school's performance, along with the projections for improvement, were adequate. In 2019, the school was placed in Welsh Government's 'amber/yellow' category in terms of support and the school's ability to improve.

Ysgol Bro Plenydd was last inspected in February 2015. The inspection concluded that the school's current performance was good. In 2019, Welsh Government placed Ysgol Bro Plenydd in the green category in terms of support and the school's ability to improve. The alternative school offers education of equal standard at least, and provides pupils with more opportunities for collaborating and socialising with their peers, and enables pupils to benefit from a range of curricular and extracurricular experiences.

Ysgol Llanaelhaearn

During the latest Estyn inspection, April 2015, Estyn noted that the performance of Ysgol Llanaelhaearn was adequate, along with the projections for improvement.

"most pupils communicate clearly in Welsh and converse confidently about their experiences"

In addition, it was noted that the majority of pupils across the school were making good progress with their reading, and that almost every pupil felt safe and happy at the school and knew who to turn to for support and advice. However, the report noted a number of weaknesses with leadership which was rated unsatisfactory at that time.

It was noted during their follow-up visit in 2016 that the school had "made good progress in respect of the key issues for action following the Estyn visit in September 2016."

Attainment - KS 2 who achieve at least level 4 in the core subject (Llanaelhaearn)					
	CSI	English	Mathematics	Science	Welsh
Ysgol Llanaelhaearn - 2019	100	100	100	100	100
Ysgol Llanaelhaearn - 2018	100	100	100	100	100
Ysgol Llanaelhaearn - 2017	_*	_*	_*	_*	_*
Gwynedd Average 2019	88.1	89.7	90.4	91.2	86.9
Wales Average 2019	87.8	89.7	90.7	90.8	88.4

**there were no pupils in the relevant academic year in 2017.*

It is acknowledged that the school has been on a journey of improvement since the 2015 inspection, under the leadership of several headteachers.

Ysgol Bro Plenydd

During the latest inspection in February 2015, it was noted that the school's performance was good, along with the projections for improvement.

"Pupils across the school behave well, and are enthusiastic and keen to learn"

In addition, it was noted that the majority of the pupils made consistent progress which was appropriate to their age and ability, and that the quality of the teaching was effective across the school.

Attainment - KS 2 who achieve at least level 4 in the core subject (Bro Plenydd)					
	CSI	English	Mathematics	Science	Welsh
Ysgol Bro Plenydd - 2019	88.9	100	88.9	100	100
Ysgol Bro Plenydd - 2018	81.8	81.8	81.8	81.8	90.9
Ysgol Bro Plenydd - 2017	92.3	92.3	92.3	92.3	100
Gwynedd Average 2019	88.1	89.7	90.4	91.2	86.9
Wales Average 2019	87.8	89.7	90.7	90.8	88.4

The proposal will not affect the provision of the full curriculum, including the Foundation Phase, as Ysgol Bro Plenydd already provides education in the Foundation Phase and Key Stage 2.

The table below shows the likely impact of the proposal on the five relevant Estyn inspection fields:

Impact Criteria	Description	Status of the impact and the work
Standards and general progress of specific groups and in terms of skills	The outcome of the Estyn inspection for the standards indicators at Ysgol Llanaelhaearn was 'Adequate', whilst at Ysgol Bro Plenydd it was 'Good'. Therefore, based on the information in the latest inspection (2015), educating the children at Ysgol Bro Plenydd would have a positive impact.	Positive
Well-being and attitudes to learning	The outcome of the Estyn inspection for the 'Well-being' indicator at Ysgol Llanaelhaearn was 'Adequate', and at Ysgol Bro Plenydd during their latest inspection (2015). Therefore, based on these reports, no impact is anticipated.	Neutral
Teaching and learning experiences	The outcome of the Estyn inspection for these indicators at Ysgol Llanaelhaearn in 2015 was 'Adequate', and at Ysgol Bro Plenydd, the outcome of the indicators was 'Good', according to Estyn in 2015. Therefore, it is anticipated that this model could have a positive impact on teaching and learning experiences. Education at Ysgol Bro Plenydd would involve teaching in larger groups with peers in order to widen their experiences.	Positive
Care, support and guidance	The outcome of the Estyn inspection for these indicators at Ysgol Llanaelhaearn in 2015 was 'Adequate', and at Ysgol Bro Plenydd, the outcome of the indicators was 'Good', according to Estyn in 2015. Therefore, it is anticipated that this model could have a positive impact on teaching and learning experiences.	Positive
Leadership and management	During the latest inspection by Estyn in February 2015, Ysgol Bro Plenydd was placed in the 'Good' category for all aspects of 'leadership and management'. Ysgol Llanaelhaearn was placed in the 'Adequate' category with the 'Leadership' field specifically being 'Unsatisfactory'. Nevertheless, the school achieved the projections for improvement.	Positive
Vulnerable groups, including children with Additional Learning Needs (ALN)	Support is provided to vulnerable groups, including children with additional learning needs, in accordance with the Authority's policy, as in every school in Gwynedd.	Neutral
A provision that at least corresponds to what is available to the learners at the time (including those with ALN)	The alternative school has been placed in category 'A' in terms of its condition, compared with Ysgol Llanaelhaearn which has been placed in category 'B'.	Positive

The above assessment was completed based on information in the Ysgol Llanaelhaearn Estyn report, April 2015 and the Ysgol Bro Plenydd Estyn report, February 2015.

7.3 Class Sizes and Appropriate Age Ranges

Our expectation is that there should be appropriately-sized classes in primary schools, as far as possible, so that children in the county receive the best possible experiences and opportunities.

Gwynedd Council aims to have suitable class sizes, with no more than two age-ranges within the same class in the primary sector. The age range within classes is also a reason for ensuring a suitable provision for the future.

In September 2019, Ysgol Llanaelhaearn pupils were educated in two classes - one class of three in the Foundation Phase, and one class of five in Key Stage 2.

The average class size at Ysgol Bro Plenydd in September 2019 is 25.

The table below shows the current class sizes at Ysgol Llanaelhaearn and Ysgol Bro Plenydd. At present, Ysgol Llanaelhaearn pupils are educated in age groups that span four age ranges.

School	Nursery	Reception	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Total	Number of classes	Largest class	Smallest class	Average class size
Llanaelhaearn	0	0	3	0	2	0	2	1	8	2	5	3	4
Bro Plenydd	6	10	10	10	11	11	9	7	74	3	36	16	25

Source: September 2019 Data

By proceeding to close Ysgol Llanaelhaearn, and transferring the pupils to Ysgol Bro Plenydd, the children will be educated in classes which are more appropriate in size in comparison to the current situation.

Decisions on class sizes and the distribution of school staffing resources would be a matter for Ysgol Bro Plenydd Governors.

7.4 Pupil Numbers

The latest projections, based on the September 2019 census, show that numbers at Ysgol Llanaelhaearn will have fallen to five by September 2022, as noted in the table below:

Table 1 - Number projections for Ysgol Llanaelhaearn

	N	R	1	2	3	4	5	6	Total
September 2019	0	0	3	0	2	0	2	1	8
September 2020 Projection	0	0	0	3	0	2	0	2	7
September 2021 Projection	0	0	0	0	3	0	2	0	5
September 2022 Projection	0	0	0	0	0	3	0	2	5
September 2023 Projection	0	0	0	0	0	0	3	0	3
September 2024 Projection	0	0	0	0	0	0	0	3	3

The table below shows the projections for the area should the proposal be implemented:

Reception - Yr 6	Ysgol Bro Plenydd	Ysgol yr Eifl	Ysgol Llangybi	Ysgol Pentreuchaf	Ysgol Chwillog	Total
September 2019	68	51	31	84	47	281
September 2020 Projection	74	50	30	82	48	284
September 2021 Projection	72	52	28	77	49	278
September 2022 Projection	70	51	22	72	54	269
September 2023 Projection	66	48	22	69	52	257
September 2024 Projection	65	44	21	69	55	254

Source: 2019 Census

7.4.1. Surplus Places

Ysgol Llanaelhaearn has 39 (83%) surplus places (Reception - Year 6). There are 23 (25%) surplus places at Ysgol Bro Plenydd. By including the Nursery capacity and numbers for both schools, Ysgol Llanaelhaearn has 45 (85%) surplus places and Ysgol Bro Plenydd has 30 (29%) surplus places.

68 pupils (Reception-Year 6) and six Nursery pupils attend Ysgol Bro Plenydd at present. Projections for Ysgol Bro Plenydd show that there will be 65 pupils (Reception-year 6) and nine Nursery age pupils at the school in September 2022. Numbers at Ysgol Bro Plenydd are more robust and sustainable for the future.

With 23 surplus places (and seven surplus places for Nursery), Ysgol Bro Plenydd has sufficient capacity for the number of pupils from both schools currently and for the next three years.

Currently, with a capacity of 492, there are 170 (35%) surplus places in the area (at Ysgol Llanaelhaearn, Ysgol yr Eifl, Ysgol Bro Plenydd, Ysgol Llanybi, Ysgol Pentreuchaf and Ysgol Chwilog). Implementing this proposal would reduce the number of surplus places in the area to 117 (27%).

7.5 Management and Leadership

Gwynedd Council acknowledges the importance of strong leadership at a school as a way of maintaining and improving standards. The following steps are in place to ensure strong leadership at Gwynedd schools for the future:

- GwE is training one senior manager from each secondary school to develop their personal leadership skills, and also to develop the middle managers of their schools;
- Successful schools share good practice and hold Leadership Development days for the managers of other schools;
- School to school plans ensure that school leaders collaborate and develop leader expertise;
- Prospective leaders are encouraged to gain the NPQH qualification;
- Headteacher mentoring scheme;

Our expectation is that headteachers will receive sufficient opportunity to provide professional leadership and management for their schools. We also expect governing bodies to lead schools effectively within their budgets for the benefit of pupils. In addition, we will expect schools to have the best staff to provide an education of the best possible quality.

The leadership at Ysgol Bro Plenydd was highlighted by Estyn (2015), which noted "The school is led well by a headteacher, who has high expectations and a clear vision of how to raise standards".

In addition, it was noted that the Governing Body "respond well to their active role and monitor progress against data and priorities well".

Currently, Ysgol Llanaelhaearn does not have a permanent headteacher. Instead, the school has had an arrangement of sharing a headteacher with Ysgol Garndolbenmaen since 2017/18. From September 2018 onwards, the headteacher has been the headteacher at Ysgol Chwilog as well. Therefore, Ysgol Llanaelhaearn shares its headteacher with two other schools - the only example of one headteacher for three schools in Gwynedd. The headteacher spends one day a week leading Ysgol Llanaelhaearn.

Ysgol Llanaelhaearn employs one full time primary teacher and a full time assistant. Up to four days a week, the primary teacher assumes the role of site manager.

In addition to a full-time headteacher, Ysgol Bro Plenydd has two teachers and four assistants.

The leadership situation at Ysgol Llanaelhaearn has been one of the considerations for change, with a vulnerable position due to the lack of robust leadership arrangements. The arrangement of sharing a headteacher has offered a short-term solution, but the situation is unsustainable in the long-term.

7.5.1. Impact on Management and Leadership

There is a need to ensure working conditions which allow headteachers to establish a productive and positive environment so that pupils reach their potential. Headteachers are also responsible for ensuring a culture of ongoing improvements which are appraised and offer support to teachers and other middle managers at their schools. One of the greatest challenges facing the primary sector is that headteachers do not have sufficient time to lead in very small schools, and at times there is a need to educate a broad range of children of various ages and abilities in the same class. Estyn (2013) notes:

"Leadership and processes to improve quality are usually better developed in large primary schools. In small primary schools, many headteachers have a significant teaching responsibility that limits the time they can devote to leading and managing and they have fewer opportunities to evaluate standards and to drive improvement."

Schools with higher numbers of children can offer a more robust structure for planning and providing the curriculum through establishing middle management teams and subject and curriculum leaders. In addition, a number of responsibilities can be centralised, such as those relating to the curriculum and managerial matters, which can be a burden for small organisations, e.g. evaluation arrangements, development plans, performance management. It is a greater challenge for small schools to be able to create professional development training programmes and specific development plans, as well as offering fair opportunities for staff to develop subject expertise and share good practice with peers.

7.5.2. Governance and Staffing Matters

Governing Body

If the proposal to close Ysgol Llanaelhaearn and educate the pupils at Ysgol Bro Plenydd, Y Ffôr is implemented, it would result in the dissolution of the Ysgol Llanaelhaearn governing body when Ysgol Llanaelhaearn closed on 31 August 2020.

No changes are anticipated to the current governing body of Ysgol Bro Plenydd.

Staffing Implications

If the proposal to close Ysgol Llanaelhaearn is implemented on 31 August 2020, the staffing implications would lead to redundancies as the posts would end when the school closes. There will be a specific consultation with staff and Union representatives as part of the statutory consultation period. Any redundancies arising as a result of the proposal would be required to comply with the relevant employment law and the Gwynedd Council Redundancy scheme. Clear and open communication with staff will be a core part of the implementation of any proposal.

During the consultation, a drop-in session will be held where staff from the Council's Human Resources Service will be in attendance, if any member of staff wishes to discuss his/her situation. Staff will also be welcome to contact the Human Resources service directly, if they wish to have a one-to-one discussion. A support package will be offered, including training, if appropriate, to all staff affected by the proposal.

7.6 Financial Resources

It is expected that Gwynedd Council will make the best possible use of the financial resources available to provide education in the County.

This is increasingly important considering the very challenging climate currently facing the Council. Therefore, it is important that efforts are made to use resources as effectively as possible within the education and training system, for the benefit of children and young people. This includes all resources - human, technical, buildings and finances. There is substantial expenditure on schools where there is a high percentage of surplus places.

The expenditure per pupil varies greatly from school to school.

For the 21st Century, there is a need to ensure that Gwynedd has a network of schools of the right type in the right locations across the County. Reducing the number of surplus places and ensuring schools of a robust size would provide opportunities to develop inclusive elements. Acting in this way is essential if we are to promote equal opportunities across the County and reduce the impact of poverty on the lives of children and young people.

A total of £1,471,000 was allocated to the area's primary schools in 2019/20. The cost per head for primary schools in the area is £4,677 per pupil on average, compared with an average cost per pupil in Gwynedd of £3,884. It is estimated that implementing the proposal would lead to a cost per pupil of £3,975 at Ysgol Bro Plenydd in September 2020.

School	PROPORTION OF THE BUDGET		Minimum Staffing Protection*
	Total Budget	Cost Per Pupil	
Llanaelhaearn	£139,000	£12,671	£43,744
Bro Plenydd	£292,000	£4,118	-
Average for the County's Primary Schools	£404,000	£3,884	Total for the County: £611,609

**The protection policy ensures at least a headteacher and a teacher in each school with more than 15 full time pupils, and a headteacher and a classroom assistant in schools with fewer than 15 full time pupils.*

Ysgol Llanaelhaearn has received a contribution of £43,744 this year via the minimum staffing protection policy. This guarantees a headteacher and assistant (at schools with fewer than 15 full time children). The school's current staffing structure, which consists of a teacher, an assistant and a shared headteacher, means that Ysgol Llanaelhaearn, without making any changes, would face a budgetary deficit based on the current numbers and projections for the future.

It is anticipated that savings of approximately £100,518 per year would be made from closing Ysgol Llanaelhaearn and from educating the existing pupils at Ysgol Bro Plenydd, Y Ffôr. It is estimated that transportation costs for the eight pupils would be approximately £11,400; therefore, the proposed net saving, having considered transportation costs, would be approximately £89,118. If all the children in the catchment area required transportation in future, transportation costs would increase to approximately £25,000 and the proposed net saving would be likely to be £75,518 per year.

Any savings in revenue costs would be utilised to benefit Gwynedd Schools.

7.7 Learning Environment

The Council's aim is to provide quality primary education buildings in the County by undertaking structured planning, providing appropriate rooms for school headteachers and teachers and access to appropriate playing fields and a hall for the children. Buildings also need to comply with the requirements for the Foundation Phase and the curriculum.

The table below includes the condition of buildings at Ysgol Llanaelhaearn and Ysgol Bro Plenydd, as well as the required maintenance costs.

School	Condition Category	Condition Defects	Cost of Required Maintenance Work
Ysgol Llanaelhaearn	B	<ul style="list-style-type: none"> • Need to upgrade the ventilation system and redecorate the kitchen. • Re-roof above the toilets. • Re-wire and upgrade lighting. • Damp-proofing floors in part of the building. 	£117,000
Ysgol Bro Plenydd	A	<ul style="list-style-type: none"> • Need to upgrade the ventilation system and redecorate the kitchen. • Exterior redecoration in parts. • Resurface the vehicular access to the site. 	£95,000
Key to the Categories:			
A	GOOD (No Deterioration)	C	POOR (Major Deterioration)
B	SATISFACTORY (Minor Deterioration)	D	BAD (Has reached the end of its lifespan)

Source: Gwynedd Property Department

The Council carries out annual condition surveys on all its property. The annual reviews contribute to the Authority's Asset Management Plan and allows for the prioritisation of the schools' maintenance programme.

Ysgol Llanaelhaearn

In the condition survey, investment has been identified to upgrade the kitchen. The kitchen at Ysgol Llanaelhaearn is not now used for cooking and food is carried there from Ysgol Bro Plenydd. Therefore, this investment would not be necessary, unless there is an intention to start using the kitchen again.

Recently, problems have arisen with water rising from the floors in one part of the building. The school does not currently use this part of the building. Following an inspection, it has become apparent that there is a need to install a damp-proof system under this part of the building, therefore, a substantial investment would be required to rectify this problem.

Ysgol Bro Plenydd

The condition of Ysgol Bro Plenydd has been identified as being in category A. As in Ysgol Llanaelhaearn, there is a need to upgrade the ventilation system and redecorate the kitchen. The other work identified relates to resurfacing a part of the school's vehicular access, and some exterior redecorating work. This work does not affect the interior teaching space.

7.8 The Community

The Council completed an assessment of the community impact of the options in order to compare the impact they would have on the communities in question. A copy of the full report is included in the background pack on the Council's website www.gwynedd.llyw.cymru/modernisingeducation

When developing any proposals relating to education modernisation, full consideration must be given to the potential impact on the community. The assessment noted that by closing Ysgol Llanaelhaearn, some elements of community events would be affected. The conclusion of the assessment notes that there is no reason for any of the options to have a substantial negative impact on the community.

The table below notes the current community use made of the buildings of both schools. Currently, the Ysgol Llanaelhaearn school building is not used for community activities.

	Llanaelhaearn	Y Ffôr
Play Groups (School holidays)		
Aelwyd yr Urdd		✓
Plays		
Voluntary Groups		
Coffee Morning/Evening		
Community Auction		
Community Library		
Choir Practice		
Welsh for Adults		
Town/Community Council Meeting		
Cylch/Nursery School		✓
Sports Club/Activity		
After School Club		
Local Interest Club		

Activities or groups which the schools have regular involvement with are noted in the table below.

	Llanaelhaearn	Bro Plenydd
Ti a Fi Group / Cylch Meithrin		✓
Eisteddfodau (Local/County/National)	✓	✓
Adran yr Urdd		✓
Visits to Glan Llyn / Llangrannog / Cardiff	✓	✓
Other activities (sports, clubs)		✓

Although the Ysgol Llanaelhaearn building is not used by the community, this assessment shows that the school is involved with its community and uses the community's facilities, such as Canolfan y Babell, on a regular basis. Canolfan y Ffôr is linked to the hall building and Ysgol Bro Plenydd uses this facility. If this

proposal was realised, then Ysgol Bro Plenydd could be encouraged to make occasional use of the facilities in the village of Llanaelhaearn.

To mitigate the impact on the community, opportunities to ensure that the community of Llanaelhaearn is aware of the activities of the alternative school are noted, and community collaboration will be encouraged between Ysgol Bro Plenydd and the community of Llanaelhaearn, where appropriate.

7.9 The Welsh Language

Our expectation is that the County's primary schools support and enhance the use of the Welsh language as their pupils' social and educational language.

When developing any proposals relating to schools' reorganisation, full consideration must be given to the potential impact on the Welsh language. Sustaining and improving the use of the Welsh language as a social and educational language is always a key consideration when drawing up proposals and when assessing options.

An assessment was completed of the linguistic impact of the proposal to close Ysgol Llanaelhaearn and educating the children at Ysgol Bro Plenydd. A copy of the assessment report is included in the background pack and on the Council's website. www.gwynedd.llyw.cymru/modernising_education

This assessment concluded that no negative impact on the language is anticipated, should the proposal be realised. This is specifically due to the fact that the alternative school offers a Welsh-medium education, as currently offered at Ysgol Llanaelhaearn. The Language Policy is the same for all Gwynedd primary schools, therefore, the provision would be the same, regardless of which school pupils choose to attend.

In addition, the pupils would be educated at a school where a higher percentage of pupils speak Welsh at home, and in a Ward (Abererch) where there is a higher percentage of Welsh speakers than in the Llanaelhaearn Ward.

Any discussions regarding reorganisation needs to note the Welsh Government's aim of a million Welsh speakers by 2050.

In accordance with the Language Policy, it is expected that the medium of the curricular provision to be the same across our primary schools. The Council developed the Welsh Language Charter (which is operational in every primary school in Gwynedd) in order to encourage the children's social use of the Welsh language, promote the Welsh ethos of our schools and raise awareness of Welsh Culture.

Welsh in Education Strategic Plan 2017-20

Both schools, Ysgol Llanaelhaearn and Ysgol Bro Plenydd, implement the aims of Gwynedd Council's Welsh in Education Strategic Plan 2017-2020. This includes:

- Setting a strong foundation for the Welsh language at the Early Years stage, ensuring that pupils from a non-Welsh speaking background are given the opportunity to learn Welsh as soon as possible.
- During the Foundation Phase, building on the foundation established at the nursery and reception stages by continuing to develop pupils' grasp of Welsh, and begin the process of developing their English language skills. On a practical level, this means that most schools would start introducing English as a subject during the final term at the end of the Foundation Phase,

focusing on developing reading, speaking and writing skills in that language. Welsh will be the school's official assessment language at the end of the Foundation Phase.

- In KS2, continue to develop the pupils' mastery of Welsh, paying attention to the development of their skills in both languages. Pupils' progress in Welsh and English are assessed at the end of the key stage.

Implementing the proposed proposal would be in keeping with the objectives of the Welsh in Education Strategic Plan 2017-20.

7.10 Geographical Factors

7.10.1. *Proposed Travel and Transportation Arrangements*

The Gwynedd Council strategy for primary education aims to restrict travel from home to school to a one-way journey of no more than 30 minutes. Free transportation is available for primary school pupils who live 2 miles or more from the school in their catchment area.

By moving to the alternative school, it is not anticipated that any pupil will need to travel an unreasonable distance to reach an educational site, in accordance with the strategy. Ysgol Llanaelhaearn is located 3.6 miles from the current Ysgol Bro Plenydd site, and it is anticipated that the journey would take approximately 5 minutes each way in a car or on a bus. Transport would be provided in accordance with the County's School Transport Policy, and the costs of providing transport for the current pupils of Ysgol Llanaelhaearn to Ysgol Bro Plenydd would be approximately £11,400 per year.

7.10.2. *Schools Admissions Catchment Areas*

In light of the proposal, Ysgol Bro Plenydd's catchment will include its own existing catchment area and the catchment area of Ysgol Llanaelhaearn.

Map 1: Current situation of the area's catchment areas



Map 2: Ysgol Bro Plenydd catchment area if changes take place

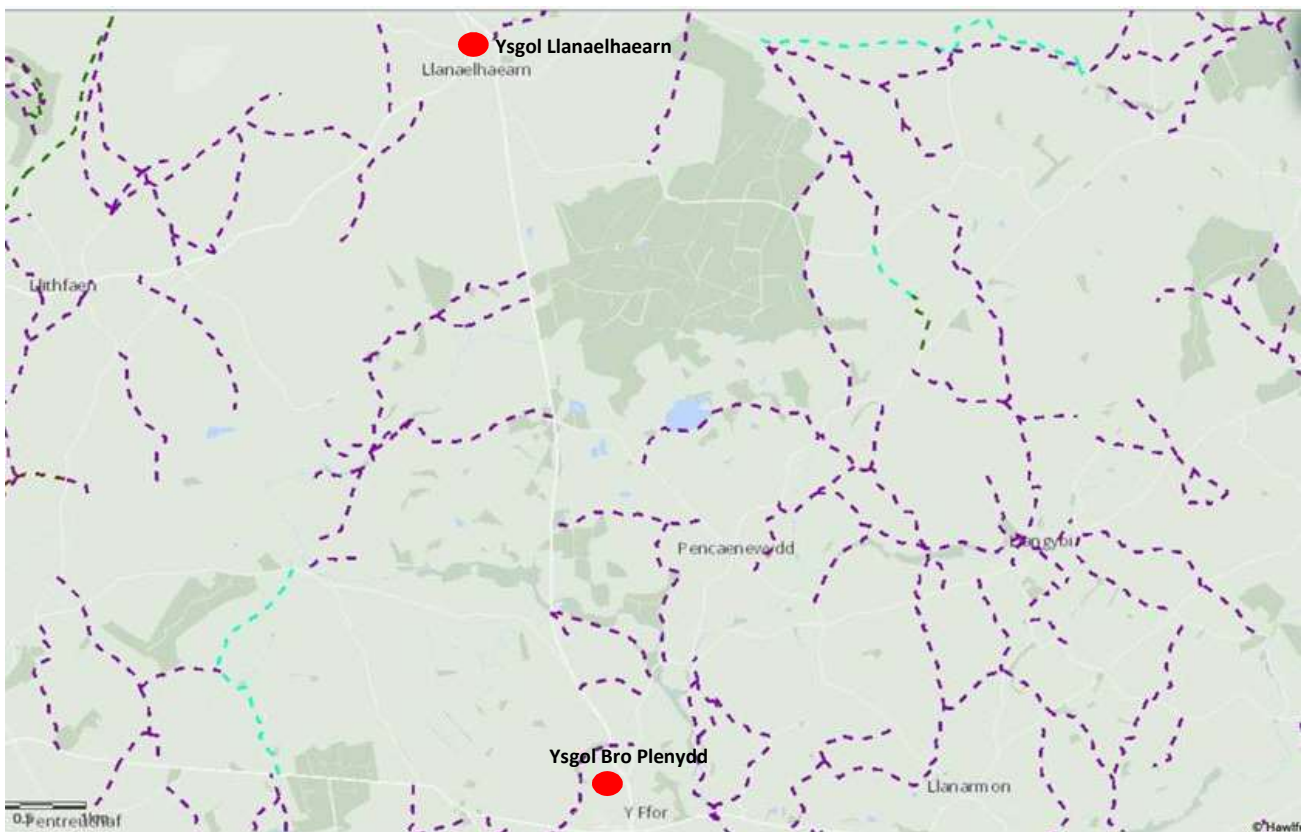


7.10.3. Proposed Admissions Arrangements

Gwynedd Council's Education Authority would be the Admissions Authority, and admission to the school would be in accordance with the County's Schools Admissions Policy. The Authority would manage admissions to the school.

7.10.4. Footpaths

Public footpaths near Ysgol Bro Plenydd are noted in the following map:



7.11 Equality Impact

An equality assessment was carried out on the options. The assessment gives specific attention to various equality elements such as race, gender, disability, language, religion or belief and age. The assessment notes the current situation and the policies and arrangements which are in place to ensure that the proposal considers and is in accordance with equal rights.

The assessment notes that the proposed options are unlikely to have any negative impact on equality characteristics, and it is expected that there will be a positive impact on some of the characteristics. The main aim of the plan is to improve the education provision in the catchment area, and ensure that the children of the area receive a good education and equal opportunities in quality and purposeful buildings, and also ensure that any improvements are viable for the future. There will be no change to the policies of the relevant schools on equality issues.

The Council will follow its usual procedures through supporting and monitoring, to ensure the compliance of every school with equality characteristics. Estyn also inspects schools and assesses equality aspects as a part of its usual guidelines.

A full Equality Assessment is available to view on www.gwynedd.llyw.cymru/modernisingeducation

7.12 The Well-being of Future Generations Act

The Education Department has a role in promoting the well-being objectives of the Act amongst pupils in the county through its activities and projects. The Act sets a duty on public bodies in Wales to improve economic, social, environmental and cultural well-being. As part of the duty, the Council has published well-being objectives that outline the way it will improve well-being in the "2018-23 Gwynedd Plan".

Following consideration and an assessment in line with the requirements of the Well-being Act, the conclusion was reached that the proposal did satisfy the seven well-being objectives within the Act, and the Council's well-being objectives. This proposal will allow us to respond to and address the children's needs today, and strengthen their future well-being. The proposed proposal will ensure that the children of the area are educated on a site that is suitable and in a naturally Welsh-speaking society, thus increasing the opportunities to socialise and collaborate with others, and to give them an equal opportunity to thrive amongst their peers.

A full Well-Being Assessment is available to view on www.gwynedd.llyw.cymru/modernisingeducation

7.13 Information about Additional Learning Needs

The Ysgol Bro Plenydd building has facilities equivalent to those at Ysgol Llanaelhaearn, in offering a specialist provision which is suitable for pupils with additional learning needs. The needs of any vulnerable groups including children with Additional Learning Needs would be assessed and implemented in line with the Authority's policies and procedures.

7.14 Future use of the site

If the proposal is implemented, Ysgol Llanaelhaearn would cease to offer an educational provision. The Council has a policy on the post use of school buildings and the policy would be followed. The Council would

need to discuss and consider any binding legal terms or restrictions which could come into force if any sites cease to provide educational provision.

7.15 Potential Risks

Risk	Possible impact	Steps to Mitigate the Risk
Lack of decision-making	An inability to put change into practice due to a lack of decision-making which increases the likelihood of disturbing the pupils' education. It could harm the Council's reputation.	A timetable with clear milestones which notes when key decisions are needed from the Cabinet Member for Education and the Cabinet.
Insufficient transportation for the new arrangements	Children unable to be admitted to the alternative school	Prepare a timetable with clear milestones for planning and tendering the transportation far in advance of the pupil transfer day
The quality of the education in the short-term whilst the school's situation is under review	Reduced quality of education for the pupils	Monitoring the schools in accordance with the Education Department's policy.

7.16 Expected Benefits and Disadvantages of the Proposal

The advantages and disadvantages identified for the proposal are outlined in the table below:

Considerations	Advantages	Disadvantages
1. Class Sizes	<p>Pupils to be educated in more suitably-sized classes.</p> <p>Pupils to mix daily and be educated with other children of the same age.</p>	
2. Pupil Numbers	<p>Numbers at the alternative school providing education for the area will be more robust and sustainable in the future.</p> <p>A smaller proportion of surplus places in the catchment area.</p>	
4. Leadership and Staffing	The numbers at the alternative school enables to the Headteacher to be able to professionally lead and manage the school.	Impact on staff employment
5. The Community		The village of Llanaelhaearn loses a school.
6. Financial Resources	The school will not require a minimum staffing protection contribution. Reduces the educational cost per pupil.	Transportation costs for the Authority as the alternative school is more than 2 miles from the pupils' homes.

Considerations	Advantages	Disadvantages
8. The Welsh Language	Welsh-medium education is offered as per the current situation.	
9. Geographical Factors	No pupil in the area will need to travel an unreasonable distance to the school.	Some of the pupils will need to travel further than they currently do.
10. Other considerations	Quality of education. The school's benefits and resources. Offer experiences for pupils to socialise and collaborate with peers.	

8. A Summary of the Proposal

This proposal relates to the closure of Ysgol Llanaelhaearn, and the transfer of existing pupils to Ysgol Bro Plenydd, Y Ffôr.

Close Ysgol Llanaelhaearn on 31 August 2020, and to offer pupils a place at Ysgol Bro Plenydd, Y Ffôr from 1 September 2020.

9. An Explanation of the Statutory Process and Consultation Details

At its meeting on 5 November 2019, Gwynedd Council Cabinet agreed to "begin a period of statutory consultation in accordance with the requirements of section 48 of the School Standards and Organisation (Wales) Act 2013 on the proposed proposal to close Ysgol Llanaelhaearn on 31 August 2020 and to provide places for pupils at Ysgol Bro Plenydd, Y Ffôr, on 1 September 2020".

The Cabinet approved the recommendation to proceed to a statutory consultation period on the preferred option. This is the consultation document that includes the details of the proposal. This document was published on **16 December 2019** and responses can be received until **13:00 on Wednesday, 29 January 2020**. **These responses will not be dealt with as objections, but rather as observations.** If anyone wishes to object, they must do so following the publication of the statutory notice (should one be published). During this consultation, the responses could include observations or questions on any aspect of the proposal (e.g. the model, the site in question, the category, etc.), or they could suggest other options.

Following this statutory consultation period, a report will be submitted to the Cabinet in February, 2020, where a decision would be made as to whether or not to proceed with this proposal. This consultation report will summarise the issues raised by the consultees and will include the Council's responses to those issues. The report will be published on the Council's website and hard copies will be available upon request. The parents, carers and guardians, staff and governors of the school will be informed that the report is available. A number of representatives from other agencies will be informed that the consultation report is available, e.g. Estyn, Welsh Ministers, relevant Assembly Members and Members of Parliament, etc.

If the Cabinet decides to proceed after considering the consultation report, the proposal must be published in the form of a statutory notice. The notice will be published on a school day and an "**objection period**" of 28 days will commence from the publication date of the proposal. Any one may object to the proposal. The notice will be published on Gwynedd Council's website and also close to the main reception in each of the two schools involved with the proposal; copies will be sent to the schools for distribution to the pupils, parents, carers and guardians, staff and governors. Hard copies will be available upon request from the Modernisation Education office.

Following the end of the objection period, the Council will publish a summary of the statutory objections and the Council's response to the objections in an "objections report". The objections report will be published on the Council's website and hard copies will be available upon request. The parents, carers and guardians, staff and governors of the school will also be informed that the objections report is available. In addition, a number of representatives from other agencies will be informed that the objections report is available.

The Council's Cabinet will make the final decision on the objections report within 28 days of the end of the objections period. When the Cabinet has made its final decision, the decision will be put in writing, along with specific reasons for the decision. The decision will be published on the Council's website, and the parents, carers and guardians, staff and governors of the two schools will be informed of the decision. A number of representatives from other agencies will be informed of the decision.

In some cases, following the Cabinet's final decision, it is possible for the following bodies to refer the proposal for consideration by Welsh Ministers:

- Another Local Authority affected by the proposal
- The appropriate religious body for any school affected
- The governing body of a voluntary or foundation school subject to the proposals
- Trust holding property on behalf of a voluntary or foundation school subject to the proposals
- A further education institution affected by the proposals

The bodies referring the proposal will have to note why they believe that the decision made by the Local Authority is incorrect. Welsh Ministers will decide whether the proposals affect the bodies and whether they need to consider the proposals.

10. Proposed Outline Timetable

Date	Step
5 November 2019	Cabinet's Report: seeking permission to carry out a statutory consultation
16 December 2019	Statutory consultation period commences: A minimum of 42 days to be allowed for consultees to respond, with a minimum of 20 of those days to be school days.
29 January 2020	Closing date of the statutory consultation: The closing date for receiving observations on the proposal
February 2020	Cabinet: Following the statutory consultation, a report on the responses will be submitted to the Cabinet. The Cabinet will discuss the report and decide whether or not to proceed with the proposal. This report will be published on the Council's website.
March 2020	Publication of statutory notice: If the Council decides to proceed with the proposal, a statutory notice will be published and an objection period will be held. Any objection must be submitted within the 28 day objection period.
May 2020	The Cabinet: Following the objection period, the Cabinet will discuss the objections report and decide whether or not to confirm the proposal.
June 2020	<p>Referring the decision to the Welsh Ministers: In accordance with section 54 of the 2013 Act, within 28 days of the Cabinet's decision, the following bodies have the right to refer the Authority's decision to Welsh Ministers for consideration:</p> <ul style="list-style-type: none"> i. Another local authority affected by the proposals; ii. The appropriate religious body for any school affected; iii. The governing body of a voluntary or foundation school subject to the proposals; iv. A trust holding property on behalf of a voluntary or foundation school subject to the proposals; and v. A further education institution affected by the proposals.
31 August 2020	Implementation of the proposal: Ysgol Llanaelhaearn officially closes, subject to the Cabinet's decisions.

Appendix 1 – Options Appraisal

Key: Blue = Advantages Red = Disadvantages Black = Comments and Facts

Options Appraisal								
Considerations	Save the 'Status Quo'	Changing Staffing Structure	Establish an Early Years Observation Unit	Federalisation	5 year Warranty	Establish on-site childcare provision	Open a café to contribute towards running costs	Close the School and move the children to an alternative school
1. Class Sizes	Ysgol Llanaelhaearn pupils continue to be educated in two classes - 3 pupils in the foundation phase and 5 in KS2 in 2019-20.	Ysgol Llanaelhaearn pupils continue to be educated in two classes - 3 pupils in the foundation phase and 5 in KS2 in 2019-20.	Ysgol Llanaelhaearn pupils continue to be educated in two classes - 3 pupils in the foundation phase and 5 in KS2 in 2019-20.	Ysgol Llanaelhaearn pupils continue to be educated in two classes - 3 pupils in the foundation phase and 5 in KS2 in 2019-20.	Ysgol Llanaelhaearn pupils continue to be educated in two classes - 3 pupils in the foundation phase and 5 in KS2 in 2019-20. Three year forecasts: 2020: 2 Classes – 3 and 4 pupils 2021: 1 class of 5 2022: 1 class of 5	Ysgol Llanaelhaearn pupils continue to be educated in two classes - 3 pupils in the foundation phase and 5 in KS2 in 2019-20.	Ysgol Llanaelhaearn pupils continue to be educated in two classes - 3 pupils in the foundation phase and 5 in KS2 in 2019-20.	Pupils to be educated in more appropriate size classes. Pupils to mix daily and be educated with other children of the same age.

Options Appraisal

Considerations	Save the 'Status Quo'	Changing Staffing Structure	Establish an Early Years Observation Unit	Federalisation	5 year Warranty	Establish on-site childcare provision	Open a café to contribute towards running costs	Close the School and move the children to an alternative school
2. Pupil Numbers	<p>Low numbers continues at Ysgol Llanaelhaearn.</p> <p>39 of surplus places (83%).</p> <p>School projections continue to appear fragile in number.</p> <p>Opportunity to campaign to increase numbers.</p>	<p>Low numbers continue at Ysgol Llanaelhaearn.</p> <p>39 of surplus places (83%).</p> <p>School projections continue to appear fragile in number.</p> <p>Opportunity to campaign to increase numbers.</p>	<p>Low numbers continues at Ysgol Llanaelhaearn.</p> <p>39 of surplus places (83%).</p> <p>School projections continue to appear fragile in number.</p> <p>An ABC Unit does not usually attract children to the school.</p>	<p>Low numbers continues at Ysgol Llanaelhaearn.</p> <p>39 of surplus places (83%).</p> <p>School projections continue to appear fragile in number.</p> <p>Opportunity to campaign to increase numbers.</p>	<p>School projections continue to appear fragile in number.</p> <p>39 of surplus places (83%) in 2019-20 and is likely to increase according to projections.</p> <p>Opportunity to campaign to increase numbers.</p>	<p>Low numbers continues at Ysgol Llanaelhaearn.</p> <p>39 of surplus places (83%).</p> <p>School projections continue to appear fragile in number.</p> <p>This option may attract more to the school in the future.</p>	<p>Low numbers continues at Ysgol Llanaelhaearn.</p> <p>39 of surplus places (83%).</p> <p>School projections continue to appear fragile in number.</p>	<p>The numbers of the school that will provide education for the area more securely and sustainably for the future.</p> <p>Reduced surplus places in the catchment area.</p>
4. Leadership and Staffing	<p>The Headteacher will teach 1 day a week at Ysgol Garndolbenmae n from September 2019, which means he leads three schools over 4 days.</p>	<p>Attracting a candidate to the post of Headteacher at a school with 8 pupils could be challenging.</p> <p>If a Headteacher is not appointed, leaving the</p>	<p>Additional responsibilities for Site Manager.</p> <p>The Headteacher will teach 1 day a week at Ysgol Garndolbenmae n' from September 2019,</p>	<p>Save Headteacher time - federation would mean that the Headteacher can plan across the federation, rather than individual schools.</p>	<p>The Headteacher will teach 1 day a week at Ysgol Garndolbenmae n from September 2019, which means he leads three schools in 4 days.</p>	<p>Additional responsibilities for Site Manager.</p> <p>The Headteacher will teach 1 day a week at Ysgol Garndolbenmae n from September 2019,</p>	<p>Additional responsibilities for Site Manager.</p> <p>The Headteacher will teach 1 day a week at Ysgol Garndolbenmae n from September 2019,</p>	<p>Alternative school numbers allowing the Headteacher to be able to lead and manage professionally at the school.</p> <p>Staff redundancy</p>

Options Appraisal

Considerations	Save the 'Status Quo'	Changing Staffing Structure	Establish an Early Years Observation Unit	Federalisation	5 year Warranty	Establish on-site childcare provision	Open a café to contribute towards running costs	Close the School and move the children to an alternative school
	<p>Risk that Ysgol Garndolbenmae n could end the collaboration arrangement.</p>	<p>school without a Headteacher, it would not be possible to open the school doors.</p> <p>Risk of not appointing a Headteacher and losing staff in the meantime.</p>	<p>which means he leads three schools over 4 days.</p> <p>Risk that Ysgol Garndolbenmae n could end the collaboration arrangement</p>	<p>Should a new Headteacher need to be recruited in the future it could make the job more attractive to applicants.</p> <p>A formal federation model would give a definite structure and any new would have to agree to head the 'federation'.</p>	<p>Chwilog's forecasts show an increase in numbers over the next three years, and Garndolbenmae n decreasing over the three years, so the Headteacher's learning situation is unlikely to change.</p>	<p>which means he leads three schools over 4 days.</p> <p>Risk that Ysgol Garndolbenmae n could end the collaboration arrangement</p>	<p>which means he leads three schools over 4 days.</p> <p>Risk that Ysgol Garndolbenmae n could end the collaboration arrangement</p>	

Options Appraisal

Considerations	Save the 'Status Quo'	Changing Staffing Structure	Establish an Early Years Observation Unit	Federalisation	5 year Warranty	Establish on-site childcare provision	Open a café to contribute towards running costs	Close the School and move the children to an alternative school
5. The Community	<p>Uncertainty remains regarding the sustainability of Ysgol Llanaelhaearn's education provision.</p> <p>Maintain a school presence in the village of Llanaelhaearn.</p> <p>High percentage of children attending schools outside the catchment area</p>	<p>Uncertainty remains regarding the sustainability of Ysgol Llanaelhaearn's education provision.</p> <p>Maintain a school presence in the village of Llanaelhaearn.</p> <p>High percentage of children attending schools outside the catchment area</p>	<p>Uncertainty remains regarding the sustainability of Ysgol Llanaelhaearn's education provision.</p> <p>Maintain a school presence in the village of Llanaelhaearn.</p> <p>High percentage of children attending schools outside the catchment area</p>	<p>Uncertainty remains regarding the sustainability of Ysgol Llanaelhaearn's education provision.</p> <p>Maintain a school presence in the village of Llanaelhaearn.</p> <p>High percentage of children attending schools outside the catchment area</p>	<p>Maintain a school presence in the village of Llanaelhaearn.</p> <p>High percentage of children attending schools outside the catchment area</p>	<p>Uncertainty remains regarding the sustainability of Ysgol Llanaelhaearn's education provision.</p> <p>Maintain a school presence in the village of Llanaelhaearn.</p> <p>High percentage of children attending schools outside the catchment area</p>	<p>Uncertainty remains regarding the sustainability of Ysgol Llanaelhaearn's education provision.</p> <p>Maintain a school presence in the village of Llanaelhaearn.</p> <p>High percentage of children attending schools outside the catchment area</p> <p>Promoting community use of the building.</p> <p>Restrict opening hours to out of school hours due to risk of mixing public and pupils</p>	<p>Llanaelhaearn Village loses school.</p>

Options Appraisal

Considerations	Save the 'Status Quo'	Changing Staffing Structure	Establish an Early Years Observation Unit	Federalisation	5 year Warranty	Establish on-site childcare provision	Open a café to contribute towards running costs	Close the School and move the children to an alternative school
							<p>without DBS checks.</p> <p>Risk of how much use of a café would there be.</p>	
6. Financial Resources	<p>Ysgol Llanaelhaearn remains financially unsustainable and therefore receives a sum towards staffing protection. The school has received £43,744 of additional</p>	<p>Ysgol Llanaelhaearn remains financially unsustainable and therefore receives a sum towards staffing protection. The school has received £43,744 of additional</p>	<p>Ysgol Llanaelhaearn remains financially unsustainable and therefore receives a sum towards staffing protection. The school has received £43,744 of additional</p>	<p>Ysgol Llanaelhaearn remains financially unsustainable and therefore receives a sum towards staffing protection. The school has received £43,744 of additional</p>	<p>Ysgol Llanaelhaearn remains financially unsustainable and therefore receives a sum towards staffing protection. The school has received £43,744 of additional</p>	<p>Possibility of charging a childcare provider a fee to generate income.</p> <p>Ysgol Llanaelhaearn remains financially unsustainable and therefore receives a sum</p>	<p>Ysgol Llanaelhaearn remains financially unsustainable and therefore receives a sum towards staffing protection. The school has received £43,744 of additional</p>	<p>Transport costs to the Authority as the alternative school is more than 2 miles from pupils' homes.</p> <p>The school will not remain in the staffing safety net.</p> <p>Reduce the cost per pupil of teaching.</p>

Options Appraisal

Considerations	Save the 'Status Quo'	Changing Staffing Structure	Establish an Early Years Observation Unit	Federalisation	5 year Warranty	Establish on-site childcare provision	Open a café to contribute towards running costs	Close the School and move the children to an alternative school
	<p>funding in 2019/20.</p> <p>As the minimum staffing protection policy allows staffing of a Headteacher and assistant, it does not cover all school staff costs, and therefore the gap must be filled by adjusting the budget.</p> <p>Ysgol Llanaelhaearn's cost per pupil average remains high (£12,671 per head) which is three times the county average.</p>	<p>funding in 2019/20.</p> <p>Staffing costs for this model would be reduced, and would be addressed by the minimum staffing protection policy.</p> <p>Ysgol Llanaelhaearn's cost per pupil average remains high (£12,671 per head) which is three times the county average.</p>	<p>funding in 2019/20.</p> <p>As the minimum staffing protection policy allows staffing of a Headteacher and assistant, it does not cover all school staff costs, and therefore the gap must be filled by adjusting the budget.</p> <p>Ysgol Llanaelhaearn's cost per pupil average remains high (£12,671 per head) which is three times the county average.</p> <p>The option would not</p>	<p>funding in 2019/20.</p> <p>As the minimum staffing protection policy allows staffing of a Headteacher and assistant, it does not cover all school staff costs, and therefore the gap must be filled by adjusting the budget.</p> <p>Ysgol Llanaelhaearn's cost per pupil average remains high (£12,671 per head) which is three times the county average.</p> <p>Opportunity to make savings by</p>	<p>funding in 2019/20.</p> <p>As the minimum staffing protection policy allows staffing of a Headteacher and assistant, it does not cover all school staff costs, and therefore the gap must be filled by adjusting the budget.</p> <p>Ysgol Llanaelhaearn's cost per pupil average remains high (£12,671 per head) which is three times the county average.</p> <p>3 year budget forecast shows</p>	<p>towards staffing protection. The school has received £43,744 of additional funding in 2019/20.</p> <p>Ysgol Llanaelhaearn's cost per pupil average remains high (£12,671 per head) which is three times the county average.</p>	<p>funding in 2019/20.</p> <p>As the minimum staffing protection policy allows staffing of a Headteacher and assistant, it does not cover all school staff costs, and therefore the gap must be filled by adjusting the budget.</p> <p>Ysgol Llanaelhaearn's cost per pupil average remains high (£12,671 per head) which is three times the county average.</p>	

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			generate income.	sharing resources and employing staff across the federation in future appointments.	that the school will face a budget deficit.		Potential for income generation. Need to invest in the kitchen to use it again.	
8. The Welsh Language	No change to the language situation.	No change to the language situation.	No change to the language situation.	No change to the language situation.	No change to the language situation.	No change to the language situation.	No change to the language situation.	Welsh-medium education offered as at present.
9. Geographical Factors	No change No pupil in the area will need to travel an unreasonable distance to school.	No change No pupil in the area will need to travel an unreasonable distance to school.	No change No pupil in the area will need to travel an unreasonable distance to school.	No change No pupil in the area will need to travel an unreasonable distance to school.	No change No pupil in the area will need to travel an unreasonable distance to school.	No change No pupil in the area will need to travel an unreasonable distance to school.	No change No pupil in the area will need to travel an unreasonable distance to school.	Some pupils will need to travel further than they do at present. No pupil in the area will need to travel an unreasonable distance to school.

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10. Other considerations	<p>Quality of education</p> <p>Benefits and resources of the school.</p> <p>Small Classes.</p> <p>Offer occasional experiences for pupils to socialise with other children of the same age by working with Chwilog school.</p> <p>Current school numbers do not allow pupils to socialise and work with peers on a daily basis to take advantage of a wide range of curricular and extra-curricular experiences.</p>	<p>Quality of education</p> <p>Benefits and resources of the school.</p> <p>Small Classes.</p> <p>By ending the current arrangement of collaboration, the opportunities and experiences offered to children by visiting Ysgol Chwilog would come to an end.</p> <p>Numbers a disadvantage when pupils transfer to secondary school.</p>	<p>Quality of education</p> <p>Benefits and resources of the school.</p> <p>Small Classes.</p> <p>Offer occasional experiences for pupils to socialise with other children of the same age by working with Chwilog school.</p> <p>Current school numbers do not allow pupils to socialise and work with peers on a daily basis to take advantage of a wide range of curricular and extra-curricular experiences.</p>	<p>Formalize the current arrangement of collaboration and sharing of Headteacher.</p> <p>Quality of education</p> <p>Benefits and resources of the school.</p> <p>Small Classes.</p> <p>Offer occasional experiences for pupils to socialise with other children of the same age by working with Chwilog school.</p> <p>Current school numbers do not allow pupils to socialise and work with peers on a daily basis</p>	<p>Quality of education</p> <p>Benefits and resources of the school.</p> <p>Small Classes.</p> <p>Offer occasional experiences for pupils to socialise with other children of the same age by working with Chwilog school.</p> <p>Current school numbers do not allow pupils to socialise and work with peers on a daily basis to take advantage of a wide range of curricular and extra-curricular experiences.</p>	<p>Quality of education</p> <p>Benefits and resources of the school.</p> <p>Small Classes.</p> <p>Offer occasional experiences for pupils to socialise with other children of the same age by working with Chwilog school.</p> <p>Current school numbers do not allow pupils to socialise and work with peers on a daily basis to take advantage of a wide range of curricular and extra-curricular experiences.</p>	<p>Quality of education</p> <p>Benefits and resources of the school.</p> <p>Small Classes.</p> <p>Offer occasional experiences for pupils to socialise with other children of the same age by working with Chwilog school.</p> <p>Current school numbers do not allow pupils to socialise and work with peers on a daily basis to take advantage of a wide range of curricular and extra-curricular experiences.</p>	<p>Quality of education</p> <p>Benefits and resources of the school.</p> <p>Regular experiences for pupils to socialise and collaborate with peers.</p>

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	Numbers a disadvantage when pupils transfer to secondary school.		<p>Numbers a disadvantage when pupils transfer to secondary school..</p> <p>Increased use of building.</p> <p>Sacrifice learning space.</p>	<p>to take advantage of a wide range of curricular and extra-curricular experiences.</p> <p>Numbers a disadvantage when pupils transfer to secondary school.</p> <p>Lack of interest from neighbouring schools.</p>	Numbers a disadvantage when pupils transfer to secondary school.	<p>Numbers a disadvantage when pupils transfer to secondary school.</p> <p>Registration process with CIW - approximately 6 months.</p> <p>Need to secure regular users to employ 2 staff - approximately 10 children.</p>	Numbers a disadvantage when pupils transfer to secondary school.	

Key: **Blue** = Advantages **Red** = Disadvantages **Black** = Comments and Facts

