

Appendix A

Draft Consultation Report

Consultation Report

relating to the proposed re-designation of
Ysgol Esgob Morgan Community School, St Asaph
as a Voluntary Controlled Faith School

December 2014

Draft 0.3
27.11.2014

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1. Introduction

1.1. Following the end of a school organisation consultation period, the Welsh Government's School Organisation Code requires us to publish a consultation report. In this document we have to:

- Summarise each of the issues raised by people we speak to and who write to us;
- Show our response to those issues; and
- Set out Estyn's view of the overall merits of what we are considering.

1.2. This report should be considered by decision makers prior to determining any proposal.

2. Ysgol Esgob Morgan

2.1. Ysgol Esgob Morgan is a community junior school in St Asaph. A large majority of its pupils¹ come to the school from St Asaph VP Infants School; an Anglican, church school. Following discussions with the Anglican Diocese of St Asaph (the **Diocese**), the Board of Governors of Ysgol Esgob Morgan approached Denbighshire County Council (**DCC**) to change the school's designation from community to a church school.

2.2. We cannot simply change a community school, like Ysgol Esgob Morgan, into a faith school. The law says that we would have to follow a specific procedure set out in the School Standards and Organisation Act 2013 and the School Organisation Code (the **School Organisation Legislation**).

2.3. In order to comply with the School Organisation Legislation, on 13 June 2014 we sent to the Diocese a draft consultation document entitled, "Consultation Document – relating to the proposed re-designation of Ysgol Esgob Morgan Community School as a Voluntary Controlled Faith School". This was the first step we had to carry out prior to the public consultation and the Diocese had until 11 July 2014 to provide its views and comments. On 9 July the St Asaph Diocesan Board of Education approved the draft consultation document.

3. The Proposals and Consultation

3.1. The draft consultation document was presented to a meeting of DCC's Cabinet of Elected Members on 29 July. At that meeting DCC's Cabinet said that a public consultation (the **Consultation**) could be carried out on two proposals:

- for DCC to close Ysgol Esgob Morgan on 31 August 2015; and
- for the Diocese to open a new Anglican Faith Voluntary Controlled School to be known as Ysgol Esgob Morgan Voluntary Controlled School on 1 September 2015 on the existing site of Ysgol Esgob Morgan (the **Proposals**).

3.2. The Consultation took place from 8 September to 21 October 2014.

4. Documents

¹ In 2013/14 90% Year 2 pupils from the VP school transferred to Year 3 of Ysgol Esgob Morgan.

- 4.1. We began the Consultation by sending the final Consultation Document to over 350 stakeholders. You can see the complete list of recipients in **Appendix A**.
- 4.2. We published the Consultation Document on DCC's website and the Diocese' website on 8 September 2014. We wrote a special version of the Consultation Document, aimed at primary school children, and published it on the two websites. You can see both versions of the Consultation Document in the Schools section of the Diocese' website and the Closed Consultation section of the DCC website; just click on the Ysgol Esgob Morgan Proposals area.
- 4.3. To help and encourage people to give us their views, we produced a response document (**Standard Response Form**). This formed part of the Consultation Document and, so, was also published on our websites. The children's version of the Consultation Document contained a more straightforward response form. The Standard Response Form and children's version were converted into an online survey; links to those surveys were also published on our websites.
- 4.4. We published the above documents in Welsh and English.

5. Meetings

- 5.1. We held consultation meetings with the governors, teachers & support staff, parents and the School Council of Ysgol Esgob Morgan. These meetings took place at the school on 11 September.

Governors and teachers & support staff

- 5.2. Officers from DCC's Modernising Education and School Effectiveness Teams were accompanied by representatives of the Diocese at these meetings. Our team informed those in attendance at both meetings of the process to date and what would happen if the Proposals were approved. The attendees had the opportunity to ask questions and express their views and opinions. The team had prepared a Power Point presentation but decided not to show it as it was felt the number of attendees and the informal surroundings of the staff room lent themselves to a less formal approach. The presentation slides were used as a structure for the meeting.
- 5.3. You can read a summary of the points raised at these meetings and the responses given at the time in **Appendix B**.

Parents

- 5.4. The parents' meetings took place in the school hall. We issued the dates, time, location and format of the meeting to the local newspapers. Each parent also received a letter containing these details.
- 5.5. DCC's officers and the Diocesan representatives used the Power Point presentation this time as the setting was more formal. Once again, the process was explained and details were given of what would happen if the Proposals were approved. The stakeholders were invited to ask questions and were reminded that no decision had been made at that stage.
- 5.6. The stakeholders asked questions and made comments on the Proposals. You can read a summary of the points raised at this meeting, together with the responses given at the time in **Appendix B**.

School Council

- 5.7. DCC has a team dedicated to meeting the Welsh Government's vision to transform 14 -19 provision in Wales; the team is called the 14 – 19 Network. A key member of that team, the Learner Voice Champion who works closely with pupils in primary and secondary schools across the county. The Learner Voice Champion conducted the meetings with the Ysgol Esgob Morgan's School Council during the consultation.
- 5.8. The findings of the School Council meeting are set out in **Appendix C**.

Summary of the Meetings

- 5.9. We spoke with approximately 40 people as part of the above meetings and made a written record of each one. However, the total number of responses we received over and above the views put forward during the consultation meetings was as follows.

Method of contact	Number of contacts received
Standard Response Forms	33
Children & Young Person's Response Forms	8
Letters	2
Emails	3
Total number of contacts	46

- 5.10 The majority of people responding were more closely associated with Ysgol Esgob Morgan than with any other school. The breakdown of the response types is set out below.

No	Response Type	YEM		Other		Total
		(actual / %)	(actual / %)	(actual / %)	(actual / %)	
1.	Letters	1	50%	1	50%	2
2.	Emails	1	33.3%	2	66.6%	3
3.	Response Form	20	60.6%	13	39.4%	33
4.	Children's Response Form	6	75%	2	25%	8
Totals		28	61%	18	39%	46

6. Response forms and correspondence

- 6.1. The Standard Response Form was designed to establish:
- whether or not people were in favour of the Proposals;
 - the capacity in which they were responding;
 - whether or not they were linked to the school;
 - what influenced their views on the Proposals and any negative or positive comments they had;
 - whether or not they would send their child(ren) to the school if the Proposals were implemented; and
 - whether they wanted to make any other comments.
- 6.2. A summary of the responses to the Standard Response Form and the Children’s Response Forms is set out in **Appendices D and E**.
- 6.3. On the response forms, we asked people to confirm whether they were linked most closely with Ysgol Esgob Morgan or another school. We also received letters and email from people telling us their view; some of those people indicated whether or not they were linked with Ysgol Esgob Morgan. Details of the respondent are set out in **Appendix F**.
- 6.4. The National Secular Society and the Scottish Secular Society posted an article about the Proposals on their Facebook pages. Followers of the two Facebook pages commented on and shared the post with their followers. It is reasonable to assume that some of those respondents who are not linked to a particular school, and possibly some who say they are, have commented in response to the Facebook page. This is particularly the case when the type of comment is considered. Please see **Appendix G** for a screen print from the relevant Secular Society Facebook page.
- 6.5. Examples of the types of points raised by all respondents to the Consultation, together with the Promoters’ response are set out in **Appendix H**.

7. Response from Estyn

The main points made by Estyn in response to the Proposals and the Promoters’ response to them are set out below. The full response from Estyn is set out in **Appendix I**.

Estyn Comment	Promoters’ Response
The proposal is likely to maintain the present standards of educational provision in this area of Denbighshire.	<p>DCC and the Diocese believe that Ysgol Esgob Morgan provides a learning environment where every pupil is respected and encouraged in all they do; and each contribution is valued.</p> <p>As a church school, Ysgol Esgob Morgan would undergo an inspection by the Diocese in the same academic year as its Estyn Inspection. This inspection looks at the Christian ethos of the school and how it helps its learners’ progress and provides guidance and support in conjunction with the Diocese in order to secure improvement.</p> <p>Accordingly, the Promoters believe that the Proposals will assist the standards of educational provision.</p>
The proposal is likely to have a limited impact on other schools in	Agreed

the area.	
The proposer has set out a clear rationale for the proposal. The proposers demonstrate that the advantages of making the proposed changes outweigh the advantages of keeping things as they are.	Agreed
The proposer has set out clearly and fairly the expected benefits and disadvantages when compared with the status quo.	Agreed
The proposer has not managed the risk that parents may not wish their children to continue their education in a faith school with sufficient rigour with regards its possible impact on surplus places and travel arrangements.	<p>The Promoters did not believe that the Proposals would cause a significant shift away from the school. This appears to have been borne out during the consultation. 36% of people (12 out of 33) who completed the response form said they wouldn't send their child to the school if the Proposals were implemented. However, only 1 of those people said they were a parent of a pupil at Ysgol Esgob Morgan. Accordingly, the Promoters do not consider that the Proposals, if implemented, will have a significant adverse impact on the number of parents choosing to send their children there.</p> <p>Also, given that a high number of pupils transfer from St Asaph VP Infants to Ysgol Esgob Morgan, this suggests that the possibility of the Proposals leading to parents choosing another school is not a significant risk.</p> <p>The policy on home to school transport is currently under review.</p>
It is reasonable that the proposers have focused on only the one option.	Agreed
The proposal is not likely to change the current Welsh medium provision within the local authority.	Agreed
The proposer provides little evidence to support the statement that the main impact of becoming a faith school will be improved standards of wellbeing.	<p>The improvement in the wellbeing at Ysgol Esgob Morgan is happening because of the Church In Wales ethos. It has already changed. The Diocese wants to create a bank of excellent practice: YEM is that. It might lose that in future but with continued and formalised church involvement, this can be preserved.</p> <p>Currently there is no objective way of measuring wellbeing at Ysgol Esgob Morgan. If the school became a church school, then the Section 50 inspection will help to address this in the future.</p>
It is reasonable to assume that there will be little or no change to the present delivery of the full curriculum at key stage 2.	Agreed
It is reasonable to assume that the provision for vulnerable groups is	Agreed

likely to remain the same.	
Disruption to learners is likely to be minimal.	Agreed

APPENDIX A

Consultation Document Recipient List

No	Stakeholder	Number of recipients
1.	Parents of pupils of YEM	94
2.	Teachers and support staff at YEM	16
3.	Governors at YEM	13
4.	School Council YEM	6
5.	Governors of the Other Schools Likely to be Affected (Clerks)	32
6.	School Council of the Other Schools Likely to be Affected (Co-ordinator)	5
7.	Dioceses of St Asaph and Wrexham	3
8.	Headteachers and (Chair) Governors of all schools in Denbighshire	112
9.	Denbighshire Children and Young People's Partnership and the Early Years Development and Childcare Partnership	2
10.	All Denbighshire County Councillors	42
11.	Local and regional Assembly Members and MPs	9
12.	St Asaph City Council	1
13.	The Welsh Ministers	3
14.	Estyn	1
15.	Relevant Teaching and support staff Trade Unions	9
16.	Taith	1
17.	North Wales Regional School Effectiveness and Improvement Service	1
18.	North Wales Police and Crime Commissioner	1
	Total	351

APPENDIX B

Summary of issues raised in meetings

Teachers' and support staff meeting

No	Issue Raised	Response
1.	It won't affect our access to the Additional Learning Needs team at DCC will it?	Absolutely not. Reverend Val has a lot of contact with the school – that will continue*. That closeness has helped so much. We get the best of both worlds (Diocese and the LEA). All the statutory services will remain.
2.	We know that the VP is not different to how we operate now. So the Proposals are ok.	Noted.
3.	I am completely with the Proposals.	Noted.
4.	We already have close links with the Cathedral.	Noted.

* It is important to note that whilst individuals may move on, the structure of contact between the school and the Diocese will be retained: this formalised structure is important.

Governors' meeting

No	Issue Raised	Response
1.	One of the Governors had heard a comment that the Proposals were just a way of getting someone else to pay for education: although from what had been said at today's meeting this is clearly not the case.	It is not the case.
2.	What if parents said they did not want this to happen?	We'd need to recognise that and to understand why they are saying that. Ultimately, if the parents say they don't want it we would have to consider whether we recommend it to DCC's Cabinet. It would require a significant number of parents to say this for us not to want to proceed.
3.	Does DCC make the ultimate decision?	Officers make recommendations to the elected Cabinet members; it is DCC's Cabinet who ultimately decides.

4.	The consultation document says that the school will close. You need to make it clear what would really happen.	Welsh Government guidelines state that we have to say that the school would close. Technically and in reality the school would close. However, the practical effect is that there would still be a school with almost the same name, in the same place, with the same faces. We know it's a tough thing to read, but we have to say it.
5.	Most children here went to the VP so they should be ok to come here if we change to a VC.	Agreed – and parents still have the right to withdraw their children from collective worship.
6.	Our school may have lost children whose parents wanted them to have a church education at KS2 because we couldn't offer that.	This has happened.
7.	We, as parents, chose the VP because of performance: people will look at that.	Noted.
8.	Will this consultation look at the capacity of both schools? Future housing plans are likely to mean greater numbers and so increased demand.	These Proposals are about existing capacity. There will be a separate review of primary provision in the north of the county.
9.	If the school does become a church school, does that mean that the VP and our school will merge?	It would make it easier, but that is not in the plan at the moment. It should be noted that a community primary can't be amalgamated with a church school.
10.	We don't want to lose siblings of pupils who go to other schools because their brother or sister goes to other faith schools.	Noted.

Parents' meeting

No	Issue Raised	Response
1.	Why is the infant school called the VP?	It means Voluntary Primary. Its full designation is Voluntary Controlled but the VP designation has stuck.
2.	Objection to the use of the word 'closing' - some people are likely to have read that and not gone any further. Do you have to use that term? Why not re-designation? You need to think about how this impacts on those who read it. The immediate impression is that bulldozers will come in: it's a very emotive word. When you read the letter and the first part of the consultation document you see the	We have to use that word – if we don't we could be challenged later down the line and it may lead to any decision being invalid.

	word closure; which is alarming. But, when you read the rest of the document, it makes perfect sense.	
3.	Why now?	When we initially thought of this – the current Act (School Standards and Organisation Act 2013) was due to come in but wasn't in, then we had the Estyn Inspection: We had no capacity to carry it out, now we have the time.
4.	I appreciate you've got to get to a certain stage before you can do these events – and I know you can't do much about that – but this seemed to come out of the blue. A slip came home asking us about Primary provision. Why not let us hear about the response to that before you do this?	Those slips related to the consultation on a joint faith school and were sent by the Diocese. They are separate consultations / processes.
5.	Impact on staff: staff are so important to continuity. The document says that the staff will not change, but the appointment of the head is down to the governing body who may decide to advertise the post. What is the likelihood of the post being advertised?	The shadow governing body would have this option. Can't say anything which would prejudice its decision but, given what the current Head has brought to the school; do not think that is a risk. The current Head would not support this process if he feared for his job. There is a statutory duty to provide education. We can't tell the governing body what to do, but we can advise them; to ensure that they make reasonable decisions. There is strong support for the current Head from the Senior Leadership Team. These proposals are about the current Head looking at how he can move forward. That's what he is doing. Given what you've raised – it's a measure of the current Head's commitment and integrity – whether or not you support it – that he's willing to take a lead on these proposals. The current Head said that hopefully they would not decide to advertise the post, but if they did, he would apply.
6.	Why isn't this information in the consultation document? It would be good if there was a background section which explained all of this. Hearing the context is really helpful. It should have been there.	We have to present the facts and the legal position.
7.	With the involvement of the Anglican Church – how might things differ? We have collective worship under the Christian faith already; how will this change?	Collective worship will still be here; it won't become denominational as it would in a VA school. It stays the same.
8.	Will it still be a 51%:49% ratio?	It's not prescribed. Part of the section 50 inspection looks at how

		collective worship helps the school.
9.	Shouldn't there have been reference to the section 50 inspection in the section, 'Impact on teachers?' They will have more work to do.	The Estyn and Section 50 inspections will take place at broadly the same time. We have seen that the church inspections celebrate the good whereas the Estyn inspections are more judgmental.
10.	<p>On the issue of ethos – the consultation document talks about improving well-being. How will that be improved?</p> <p>How will well-being go from Good to Excellent?</p> <p>Specifically – how?</p> <p>What specifically?</p>	<p>It is already good – becoming a church school will allow us to focus on well-being.</p> <p>Look at how Estyn comes to its decisions on well-being. We know that the school has a good feel but Estyn's approach is very clinical. On what basis does Estyn make its judgment? Well-being is a broader concept. You need to look at the opportunity to move forward: for example, the safeguarding environment is changing. We might think that things we read about in the National press won't touch us because of geography. We have got to be continually vigilant however. So anything we can do is in the best interests of the children.</p> <p>The Headteacher has talked to the Regional Inspector here about wellbeing and said it is excellent; but couldn't show tangible evidence to support this. If we became a faith school, we could show our kids have a voice in St Asaph because of the formalised connection with the church.</p> <p>Formalising the informal will help us to keep these standards even if the current Head is not here.</p>
11.	Would this change if we don't accept the proposals?	<p>The church has involved pupils from church schools in activities e.g. poster design – this gave a confidence boost and improvement in wellbeing.</p> <p>Active church involvement is helpful when it comes to considering wellbeing.</p>
12.	<p>But all these opportunities are here now. They are in other schools which aren't faith schools.</p> <p>Yes, but church attendance is a happy part of life. We all celebrate Christmas and Easter and people tend to go to church then. Why not become a CIW school?</p> <p>Our school won a competition celebrating Chinese New Year recently. We have a diverse school/outlook.</p>	<p>But the inspections didn't see this.</p> <p>We offer religion (of all kinds) not indoctrination.</p> <p>What is happening here is happening because of the CIW ethos. It has already changed.</p> <p>The Diocese wants to create a bank of excellent practice: YEM is that. It might lose that in future but with continued and formalised church involvement, this can be preserved.</p>
13.	The LEA has to do that anyway. What is	It will certainly help with the transition from infant to Junior school. It's not the only benefit

	<p>the major benefit?</p> <p>Why isn't this in the document? It's an oversight.</p> <p>It needed saying. I understand why it's not in the consultation document.</p> <p>It's a shame that we can't capture this passion in a document.</p>	<p>but it is part of the jigsaw.</p> <p>We can't promote one school over another.</p> <p>Some parents say that they send their children from the VP to schools like St Brigid's because of the continuity of faith. This affects wellbeing here if a pupil comes to the Junior school but their friends have gone to another faith school: that's tough to deal with.</p> <p>By adopting these proposals we can help those parents choose to stay here.</p> <p>We could include this in the Head's newsletter and/or refer to it in his consultancy meetings.</p> <p>The Head could send out something informally to capture what has been said. Perhaps a question and answer sheet. We can't say this in the report as we will be thought of as influencing the way people think.</p> <p>Next time the Head holds one of his consultancies/surgeries, it might be a good idea for him to say this to parents.</p>
14.	Home to school travel? The document says you are reviewing the policy with regards to faith. Is it just faith or all schools?	It is all schools. The review is considering a change to state that we'll pay for travel to your nearest suitable school – meaning the one closest to you: unless you elect for Welsh language or faith – in which case it's your nearest Welsh language or faith school.
15.	The document says that you've not done any work on projections as to what would happen if the proposals were adopted.	We don't anticipate much will change. However, we will review capacity in future reviews.
16.	You say there will be no change to the admissions policy. Won't you be able to favour children of the faith over other children?	No, that would be the case if we became a Voluntary Aided school: you can't do that as a Voluntary Controlled school. We will have the same admissions policy as we do now.
17.	Can you give any examples of other primary schools which have gone through this process?	We have been approached by other primary schools who would like to go down this route. Hawarden Village Church school has already gone down this route.
18.	Are existing children's places safe? Will there be priority for VP infants pupils?	Existing children's places are safe. However, we can't give priority to children from the VP Infants School. This would of course not be an issue if the two schools were amalgamated in the future. This will be discussed in the future.
19.	Has an Equality Impact Assessment been carried out? Where is it?	Yes it has – and has been sent to the cabinet of elected members.

APPENDIX C

School Council Findings

Ysgol Esgob Morgan Faith based consultation – School Council Meeting 11 September 2014.

Attendees

6 School Council Representatives (YEM), Student Teacher (YEM), Education Officer (Diocese of St Asaph), Education Officer (DCC), Modern Apprentice (DCC), Learner Voice Champion (DCC).

Purpose

The purpose of this consultation was for the LVC to speak with the children in Ysgol Esgob Morgan with regards to the consultation of changing the school to a church school. This was to help them to voice any concerns that they may have or any suggestions that they would like DCC to hear.

Looking through the consultation document

The LVC went through the document with the school council representatives. The Student Teacher and the Education Officer from the Diocese of St Asaph assisted this by helping the children to see which page we were looking at.

Once the consultation document was looked through, we looked back at what it meant. The Education Officer from the Diocese of St Asaph explained what will change or not change if the school becomes a church school. This helped us to see how the children felt and if they had concerns with the decision.

Question responses

Once the consultation document had been explained thoroughly, the LVC went through the questions on the consultation document and helped the children look at the questions and think about what they thought. She emphasised that they can write what they wanted and it was all about their opinions, there was no right or wrong answer. The children were helped to look at the different questions and to help them think about an explanation for their opinion.

Hot Air Balloon

The Hot air balloon exercise was completed to help the school council think about what could help the change succeed and what could prevent the change from happening. This helped to make them think about the different aspects of becoming a faith based school.

The answers included:

Help succeed	Prevent it from succeeding
A poster	Education may not be as good
Could get more friends x2	Harming animals
Working together	Being mean
Not breaking property	No Halloween party
An explanation – to prove the point	Different religions
Playing with each other	Fighting
Make more pupils	
More caring if church school	
Better school – more friends and teamwork	

Hopes and Fears

This exercise was carried out to help the LVC receive any comments which the children may not want to say in front of their peers, teachers and official members of the LA. It had been explained that this helps them to be anonymous and they will not be shown to anyone except for the LVC when the report is typed up.

Hopes	Fears
More parties	People said that people believe in different religions could not believe in god
The teachers can play guitars	No Halloween party
You would walk to the church	If people are different religion then they might not come to the school
You could make more friends	That we will have to go to the church more
Make the books better	Don't let it be a church school
More hymns	When you meet someone they could be mean
More pupils come to the school so we can make more friends	

That no one will argue	
I want all the teachers to stay the same	

Survey Monkey

The LVC showed the pupils the survey monkey website and asked them to go on with mum/dad/carers to answer the question. This will help the Promoters to know what they want as pupils, when it comes to making a decision. The LVC explained that the Head Teacher will have the website information and it is also in the consultation documents.

Anything else

The LVC asked if there was anything else they are worried about or they want to ask. She was asked about the equipment and whether they would get new equipment from the consultation, to this they were told no but anything that has been put in the consultation document will appear in the final report where the Head Teacher will be notified of it.

APPENDIX D

Summary of responses to Standard Response Forms

Question 1 Are you in favour of the Proposals?

	Total	%age
Yes	12	36.36%
No	20	60.61%
No answer	1	3.03%
	33	

Comment: The majority of the “other” (e.g. not directly related to YEM or the community) negative respondents appear to be using the consultation as an opportunity to air their own views on “faith education”, even though they have no attachment to the school or the area. Several expressed views that indicate a lack of understanding of the purpose of the proposal. The National Secular Society and the Scottish Secular Society posted an article about the Proposals on their Facebook pages. Followers of the two Facebook pages commented on and shared the post with their followers. Please see **Appendix G** for a screen print from the relevant Facebook pages.

Question 2: Please tell us whether you are responding as a:

Type	Total	%age
Pupil of YEM	5	15.15%
Parent of a pupil of YEM	5	15.15%
Staff Member of YEM	1	3.03%
Community Member	10	30.30%
Governor of YEM	5	15.15%
Other	11	33.33%
	37*	

* Respondents were able to respond in more than one capacity. This explains why the total is greater than the number of respondents.

Comment: The majority of respondents who are directly involved with the school (e.g. staff, governors, pupils) were in favour of the Proposals.

Question 3: With which school are you most closely associated?

Type	Total	%age
YEM	21	63.64%
Other	5	15.15%
None/skipped question	7	21.21%
	33	

Comment: Of the 21 respondents who identified themselves as being “most closely associated with YEM”, 14 were directly associated (e.g. teacher, governor, parent, pupil) with YEM and of those 14, 10 were in favour of the Proposals.

Question 4: Please tell us if any of the following have had an influence on your view of the Proposals:

Type	Total	%age
Change from Community School to a Faith School	29	87.88%
Impact on education	12	36.36%
Other	6	18.18%
	47*	
Issues raised under “Other” heading (respondents could detail more than one “other”)	Total	%age
Other: Risk of Head not being reappointed	1	3.03%
Other: Raising children in Christian Faith is important	1	3.03%
Other: Standard of education at YEM is very good	1	3.03%
Other: Ethos of YEM is very caring	1	3.03%
Other: Continuity of faith based education from VP to YEM is important	1	3.03%
Other: It was felt that the City Council would remain as a Community School	1	3.03%
Other: The on-going consultation for a Joint Faith, Christian High School in North Denbighshire	1	3.03%
Other: Easier transition between VP and YEM	1	3.03%
Concern for equal opportunities	1	3.03%

* Respondents were able to state more than one reason. This explains why the total is greater than the number of respondents.

Comment: The majority of people who responded said that the change to a faith school was the main issue which affected their view on the Proposals.

Question 5: Please let us have any comments, positive or negative, that you would like to make about the Proposals:

Please note that the responses to this question have been considered as part of the main consultation responses in **Appendix H**.

Question 6: If the Proposals are implemented would you send your child/children to YEM (Voluntary Controlled School having a religious character) or would you choose another school? If you would choose another school, which one and why?

Type	Total	%age
Yes	10	30%
No	12	36%
Skipped question, N/A or unsure	11	34%
	33	

Type	Total	%age
We would reconsider if the standard of education was effected detrimentally or the Head was not re-appointed	1	3.03%
Would choose the best alternative on location and performance	1	3.03%
Would choose a non-faith/secular school	7	21.21%
The nearest non-faith options are too far for our children to walk to them/we would have to send them to the new faith school because there is no alternative	2	6.06%
We are atheists and against children being taught that a particular religion is their religion	1	3.03%
I would and so would the parents I have discussed it with	1	3.03%
	13	

Comment: Of the 12 respondents who indicated they would choose another school, only 1 was a parent of a pupil at YEM and only half identified themselves as being most closely associated with YEM.

APPENDIX E

Summary of responses to Children's Response Form

Question 1: Which school do you go to now?

Type	Total	%age
Ysgol Esgob Morgan	6	75.00%
Another	2	25.00%
	8	

Comment: The responses came from three school councils: Ysgol Esgob Morgan (6 pupils). Ysgol Borthyn (a Voluntary Controlled Anglican church primary school in Ruthin) and Ysgol Frongoch (a community primary with no religious designation in Denbigh); the two school councils completed one form each.

Question 2: How do you feel about YEM becoming a church school?:

Type	Total	%age
In favour	4	50.00%
Against	1	12.50%
OK/Alright/Don't Mind	3	37.50%
	8	

Comment: The majority of pupils from the three school councils were either in favour of Ysgol Esgob Morgan becoming a church school or didn't mind. Only one pupil was against the change.

Question 3: Is there anything else you would like to see happen instead of what we are planning?

Type	Total	%age
New equipment/animals	5	62.50%
More academic activities	1	12.50%
Positive comments supporting the proposals	2	25.00%
	8	

Comment: None of the comments suggest a desire for something instead of the Proposals.

Question 4: Would you like to say anything else?

Type	Total	%age
New equipment	1	12.50%
The proposed change is fine	1	12.50%
Positive comments supporting the proposals	2	25.00%
	4	

Comment: Again, there were no suggestions for action instead of the Proposals. Similarly, no comments were made against the Proposals.

APPENDIX F

Respondent Types

Type	Total	%age
Linked most closely with YEM	28	60.87
Linked most closely with another school	9	19.57
Not linked to a school / did not say	9	19.57
	46	

APPENDIX G

Facebook Pages

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Denbighshire County Council and St Asaph Diocese want to turn Ysgol Esgob Morgan school into a faith school. The consultation period runs from 8th September to 21st October 2014.

The children's version of the consultation is worth a read:
<https://www.denbighshire.gov.uk/.../yem-consultation-documen...>



Plans for St Asaph school to be put to the public
 THE Diocese of St Asaph and Denbighshire County Council are holding a seven week consultation on plans to change Ysgol Esgob Morgan Juniors in St Asaph from a community school to a faith school.
 DENBIGHSHIREFREEPRESS.CO.UK

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Claire Lackford I particularly like the page about timings - 'People telling us what they think. Telling people what we've decided to do. Opening the new church school.'
 It looks like they could go straight to B without the consultation doesn't it!

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Anthony Garrett Got it in one Claire... they're there to tell, not listen... except for one little caveat... the "People telling us what they think" is used to prepare the counter arguments and weasel words of justification for the action they were going to take anyway.
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Mandie Young Not much would change. The school would stay where it is, you'd have the same teachers and uniform. Why change it then? I think someone is not being totally honest with the children here...




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 Consultation on plans to change St Asaph community school into a faith school

Plans for St Asaph school to be put to the public
www.denbighshirefreepress.co.uk
 THE Diocese of St Asaph and Denbighshire County Council are holding a seven week consultation on plans to change Ysgol Esgob Morgan Juniors in St Asaph from a community school to a faith school.
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BBC NEWS Is your marriage legal?
www.bbc.co.uk
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September 7 at 8:41am

http://www.theguardian.com/commentisfree/2014/sep/07/militant-athism-religious-apologists-intellectuals?CMP=tw_tgu

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REVIEWS

Eric Wrafter
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Fair, impartial, and I would hope, able to give everyone a fair voice

4

Stephen Baines
★★★★★ 09/09/2014

Darren Precious
★★★★★ 27/08/2014

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The children's version of the consultation is worth a read:
<https://www.denbighshire.gov.uk/en/your-council/consultations/yem-consultation-document-childrens-en.pdf>

Plans for St Asaph school to be put to the public
www.denbighshirefreepress.co.uk

THE Diocese of St Asaph and Denbighshire County Council are holding a seven week consultation on plans to change Ysgol Esgob Morgan Juniors in St Asaph from a community school to a faith school.

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Julian Hitchcock, Pam King, Paul D Smith and 7 others like this.

Claire Lackford I particularly like the page about timings - 'People telling us what they think. Telling people what we've decided to do. Opening the new church school.'

It looks like they could go straight to B without the consultation doesn't it!
9 September at 04:53 · 3

Anthony Garrett Got it in one Claire... they're there to tell, not listen... except for one little caveat... the "People telling us what they think" is used to prepare the counter arguments and weasel words of justification for the action they were going to take anyway.
9 September at 04:58 · 3

Mandie Young Not much would change. The school would stay where it is, you'd have the same teachers and uniform. Why change it then? I think someone is not being totally honest with the children here...
9 September at 05:00 · 4

Chris Dobson A bit of a piss-take that the email to respond to is "modernisingeducation@denbighshire....." Something of an oxymoron. How can there be any kind of modernising when they're trying to implement this dark-ages mumbo jumbo?
9 September at 05:24 · 6

Steve Hill So this will mean there is "more loving" at the school. I do hope parents with concerns about paedophile priests take this extremely literally.
9 September at 08:57

Peter Graham Smith I've been to the website and filled in the online consultation form, opposing the proposal. Bit of a cheek, as I live in London! But the form does not ask for your name and address. As others have said, it will probably be ignored. But suggest we all do it - if there are a lot of "Noes" it might just influence things!
9 September at 09:07

Mel Powell No no no no no no no no no no. Enough with this ridiculous trend
9 September at 12:03 · Edited

APPENDIX H

Summary of Issues and Responses

Consultee Comment	Promoters' Response
<ul style="list-style-type: none"> • Religion/Faith Education is a bad thing: causes problems, coerce/indoctrinate young minds, discriminatory. • All public faith schools should be abolished/education should be secular/should be no ties with the Church/Opposed to faith schools • Schools should educate on all faiths and non-religious philosophies/allow children to choose their own paths • Want education to be influenced as little as possible/not at all by religion/keep education and religion apart • Faith Schools are: divisive, indoctrinate pupils • Schools are there to educate broaden minds and this is inconsistent with Church views on creation and social justice / faith schools are outdated • Faith schools decrease inclusivity and integration in society 	<p>A Church in Wales VC school teaches the same agreed RE syllabus as the community schools, which includes other religious beliefs and points of view as well as Anglican Christianity. A church school does not measure its success criteria by pupils adhering to Christianity, but seeks to equip its pupils with the knowledge and understanding for them to critically evaluate the moral and ethical challenges of life and find their own response; be that within Christianity or not. The aim of a church school is to give a gift of broad education allowing the children to make an informed decision.</p> <p>Church in Wales' schools seek to provide the highest possible standard of education within a distinctively Christian context. They do not seek to convert, but to serve, and evidence shows that a strong Christian ethos and educational vision help to raise standards and achievement and enable every child to fulfil their potential. This is articulated in both the Church in Wales Education Review and the Church School of the Future Review, produced by the National Society, and GWELLA and SIAMS inspection reporting. Statistical analysis collated by another Diocese in Wales has shown that Church in Wales schools in their area perform better (according to Estyn Outcomes) compared with all schools inspected across Wales.</p> <p>Any parent who chooses to send their child to the new VC school will have the right to opt out of collective worship and religious education.</p>
Would not send children to YEM if Proposals go ahead	Noted.
Want more equipment /facilities/ activities at the school	The church involves pupils from church schools in many additional activities which helps build confidence and improves wellbeing.
YEM is a good school with good leadership	Agreed.
Would send children to YEM if Proposals go ahead	Noted.
Sounds like the decision has already been made/document is biased/inaccurate	<p>The consultation report will be carefully and conscientiously considered by DCC's Cabinet and the Diocesan Board; both of whom will receive a copy and be given time fully to consider the views expressed.</p> <p>If, following receipt and consideration of the consultation report, DCC's Cabinet and the Diocesan Board approve the Proposals a statutory notice will be published in January or February 2015.</p> <p>Following publication of the statutory notice, there will be a 28 day period in which people may object to the Proposals being</p>

	<p>implemented. If there are objections, an objection report will be compiled and presented to DCC's Cabinet during March or April 2015.</p> <p>If any objections are received and an objection report produced, DCC's Cabinet will then carefully and conscientiously consider the objection report and decide whether or not to proceed with the Proposals. The objection report will be published at the same time as DCC issues its decision in respect of the Proposals. No decision has yet been made.</p>
At present the school is open to every member of the community regardless of faith: it is already seen as a Christian school/if you change this it will cause problems	<p>The admissions arrangements for Ysgol Esgob Morgan are currently administered by DCC's Admissions Team. This would continue to be the case if the Proposals are implemented.</p> <p>Details of the admissions arrangements for Ysgol Esgob Morgan are set out in the DCC Schools Booklet. However, should the Proposals be implemented, the admissions policy would stay as it is now: open to everyone regardless of faith. There would be no oversubscription criteria placing children of the Anglican or any other faith above anyone else.</p>
Moral values can be taught without the need for religion	Noted.
Being part of the church community makes children feel special/ is a good thing	Agreed.
The improvements suggested by the Consultation Documents described what is already there at the school	Noted.
Concern that Head may not be reappointed	<p>The temporary governing body would have the option to re-appoint. The head has brought a lot to the school, and he would not support this process if he feared for his job.</p> <p>There is a statutory duty to provide education. We can't tell the Governing Body what to do, but we can advise them; to ensure that they make reasonable decisions.</p> <p>There is strong support for the head from the Senior Leadership Team. These proposals are about the head looking at how he can move forward. That's what he's doing.</p>
Not impressed with VP school	Noted.
YEM has a caring ethos	Agreed.
<ul style="list-style-type: none"> • There is a lot of choice for non-faith schools, but little for faith schools • Faith education is important • The Proposals are exciting for the school and for faith based education in the county 	Agreed.
The Proposals will further support the	Ysgol Esgob Morgan already enjoys close links with the local

work that the school carries out with the local Cathedral.	church, attending services regularly and enjoying visits for acts of collective worship. The Proposals will enhance and strengthen these links allowing closer co-operation and strengthening the ethos and values of the whole school community. Ysgol Esgob Morgan would also benefit from the support of the Diocese.
Why not consider turning the Infants school into a non-faith school?	Such a proposal would need to be supported by the Diocese and DCC and would reduce the options for parents who wish to choose faith education in North Denbighshire.
Making clear the designation of the school adds to parent choice for those who want religious based education	Noted.
The Proposals do not rationalise school places - but rather for the church to have more influence on pupils	Noted.
The Proposals do not help with finances.	If implemented, the Proposals would have no financial impact on Ysgol Esgob Morgan. Whether a school is a Community School or a VC School has no bearing on its delegated budget. Accordingly, should the Proposals be implemented, the new VC School would inherit precisely the financial position of Ysgol Esgob Morgan. The Proposals are not being considered on the basis that they would help with finances.
The land on which the school is built would be transferred to the Diocese, which already owns large amounts of land and property	If the Proposals are progressed, it will be recommended that the land and buildings of Ysgol Esgob Morgan are transferred to the Diocese on the condition that they will be transferred back to DCC if at any time they stop being used as a Church school.
<ul style="list-style-type: none"> Unlikely that the Diocese would have the expertise and experience to provide the support needed by a junior school. The support and resources of the Diocese to the school are either already available or can be accessed elsewhere. 	<p>If it joined the family of Church schools, Ysgol Esgob Morgan would have access to the support and services of the Diocesan Education team (in addition to DCC), who can provide advice and support on curriculum and ethos matters, and who provide regular training for staff. Ysgol Esgob Morgan would have access to a network of advisers and consultants commissioned by the Diocese, and would also have access to training, resources and activities.</p> <p>All other primary schools in Denbighshire which are supported by the Diocese include junior provision. The Diocese, therefore, has the required expertise and experience.</p> <p>They would have a named 'Bishop's Visitor', who would support and challenge the school; embodying the pastoral concern that the Bishop of St Asaph has for the schools in his diocese.</p>
<ul style="list-style-type: none"> The Proposals will encourage more pupils from VP to go to YEM Transition between faith schools is beneficial Strengthen transition I agree that the pupils transitioning from the VP infants to a VC juniors 	Many pupils at Ysgol Esgob Morgan have attended St Asaph VP Infants which is a Voluntary Controlled school. The Proposals would, therefore, ensure that pupils received continuity in their learning journey.

<p>may be seen as a positive but more should have been made of this in the consultation document.</p> <ul style="list-style-type: none"> • The Proposals will enhance the close working relationship with the VP school 	
<ul style="list-style-type: none"> • YEM already feels like a faith school in all they do • Most parents want their children to go to a local school which has the same ethos and achieves the same standards as all other schools • The Proposals are likely to maintain the present educational standards 	<p>DCC and the Diocese of St Asaph believe that Ysgol Esgob Morgan provides a learning environment where every pupil is respected and encouraged in all they do; and each contribution is valued. In seeking partnership with the church, Ysgol Esgob Morgan would continue to ensure that pupils are prepared to become citizens of the future, respecting the rich diversity of the communities in which they live and have an understanding of Christian values. This partnership will help Ysgol Esgob Morgan to develop its already strong loving, caring atmosphere where clear Christian values are at the heart of all that is done.</p>
<ul style="list-style-type: none"> • I would like YEM becoming a church school. • I cannot wait for YEM to become a church school because I go to church every Sunday. • Don't mind if it's a church school or not. • The Proposals will help us learn more about god 	<p>Noted.</p>
<p>I am in favour provided that it will improve standards of objective scrutiny and not make it more difficult to make an objective decision</p>	<p>Noted.</p>
<ul style="list-style-type: none"> • The school has close links with the church and a strong faith ethos. • The existing relationship with the church can be enhanced and strengthened without opening as a VC school. • There is an existing link between the school and the church and therefore to say it will forge an explicit link is not an advantage. 	<p>The Church in Wales is the second largest provider of schools in Wales, after the local authorities themselves: 15% of the all schools in Wales are Church schools. In the Diocese of St Asaph there are 49 Church schools, providing just over 6,450 primary places in the Diocese. These schools were founded to provide the best possible education for all children within their local communities, and Ysgol Esgob Morgan as a new Church school would maintain that tradition and provide excellent education within a distinctively Christian context. Ysgol Esgob Morgan already has a strong ethos and links with the local church and the Proposals would enhance and strengthen those elements; and formalise the existing practice.</p> <p>The school currently has excellent informal links with the Diocese based on the relationships forged between individuals. Without placing this on a formal footing there is a danger that the links could weaken or disappear should those individuals move elsewhere.</p>
<p>It is not clear what advantages there will be from there being representatives of</p>	<p>Governors are the largest voluntary body in the country. They provide a valuable service to the community and help to</p>

<p>the church on the board of governors</p>	<p>influence the work of schools and the future of young people. Foundation governors are important members of governing body teams in church schools with a specific responsibility in terms of monitoring and developing the Christian distinctiveness of our church schools by ensuring that the ethos statement is reflected in all aspects of school governance and life and is the starting point of all school policies, as well as a concern for standards.</p>
<ul style="list-style-type: none"> • The parental right to withdraw children from collective worship will not change. It is not therefore an advantage. • There is no 'non-religious' alternative within walking distance 	<p>Whilst it is recognised that parents already have the right to withdraw children from collective worship it is important to make it clear that this will still be the case should Ysgol Esgob Morgan become a VC school. Any parent who chooses to send their child to the new VC school will have the right to opt out of collective worship and religious education. It is important that this is made clear for parents who do not want their children to have a faith education.</p> <p>A review of transfers in suggests this is not a significant issue where parents change schools between infant and junior stages based on religious grounds.</p>
<p>There is only one advantage and three disadvantages to the Proposal. Accordingly the report misleads the reader in this area.</p>	<p>The advantages of the proposal to open a new VC school are identified as follows:</p> <ul style="list-style-type: none"> • Enhance and strengthen the existing relationship with the church. • Pupils transitioning from St Asaph VP Infants will be able to attend a junior school with the same ethos as the infants' school they attended. • Adds a layer of accountability via the section 50 inspection regime. • The new Board of Governors will include representatives of the Church who will further support the headteacher. • The parental right of withdrawal of their children from collective worship and religious education remains unchanged. • Formalises the explicit link between the school and the Church. • Provides the school with access to the support and resources offered by the Diocese.
<ul style="list-style-type: none"> • There is no clear data to suggest that a 'strong Christian ethos and educational vision' will help to raise standards and achievement. • Proposals will do nothing to improve the standard of education. • The s50 inspection represents an extra layer of bureaucracy at inspection time and this can't be an advantage 	<p>In order to raise standards of achievement through a strong Christian ethos and educational vision, the Section 50 inspection will address each key question, using the following evaluation statements as a guide:</p> <p>How well does the school, through its distinctive Christian character, meet the needs of all learners?</p> <p>Rationale:</p> <p>Pupils should be achieving their full potential in our church schools. Maximising learning is paramount. Learners have academic, personal and spiritual needs, all of which should be</p>

<ul style="list-style-type: none"> • The church would inspect the school as well as the Christian ethos. 	<p>addressed in a loving environment where distinctively Christian values and teaching are encountered.</p> <p>Inspectors must evaluate:</p> <ul style="list-style-type: none"> • how well the Christian character contributes to the academic achievement, personal development and wellbeing of all learners, regardless of their ability or background • how effectively the Christian character supports the spiritual, moral, social and cultural (SMSC) development of all learners whether they are Christian, of other faiths, or of none • how effectively the distinctively Christian character shapes the relationships between all members of the school community • how well the Christian character promotes an understanding of contemporary Wales and respect for diverse communities • the contribution of religious education to the Christian character of the school. <p>The self-evaluation documentation that a school prepares for Estyn goes a long way towards answering the questions posed by the section 50 inspection and is therefore not an extra layer of bureaucracy.</p>
<ul style="list-style-type: none"> • Why was the equality impact assessment not published? How has DCC demonstrated compliance with the Public Sector Equality Duty; furthermore where is the evidence of this? • The Equality Impact Assessment should be published (bilingually) and parents notified as soon as is practicable at which point DCC should extend the consultation period for this proposal to enable parents to make an informed decision. • Supporting documents for future proposals should be complete at the time of publication, enabling parents to make informed decisions without being misled as above. 	<p>The Equality Impact Assessment (EIA) was sent to the Cabinet of elected members in July 2014. Cabinet considered the EIA when making the decision to consult on the Proposals. The EIA has been updated following the consultation and a revised version will be sent to the Cabinet together with this Consultation Report.</p> <p>The EIA is published on DCC's website as part of the committee papers for Cabinet.</p>

APPENDIX I

Estyn's response to the Formal Consultation Document

Estyn response to the proposal to close Ysgol Esgob Morgan and open a new Anglican Faith Voluntary Controlled school to be known as Ysgol Esgob Morgan Voluntary Controlled School.

This report has been prepared by Her Majesty's Inspectors of Education and Training in Wales.

Under the terms of the School Standards and Organisation (Wales) Act 2013 and its associated Code, proposers are required to send consultation documents to Estyn. However Estyn is not a body which is required to act in accordance with the Code and the Act places no statutory requirements on Estyn in respect of school organisation matters. Therefore as a body being consulted, Estyn will provide their opinion only on the overall merits of school organisation proposals.

Estyn has considered the educational aspects of the proposal and has produced the following response to the information provided by the proposer.

Introduction

This is a joint consultation proposal from Denbighshire County Council and The Anglican Diocese of St Asaph.

The joint proposal is:

- that Denbighshire County Council will close Ysgol Esgob Morgan on 31 August 2015; and
- that the Anglican Diocese of St Asaph will open a new Anglican Faith Voluntary Controlled school to be known as Ysgol Esgob Morgan Voluntary Controlled School to serve the communities of St Asaph and the surrounding areas on 1 September 2015 on the existing site of Ysgol Esgob Morgan.

Summary/ Conclusion

- **Are the proposals likely to maintain or improve the standard of education provision in the area?**

It is Estyn's opinion that this proposal is likely to maintain the present standards of educational provision in this area of Denbighshire. The proposal is simply to change the character of the school and no mergers with other schools are involved.

What effect does the proposal have on other schools and educational institutions in the area?

The proposal is likely to have a limited impact on other schools in the area. This is because it is likely that most parents will choose to send their children to the new faith school

Description and benefits

How well has the proposer:

- **Given a clear rationale for the proposal?**

The proposer has set out a clear rationale for the proposal. The council and the Diocese believe there is much to be gained by strengthening the existing relationship between Ysgol Esgob Morgan and the Anglican Church. The proposers demonstrate that the advantages of making the proposed changes outweigh the advantages of keeping things as they are. Specifically, the proposal would ensure continuity in pupils learning journey as many pupils at Ysgol Esgob Morgan attended St Asaph VP Infants which is also Voluntary Controlled faith school.

- **Set out clearly and fairly the expected benefits and disadvantages when compared with the status quo?**

The proposer has set out clearly and fairly the expected benefits and disadvantages when compared with the status quo. The expected benefits of the current proposal, as outlined in the report, include the following:

- enhanced and strengthened relationship with the church;
- pupils transitioning from St Asaph VP Infants will be able to attend a junior school with the same ethos as the infants' school they attended;
- an additional layer of accountability via a section 50 inspection;
- a new Board of Governors which will include representatives of the Church;
- the parental right of withdrawal of their children from collective worship and religious education remains unchanged;
- an explicit link between the school and the Church; and
- access to the support and resources offered by the Diocese.

The proposal does identify a potential disadvantage within the same section:

- parents may feel uncomfortable and not wish their child to receive a faith based education and choose an alternative, non-faith based school.

The proposal identifies the following disadvantages should the proposal not go ahead:

- the existing relationship with the Diocese will not be enhanced and strengthened; and
- the faith option for pupils from St Asaph VP Infants school will be disrupted.

- **Managed any risks associated with the proposals?**

The proposer has appropriately identified the risk that parents may not wish their children to continue their education in a faith school on leaving St Asaph VP Infants school. However, they have not managed that risk with sufficient rigour with regards its possible impact on surplus places and travel arrangements.

- **Considered suitable alternatives and given good reasons as to why these have been discounted?**

The proposers have focused on only the one option and it seems reasonable that they have done so.

- **Considered the impact of the changes on learner travel arrangements and on accessibility of provision?**

The proposer notes that the change in status from a community school to a church school could have an impact on home to school travel entitlement. Currently the authority pays the cost of transporting four Ysgol Esgob Morgan pupils. However, they are reviewing its policy with regards to the provision of free home to school travel for faith schools and it is not possible to predict the outcome of this review.

The proposers do not clearly show that they have considered the impact of the changes on learner travel arrangements for those that may leave the school due to its new faith school nature.

- **Effectively shown how surplus places will be affected? If surplus places will be increased, has the proposer give adequate reasons for this?**

The proposers have not effectively shown how surplus places will be affected. While they hope that the existing pupils of Ysgol Esgob Morgan will continue to attend the proposed new VC School, they acknowledge that it is possible that some parents may choose to send their children elsewhere.

At present it seems that they have little knowledge of the possible numbers of pupils who may leave should the proposal go ahead. They have included a list of four possible schools within 3.3 miles of the school that parents could consider moving their children to. However, only one of these schools has surplus places available and that is limited to five. This reduces the options for parents who do not wish their child to receive an education in a faith school.

- **Where relevant, taken sufficient account of the impact of the proposals on Welsh medium provision within the local authority?**

The proposal is not likely to change the current Welsh medium provision within the local authority. The impact on the Welsh language would be neutral as the language category of the proposed new school and the methods used to promote the Welsh language would remain the same as the current provision.

Educational aspects of the proposal

How well has the proposer:

- **Considered the impact of the proposals on the quality of the outcomes, provision and leadership and management?**

The proposers do not envisage that the proposal is likely to have a significant impact on improving provision or the learning environment as there is likely to be very little changes in the school's staff. The main change will be in the religious character of the school which the proposers argue will strengthen the already strong ethos within Ysgol Esgob Morgan and links with the local church.

The proposer claims that the main impact of becoming a faith school will be improved standards of wellbeing. However the proposer provides little evidence to support this claim.

- **Considered the likely impact of the proposals to ensure delivery of the full curriculum at key stage 2?**

The proposal clearly states that the staffing requirements would remain the same and all employees will receive letters to confirm their employment has transferred from the community school to the new VC school. It is reasonable to assume that there will be little or no change to the present delivery of the full curriculum at key stage 2.

- **Considered the impact of the proposals on vulnerable groups, including children with Special Educational Needs?**

The proposer has not specifically mentioned the impact of the proposals on vulnerable groups, including children with Special Educational Needs (SEN).

However, it is reasonable to assume that the provision is likely to remain the same.

- **Ensured that the disruption to learners is minimised?**

The proposer has not included clear specific reference to how it will ensure that the disruption to learners is minimised. However, due to the nature of the proposal this is likely to be minimal.

Date: 15 September 2014

Appendix B

Equality Impact Assessment

Equality Impact Assessment

**Proposals to re-designate Ysgol Esgob Morgan as a Voluntary
Controlled Faith School**

04 November 2014

Proposals to re-designate Ysgol Esgob Morgan as a Voluntary Controlled Faith School

Contact: Paul Greatbatch, Modernising Education Team

Updated: 04/11/2014

1. What type of proposal/decision is being assessed?

A project proposal.

2. What is the purpose of this proposal/decision, and what change (to staff or the community) will occur as a result of its implementation?

To change the status of Ysgol Esgob Morgan from a community school to a voluntary church school in partnership with the Church in Wales Diocese of St Asaph. The school will have a much closer relationship with the Diocese. The Diocese and the school already have a close relationship and so to that extent, very little will change for the school and/or the local community.

3. Does this proposal/decision require an equality impact assessment? If no, please explain why.

Please note: if the proposal will have an impact on people (staff or the community) then an equality impact assessment **must** be undertaken

Yes

<If no, briefly summarise the reasons for this decision here, and skip ahead to the declaration at the end>

4. Please provide a summary of the steps taken, and the information used, to carry out this assessment, including any engagement undertaken

(Please refer to section 1 in the toolkit for guidance)

- Consultation document (standard and children friendly) circulated to all relevant stakeholders
- Questionnaire circulated to relevant stakeholders and an online survey prepared for people to complete
- Meetings held with the School Council, Staff, Governors and Parents of Ysgol

Esgob Morgan to take views and opinions

- The outcome of the consultation will be summarised into a consultation report, a draft of which will be presented to DCC's Cabinet of elected members and St Asaph Diocesan Board of Statutory Education for them to consider
- The consultation report will be published on the DCC and Diocesan websites and a link to the web page will be sent to certain relevant stakeholders.

5. Will this proposal/decision have a positive impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation)?

(Please refer to section 1 in the toolkit for a description of the protection characteristics)

Religion is a protected characteristic and the Proposals, if implemented, will result in there being a Church in Wales junior school to which children at the nearby St Asaph VP Infants can go when at the appropriate age. It should be noted that a high percentage (an average of 88%) of year 2 pupils made the transition over the past three years. However, if the Proposals are implemented, the junior school will have the same faith ethos as the infants school.

Not belonging to or believing in any religion or holding a belief that is not religious is also a protected characteristic. Accordingly, those people who would rather not send their children to a faith school will be negatively impacted by the Proposals.

6. Will this proposal/decision have a disproportionate negative impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation)?

It is possible that people within the local community, whose beliefs do not include the Anglican faith, may feel that their interests are being prejudiced. A formal consultation into the Proposals was carried out from 8 September to 21 October 2014. Some of the consultation respondents have expressed the view that education should be secular. However, given that only 11 respondents (24%) made this point, it is not considered that the Proposals will have a disproportionate negative impact on people with such beliefs. Also, the 2001 Census reported that 78% of Denbighshire residents said they were Christians (higher than the Welsh national average of 72%). Only 13.4% of residents said they had no religion.

7. Has the proposal/decision been amended to eliminate or reduce any potential disproportionate negative impact? If no, please explain why.

No	There is no such impact.
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8. Have you identified any further actions to address and/or monitor any potential negative impact(s)?

Yes	Should the Proposals be approved for publication by way of statutory notice, any objections received will be properly considered by DCC and reported to the Cabinet of elected members before any decision to determine the Proposals is reached. Also the impact of the Proposals will be reviewed with the headteacher following any implementation.
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Action(s)	Owner	By when?
Report Objections to Cabinet	Paul Greatbatch	Undefined
Review impact with the headteacher should the Proposals be implemented	Paul Greatbatch	Undefined

9. Declaration

Every reasonable effort has been made to eliminate or reduce any potential disproportionate impact on people sharing protected characteristics. The actual impact of the proposal/decision will be reviewed at the appropriate stage.

Review Date:	04.11.14
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Name of Lead Officer for Equality Impact Assessment	Date
Paul Greatbatch	04.11.14

Please note you will be required to publish the outcome of the equality impact assessment if you identify a substantial likely impact.