



# Consultation Document

On the proposal to increase Welsh medium secondary school places in the Vale of Glamorgan by expanding Ysgol Gymraeg Bro Morgannwg on its current site from 1361 places to 1660 places.

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## Introduction

**On 06 June 2016, the Vale of Glamorgan Cabinet resolved to consult on an ambitious proposal to expand Welsh Medium provision by increasing the number of Welsh medium secondary education places in the Vale of Glamorgan.**

This consultation is an opportunity for you to learn about the proposal. It is your chance to ask questions and make comments that will be considered when the Council decides how to proceed.

This document explains the Council's proposal to:

- increase the number of Welsh medium secondary school places in the Vale of Glamorgan by expanding Ysgol Gymraeg Bro Morgannwg on its current site from 1361 to 1660 places.

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

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

The Council is consulting with the following groups:

Staff (teaching and non-teaching) at Ysgol Gymraeg Bro Morgannwg	Governing Body and Parents / Carers of children attending Ysgol Gymraeg Bro Morgannwg
Governing Body and Parents/Carers of children attending the feeder primary schools of Ysgol Gymraeg Bro Morgannwg	Children attending the feeder schools of Ysgol Gymraeg Bro Morgannwg
Pupils attending Ysgol Gymraeg Bro Morgannwg	Vale of Glamorgan Early Years Development and Childcare Partnership (EYDCP)
Vale of Glamorgan Children and Young People's Programme Board	Community/Town Councils
Communities First Partnership	Assembly Members (AM's)/ Members of Parliament (MP's) / Regional Assembly Members
Local Councillors	Rhieni dros Addysg Gymraeg (RHAG)
Welsh Language Commissioner	Trade Unions
Neighbouring Primary and Secondary schools in the Vale of Glamorgan	Directors of Education – All Neighbouring Authorities
Central South Consortium Joint Education Service	Further and Higher Education Institutions
Estyn	Welsh Government Ministers
Local Police and Crime Commissioner	Diocesan Directors of Education
Council's Transportation Department	Vale of Glamorgan Youth Forum and Youth Cabinet

Table 1 List of Groups to Consult as Part of the Consultation Process

## Explanation of terms used in this document

**Admissions Number** – All maintained schools must admit pupils up to at least their published admission number. The admission number is the number of places available in each year group

**'ALN'** – Additional Learning Needs

**Amalgamation** – The process of combining or uniting a number of schools into one school.

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

**Community Schools** - a state primary or secondary school for which a local education authority has staffing, premises, and admissions responsibilities.

**Determine** – when the Council's Cabinet makes its final decision on any proposal, it is said that the proposal has been "**Determined**".

**'EAL'** – English as an Additional Language.

**'EIA'** – An Equality Impact Assessment [EIA] is a process designed to ensure that a policy, project or scheme does not discriminate against any disadvantaged or vulnerable people.

**Equality Act (2010)** - The **[Equality Act]** protects from various forms of discrimination relating to disability, and also discrimination and harassment. Direct discrimination is when people are treated less favourably than another person because of your disability.

**'FSM'** – Free School Meals

**Key Stage** - The school curriculum is divided into five Key Stages that children are taken through during their school life. Primary education includes the foundation phase (5-7) and Key Stage 2 (7-11). When children move into secondary education they work with Key Stages 3 and 4. Key Stage 4 is run across the two years of GCSE in years 10 and 11. Key Stage 5 runs across the two years of education for pupils aged 16-18, or at sixth form.

**'LA'** – Local Authority which means the Vale of Glamorgan Council.

**'LSA'** – Learning Support Assistant.

**'Number on roll'** – the number of pupils attending a school.

**'PLASC'** – Pupil Level Annual School Census. In January of every year, verified information is collected by schools for submission to the Welsh Government. This includes the number of pupils enrolled in each school, their age groups, home addresses, ethnicity and data on Welsh language, free school meals eligibility, special education needs and first language.

**School Action (SA)** – When a class or subject teacher identifies that a pupil has an additional learning need they provide interventions that are additional to or different from those provided as part of the school’s usual curriculum.

**School Action Plus (SA+)** - When a class or subject teacher and the ALN Co-ordinator are provided with advice or support from outside specialists, so that alternative interventions additional or different to those provided for the pupil through School Action can be put in place.

**‘SRB’** – Specialist Resource Base for children with special educational needs.

**Statemented** – A child has a Statement of Additional Learning Need (ALN) if he or she has learning difficulties which require special educational provision to be made to him or her. A learning difficulty means that the child has significantly greater difficulty in learning than most children of the same age or that the child has a disability that needs different educational facilities from those that the school generally provides for children.

**Statutory Notice** – A statutory notice is the formal publication of a finalised proposal, if approved by the Council’s Cabinet and will only be considered once they have received all the responses from the consultation process. This is a legal requirement as outlined in the School Organisation Code 2013.

**Involving primary and secondary school aged children and young people – their views are important**

The Council firmly believes that the pupils who attend Ysgol Gymraeg Bro Morgannwg, as well as children from the six Welsh medium feeder schools, should be given the opportunity to make their views known about this proposal.

A workshop for primary age pupils has been designed to gather their views on the proposals. The workshops will be appropriate to the children’s age group and will be conducted through the medium of Welsh. As it will be impractical for all children to attend the workshop, representatives will attend from each school. Children who are not able to attend will also be asked for their point of view through an age appropriate questionnaire that can be completed during school time between 20 June and 01 August 2016.

A second workshop will be held with the School Council of Ysgol Gymraeg Bro Morgannwg. A further lunchtime drop-in session will be arranged so that the young people attending the school can ask any additional questions that they may have about the proposal. Pupils will be asked to complete either a hard copy or an online version of a consultation response form which will be appropriate to their age.

The online response form will be available to all secondary school pupils and a link to this will be available from 20 June until 01 August 2016. The response form will be accessible via the school’s and the Vale of Glamorgan’s websites.

A workshop will be held with the Vale of Glamorgan Youth Forum and Youth Cabinet.

The information gathered at these workshops will be included in the final consultation report. This report is an important part of the consultation process and will be submitted to the Council’s Cabinet for consideration following the consultation period.

<b>Nature of consultation</b>	<b>Date/Time</b>	<b>School(s) / Organisations involved:</b>
Drop-in Session	Tuesday 05 July 2016, 12 pm – 1pm	Ysgol Gymraeg Bro Morgannwg
Workshop – Ysgol Gymraeg Bro Morgannwg	Tuesday 05 July 2016, 1:05 pm – 2:00 pm	Ysgol Gymraeg Bro Morgannwg School Council
Workshop – Welsh medium primary pupils	Wednesday, 13 July 2016 at 1:30 pm – Ysgol Iolo Morgannwg	Ysgol Gwaun Y Nant Ysgol Iolo Morgannwg Ysgol Gymraeg Dewi Sant
Workshop – Welsh medium primary pupils	Friday, 15 July 2016 at 1:30 pm – Ysgol Sant Curig	Ysgol Gymraeg Bro Morgannwg Ysgol Gymraeg Pen y Garth Ysgol Sant Baruc Ysgol Sant Curig
Workshop	Prior to the 26 June 2016 Youth Cabinet meeting	The Vale of Glamorgan Youth Forum and Youth Cabinet.

Table 2 - Consultation Workshop and Drop-in Sessions

### **Involving parents, governors and staff - how you can find out more and give your views**

Parents and carers of pupils at Ysgol Gymraeg Bro Morgannwg and parents of pupils attending any of the six Welsh medium feeder schools are invited to attend either of the two drop-in sessions.

Drop-in sessions have been arranged where you can ask any questions about the proposal. These have been arranged to take place over several hours so that you can drop-in at a time that suits you.

We will always ask that you complete a consultation response form, as we can only accept views in writing.

The dates and venues for the drop-in sessions will be displayed by schools via their website and information will also be made available on the Vale of Glamorgan website and via social media feeds.

We have also arranged meetings for the staff and governing body of Ysgol Gymraeg Bro Morgannwg.

This document and further supporting information can also be found on the Vale of Glamorgan website: [www.valeofglamorgan.gov.uk/Welshmediumexpansion](http://www.valeofglamorgan.gov.uk/Welshmediumexpansion)

Links to this document can be found on social media through the Vale of Glamorgan Council Twitter feed and via the Vale of Glamorgan Council Facebook page.

Details of the consultation meeting dates are given below:

Nature of consultation	Date/Time	Venue
Staff Meeting	Wednesday 06 July at 3:30 pm	Ysgol Gymraeg Bro Morgannwg Secondary department
Governors' meeting	Wednesday 06 July at 6:00 pm	Ysgol Gymraeg Bro Morgannwg Secondary department
Parents' drop in session 1	Wednesday 13 July 3.30 pm to 6.30 pm	Ysgol Gymraeg Bro Morgannwg Secondary department
Parents' drop in session 2	Thursday 14 July – 3.30 pm to 6.30 pm	Ysgol Gymraeg Bro Morgannwg Secondary department

Table 3 - Staff, Governor and Parents meetings

## Your views matter

The consultation period will run from **20 June 2016 to 1 August 2016**. You can respond to our proposal at any time during this period.

Your views are important to us, and there are a number of ways that you can let us know:

- Complete the on line response form at [www.valeofglamorgan.gov.uk/Welshmediumexpansion](http://www.valeofglamorgan.gov.uk/Welshmediumexpansion)
- Attend one of the drop-in sessions and speak to us in person. This is a good way to be able to get answers to any questions you may have about the proposal. We will still ask that you complete a consultation response form, as we can only accept views in writing
- Complete and return the consultation response form to the address given at the bottom of the form at the end of this document and send to:

Freepost RTGU-JGBH-YYJZ  
Consultation  
Corporate and Customer Services  
The Vale of Glamorgan Council  
Civic Offices  
Holton Road  
BARRY  
CF63 4RU

All responses given to us in writing, using the online or enclosed consultation response form, will be considered by the Council's Cabinet before it decides whether or not to publish a statutory notice about the proposal.

Responses received from consultees who are opposed to the proposal, although considered as part of the consultation report, will not be treated as statutory objections. A statutory objection would form part of the statutory notice period, if it is approved as the next stage, by the Council's Cabinet.

If you wish to object to the notice at the next stage of the process, should it proceed, you will need to do so in writing during the statutory objection period. These key dates are outlined in the Statutory Process Timetable on page 28.

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

The closing date for responses to this consultation is **1 August 2016**. Unfortunately responses received after this date cannot be considered by the Council.

## Background to the Proposal

In March 2014, the Council's Cabinet considered a report about the projected shortfall in the number of Welsh medium secondary school places by September 2020. They requested that work be carried out to ensure that pupils attending from the Welsh medium primary schools could be accommodated in the secondary phase of education in the future.

At the time it was decided that the project to expand Welsh medium secondary places should be coordinated with the project to transform English-medium secondary schooling in Barry.

In September 2015 Ysgol Gymraeg Nant Talwg and Ysgol Gyfun Bro Morgannwg amalgamated to become an all through 3-19 Welsh medium school: Ysgol Gymraeg Bro Morgannwg.

A consultation exercise was undertaken in May 2015 about proposals for a programme of transformation for secondary education for both English and Welsh medium pupils.

The outcome of the consultation was included in a Consultation report which was reviewed by the Council's Cabinet on 05 October 2015.

In light of the opposition to key aspects of the proposals, Cabinet agreed not to progress further but to establish an Advisory Board to review the options, and asked the board to look at the option of establishing two mixed sex English medium secondary schools as well as addressing the need to expand Welsh medium secondary school places.

Unlike the initial re-organisation proposal, the two proposals are not interlinked and can progress separately. It is therefore appropriate to carry out separate statutory processes. Consulting on two separate proposals is more straightforward than consulting on a single, more complex proposal and ensures that groups of stakeholders are being consulted on those issues which are most relevant to them.

A series of focus groups with pupils and teachers from the two English-medium secondary schools in Barry and Ysgol Gymraeg Bro Morgannwg were held in the spring of 2016. A parent and community survey was completed by parents of the three schools as well as the parents / guardians from the feeder schools linked to the secondary schools. Members of the public also responded to the survey.

This new proposal is the outcome of the detailed work of the Advisory Board and the feedback given from the focus groups and the parent and community survey undertaken in March 2016. It outlines the proposal for the expansion of Welsh medium secondary facilities and includes all other options that were considered. The reasons why the Council



believe that this is the best way forward for Welsh medium secondary education in the Vale of Glamorgan are also included in this document.

## **The Proposal**

The Council proposes to increase Welsh medium secondary school places in the Vale of Glamorgan by expanding Ysgol Gymraeg Bro Morgannwg on its current site to accommodate future demand. The Council proposes to invest approximately £19 million in an ambitious programme of refurbishment and new buildings. The proposed investment includes funding from the Welsh Government's 21<sup>st</sup> Century Schools programme. Through this proposal, together with the significant capital investment at Ysgol Gymraeg Bro Morgannwg, the Council will ensure that it meets its legal duty to provide school capacity to meet the future demand for Welsh medium secondary school places in the Vale of Glamorgan.

This proposal will:

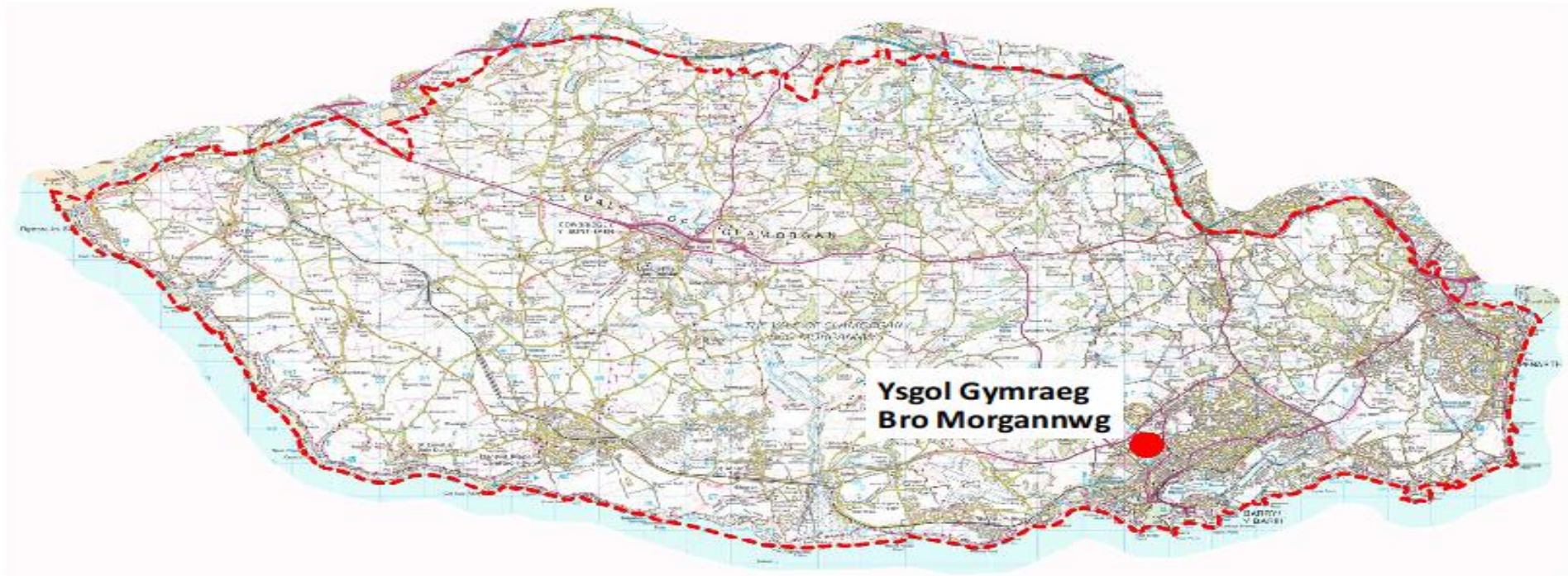
- expand Ysgol Gymraeg Bro Morgannwg from 1361 places to 1660 places from September 2020 to meet the increased demand for places.
- subject to Welsh Government funding, a programme of refurbishment and new building will commence in 2019 to ensure that the new campus can meet the forecasted additional demand.

This proposal has been developed based on an assumption that funding to invest in the school buildings will be provided by both the Council and Welsh Government. If in due course funding is not available from Welsh Government, it may not be possible to fulfil all of the building and refurbishment projects that we wish to achieve. In these circumstances, it will be necessary to review the investment options with our main priority being to provide the additional facilities required to meet the needs of the additional pupils.

# CATCHMENT AREA MAPS

Secondary Department

## Dalgylch Ysgol Gymraeg Bro Morgannwg / Ysgol Gymraeg Bro Morgannwg catchment area



 Dalgylch ysgol /  
School catchment area

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# Dalgylch Ysgol Gymraeg Bro Morgannwg / Ysgol Gymraeg Bro Morgannwg catchment area





## Schools serving the area at present

Welsh medium secondary school education in the Vale of Glamorgan is currently provided by:

- Ysgol Gymraeg Bro Morgannwg for boys and girls aged 3-19 years – a Welsh medium community school providing both primary and secondary education.

Ysgol Gymraeg Nant Talwg and Ysgol Gyfun Bro Morgannwg were federated in September 2012 under a single governing body and Headteacher. Following the publication of a statutory notice to amalgamate the schools, the Council's Cabinet agreed that the two schools should amalgamate from September 2015. These schools are considered together throughout this document.

Other Welsh medium schools that feed into Ysgol Gymraeg Bro Morgannwg are:

- Ysgol Sant Baruc
- Ysgol Sant Curig
- Ysgol Gymraeg Dewi Sant
- Ysgol Iolo Morganwg
- Ysgol Gwaun Y Nant
- Ysgol Gymraeg Pen Y Garth

English medium secondary school education in Barry is currently provided by:

- Barry Comprehensive for boys aged 11-18 years, with a mixed 6th form – English medium community school
- Bryn Hafren Comprehensive for girls aged 11-18 years, with a mixed 6th form – English medium community school
- St Richard Gwyn R.C. for boys and girls aged 11-16 years – English medium voluntary aided school

Only Welsh medium secondary education provision is being consulted upon as part of this proposal.

## Why are we proposing the changes?

Since 2011 the Vale of Glamorgan has established two new Welsh medium primary schools and extended two other Welsh medium primary schools.

These schools are:

- Ysgol Dewi Sant – LLantwit Major (established 2011, new building opened 2015)
- Ysgol Gymraeg Bro Morgannwg (primary) – Barry (established 2011, new building opened 2014)

- Ysgol Gymraeg Pen y Garth – Penarth (increase in capacity to 420 places from September 2011).
- Ysgol Gwaun Y Nant – Barry (increase in capacity to 420 from November 2015).

The current number of secondary pupils attending the school, as identified in the Pupil Level Annual School Census (PLASC) in January 2016, is 835 pupils. There is a surplus capacity of 316 secondary age pupil places (27.45%). However, due to the predicted rise in pupil numbers feeding through from the primary sector, there will be too few secondary places to accommodate the additional pupil numbers from 2020 onwards. Therefore, there is a need to expand the capacity of the secondary pupil places from 1151 to 1450 places by 2020 to ensure that these pupils are able to attend the local Welsh medium all through school in the future.

At present the school can admit 169 children into year 7 each year, including the primary age children already on roll. This proposal would increase the number to 240 each year from September 2018. The number of sixth form places would increase to 250.

The buildings that house the secondary age pupils on the Ysgol Gymraeg Bro Morgannwg campus will not be able to accommodate the additional pupils. Additional buildings and the refurbishment of existing facilities will be needed to ensure that the Council is providing the best possible learning environment for pupils attending the school.

It is anticipated that the Welsh Government will provide at least 50% of the funding to improve school buildings through its 21<sup>st</sup> Century Schools investment programme. We are already starting to prepare plans for the second phase of this programme, known as Band B. It will be important in due course for the school to benefit from this investment to improve the learning environment and increase the capacity of the school. By preparing a clear vision to increase and improve facilities for Welsh-medium secondary education, the Council will be best placed to access Band B grant funding to provide the right number of pupil places, to support the continued attainment of high standards of learning and to provide buildings that support the increased needs for teaching for additional pupil numbers.

## Information about the schools

General School Information								
School	Type of school	Language category	School Department	Admission number	School capacity	Number on roll	Age range	Part – time nursery places
Ysgol Gymraeg Bro Morgannwg	3 to 19 Community	Welsh Medium	Primary	30	150**	135	3 - 19	52
			Secondary	189	1151	835		

Table 4 - Capacity Information – PLASC date as at 12 January 2016

\*\*Current department capacity, rising to 210 from September 2017

The current number of pupils on roll at the school is:

School	Current Numbers				
	School Department	School capacity	Number on roll	Surplus places	% of Surplus places
Ysgol Gymraeg Bro Morgannwg	Primary	150**	135	15	10%
	Secondary	1,151	835	316	27.45%

Table 5 - PLASC Date as at 12 January 2016

\*\*Current department capacity, rising to 210 from September 2017

The table above shows that there is 27.45% surplus capacity for secondary age pupils. In 2015/16 more than a quarter of places remain unfilled.

## Future demand for places

The following table provides the recent number on roll data, and projected number on roll data, including new housing developments, up to and including the academic year 2024/25.

Recent number on roll data, and projected number on roll data for all schools																
	Current School Capacity	January 2011	January 2012	January 2013	January 2014	January 2015	January 2016	2016/17 Projection	2017/18 Projection	2018/19 Projections	2019/20 Projections	2020/21 Projections	2021/22 Projections	2022/23 Projections	2023/24 Projections	2024/25 Projections
Primary	150 rising to 210 by 2017	0	18	55	82	110	135	165	195	204	206	207	207	210	210	210
Secondary	1,151	856	832	813	806	819	835	875	940	1022	1122	1217	1273	1313	1347	1366
Welsh medium campus total	1,271 rising to 1,361 by 2017	856	850	868	888	929	970	1040	1135	1226	1328	1424	1480	1523	1557	1576

Table 6 - Recent and project number on roll.

By September 2020, the need for Welsh medium secondary school places is expected to exceed the current places available. The number of Welsh medium secondary school places required will have increased to 1,217 places and will steadily increase, with larger cohorts coming up from the primary schools up to 2025.

Future demand for year 7 places											
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	
Year 7 demand	163	173	194	228	234	226	222	228	233	226	

Table 7 – Anticipated demand for Year 7 entry

It is predicted that the demand for Welsh medium secondary school places will continue to grow so that by the autumn term of 2025 more than 1,366 young people will require a secondary place at Ysgol Gymraeg Bro Morgannwg. However, there is limited space across the current secondary department buildings to accommodate this increase.

Beyond 2025, the demand for Welsh medium secondary school places will continue to increase as pupils from the primary sector continue to feed into the school. It is anticipated that up to a total of 1660 pupil places will be required if all of the current Welsh medium primary schools continue at the current rate of demand for places and all of these pupils transfer to the secondary school. However if pupil numbers increase further any master planning of the site will allow for additional accommodation and infrastructure to be developed on the campus.

### **Current performance**

The Council works closely with the governing body of the school to ensure that standards across all key stages are high, that teaching and learning is good and that leadership and governance is strong. The Council works closely with two organisations in order to monitor the performance of schools and to support school improvement.

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

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

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

For Estyn inspections carried out before 2010, there were 7 key questions for which the following grades could be awarded:

- Grade 1 – Good with outstanding features
- Grade 2 – Good features with no significant shortcomings
- Grade 3 – Good features outweigh shortcomings
- Grade 4 – Some good features, but shortcomings in important areas
- Grade 5 – many important shortcomings

In 2010 a new common inspection framework was introduced. During each school inspection, inspectors aim to answer three key questions:

- Key Question 1: How good are the outcomes?
- Key Question 2: How good is provision?
- Key Question 3: How good are leadership and management?



Inspectors also provide an overall judgement on the school's current performance and on its prospects for improvement. In these evaluations, inspectors use a four-point scale:

Judgement	What the judgement means
Excellent	Many strengths, including significant examples of sector-leading practice
Good	Many strengths and no important areas requiring significant improvement
Adequate	Strengths outweigh areas for improvement
Unsatisfactory	Important areas for improvement outweigh strengths

Table 8 - Estyn Inspection Criteria

Ysgol Gyfun Bro Morgannwg (as it was called in 2008) was inspected under the earlier inspection framework on 17 November 2008. It was judged to be a very good school with many outstanding features. Teaching was judged to be outstanding. The quality of relationships between teachers and pupils was considered exceptional. Pupil attainment at key stage 4 (GCSE award) was graded as strong.

GCSE performance is in the two upper quarters compared with other similar schools in Wales. In 2015, 68% of all children achieved 5 GCSE's (including Welsh and mathematics) at A\*- C grades. This is above the Vale of Glamorgan average of 64.94% and the Welsh Average of 57.95%.

The primary department has not yet received an Estyn inspection. The latest inspection report for Ysgol Gyfun Bro Morgannwg can be found at [www.estyn.gov.wales/provider/6734066](http://www.estyn.gov.wales/provider/6734066)

### Welsh Government categorisation of schools

In 2014 Welsh Government introduced a new categorisation system that considered each school's standards alongside the school's capacity to improve so as to understand the level of support that organisations such as the CSCJES needed to give each school in order that they achieve their targets.

The categorisation system is described below:

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

Table 9 – CSCJES Improvement Criteria 2016

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

with one being the highest grouping for standards and A being the highest for improvement capacity.

For further information about the new categorisation scheme, please see Welsh Government's parents' guide to the National School Categorisation System:  
<http://gov.wales/docs/dcells/publications/150119-parents-guide-en.pdf>

School	Standards Grade	Improvement Capacity	Overall Category
Ysgol Gymraeg Bro Morgannwg	2	B	Yellow

Table 10 - Standards and Improvement Categories - January 2016

## The intended impact on education outcomes

The intension of the proposal is to maintain the momentum of improvement at the school. There will be no impact on the school to deliver the full curriculum at the foundation phase and for each key stage of education.

### Standards

The Council's clear ambition is that all children who wish to be taught through the medium of Welsh in the Vale of Glamorgan achieve educational outcomes that are the best in Wales. This proposal will help deliver that ambition. The results of external examination results will continue to exceed those in other similar schools in Wales and students will continue to make successful applications to University. National categorisation will continue to rate the school as yellow or green categorisation and Estyn will judge the new school as good or excellent.

Careful planning for the construction of the new school buildings and refurbishment of existing buildings will seek to mitigate the impact of disruption on educational standards, especially during key examination periods.

### Provision

In order to provide sufficient capacity to meet the demand for additional Welsh medium places for children of secondary school age, Ysgol Gymraeg Bro Morgannwg would need to increase its pupil capacity from 1361 places to 1660 places.

There will be no requirement to extend primary provision as the school was built to accommodate 210 children which is satisfactory for its catchment need. The school currently has children in year groups up to year 4, and is expected to have children in all year groups from 2017/18.

### Leadership and governance

- The leadership of Ysgol Gymraeg Bro Morgannwg will remain strong and will continue to deliver its rigorous, whole school approach to implementing new initiatives and improvement planning in light of the All Wales recommendations outlined in the Donaldson Report, Successful Futures (2015).

- The school would continue the work of leading Welsh medium schools acting as a hub for the Welsh language, supporting teachers and practitioners in English-medium schools.
- Careful planning will take place to ensure that any proposed construction will be scheduled as much as possible during school holiday periods. Continuing consultation and partnership will take place between the school and the Council to avoid any risk of distraction or disruption to the day-to-day running of the school, especially during key exam periods.

### The condition of school buildings and facilities

The Council has a duty to provide the best possible facilities for the young people in the Vale to support their learning. Every four years the Council undertakes a condition survey of all the schools across the Vale of Glamorgan. The latest survey of the school was undertaken in the autumn of 2014. The primary accommodation did not require a survey as it was new in September 2014.

A condition survey involves a visual assessment of all exposed parts of the buildings to identify significant defects and items of disrepair.

School	Type of school	Condition of school building	Cost of identified repairs
Ysgol Gymraeg Bro Morgannwg primary	3 to 19 Community Community	Good (highest rating possible)	£0
Ysgol Gymraeg Bro Morgannwg secondary		Satisfactory	£1.092M

Table 11 - Condition Survey Outcomes 2014

The school has recently had significant investment by the Council to repair a large section of the flat felt roof that covered the school kitchens, dining facilities and the technology block.

To bring the school up to a level of satisfactory repair, the overall cost would be £1.092 million or 5.7% of the £19 million investment proposed.

This proposal will not only address the condition of existing buildings but will also build new facilities to support high quality teaching and learning. This is expected to include:

#### **New teaching block:**

A new teaching block would support a more flexible learning environment to facilitate new methods of teaching and the anticipated increase in pupil numbers.

#### **New front entrance/entrance plaza:**

A new, centralised point of entry for visitors, staff and pupils would help ensure visibility and enhance accessibility.

### **3 G Sports pitch:**

This state of the art artificial sports pitch would be used to enhance physical education for pupils, reduce grounds maintenance costs and provide additional facilities for the local community.

### **New access to the site:**

New bus parking and access from Port Road would provide a safer route for school traffic and decrease congestion in the area benefitting both the school and local community.

### **Additional Learning Needs provision:**

Additional capacity within the school to support additional learning needs would ensure that pupils who require additional support can receive this within their local school, where possible, and through the medium of Welsh.

### **Disability access and maintenance upgrades:**

Upgrades to further enhance disability access and investment in essential maintenance of existing buildings will ensure that all school facilities are of 21<sup>st</sup> Century school standard.

### **Additional hall / sports provision:**

Increasing provision for these communal areas will facilitate the increased demand in pupil numbers and allow greater flexibility for large groups of pupils.

### **New and extended parking:**

The school will benefit from additional car parking places for all those utilising and visiting the campus.

We are confident that we will be able to deliver a Welsh medium campus that will meet if not exceed expectations for 21<sup>st</sup> Century education provision.

### **How would other schools be affected?**

The proposal is unlikely to impact on other schools in the local and vale wide area. The primary provision would continue to serve its catchment area. Currently 36% of primary age children attending the school live within the catchment boundary. The number of primary school places will remain the same and are not affected by this proposal. As the school is the only Welsh medium secondary school serving the Vale of Glamorgan area, no other secondary schools in the authority would be affected.

### **How would ALN provision be affected?**

Our aim is to develop the capacity of schools individually and collectively to provide high quality provision for learners with additional learning needs (ALN). By equipping mainstream schools to meet a range of additional learning needs, the majority of pupils can be taught in their local school making education in the Vale of Glamorgan inclusive.

Where this is not possible because of the complexity or degree of additional learning need, provision is made through specialist resource bases or in the most complex cases the special school, Ysgol Y Deri.

The number and nature of pupils with additional learning needs currently attending Ysgol Gymraeg Bro Morgannwg is shown below. This demonstrates a high level of learners with a range of additional learning needs.

<b>ALN Type</b>	<b>SA</b>	<b>SA+</b>	<b>Statemented</b>
ADHD (Attention deficit hyperactivity disorder)	2	3	0
ASD (Autistic Spectrum Disorder)	4	2	2
BESD (Behavioural, emotional and social difficulties)	8	4	0
DYSC (Dyscalculia)	1	0	0
DYSL (Dyslexia)	73	16	1
DYSP (Dyspraxia)	0	2	0
GLD (General Learning Difficulties)	15	3	0
HI (Hearing Impairment)	3	6	0
MLD (Moderate Learning Difficulties)	1	0	0
MSI (Multi-Sensory Impairment)	0	0	0
PMED (Physical and Medical Difficulty)	2	4	0
PMLD (Profound & Multiple Learning Difficulty)	0	0	0
SLD (Severe Learning Difficulty)	0	0	0
SLCD (Speech, Language and Communication Difficulties)	3	6	0
VI (Visual Impairment)	1	3	0
<b>TOTAL:</b>	<b>113</b>	<b>49</b>	<b>3</b>
			<b>165</b>

Table 12 - Pupils with Additional Learning Needs, Ysgol Gymraeg Bro Morgannwg

As an indication of future demand for provision the number and nature of pupils with ALN in feeder primary schools is shown below. This data also indicates a high level of learners with ALN who will feed into Ysgol Gymraeg Bro Morgannwg in future.

<b>ALN Type</b>	<b>SA</b>	<b>SAP</b>	<b>Statemented</b>	
ADHD (Attention Deficit Hyperactivity Disorder)	1	1	0	
ASD (Autistic Spectrum Disorder)	1	5	0	
BESD (Behavioural Emotional and Social Difficulties)	20	9	0	
DYSC (Dyscalculia)	1	0	0	
DYSL (Dyslexia)	41	25	0	
DYSP (Dyspraxia)	3	0	0	
GLD (General Learning Difficulties)	63	6	0	
HI (Hearing Impairment)	2	2	0	
MLD (Moderate Learning Difficulties)	10	2	0	
MSI (Multi-Sensory Impairment)	0	0	0	
PMED (Physical and Medical Difficulty)	5	5	1	
PMLD (Profound and Multiple Learning Difficulties)	0	0	0	
SLD (Severe Learning Difficulty)	0	0	0	
SLCD (Speech, Language and Communication Difficulties)	13	8	0	
VI (Visual Impairment)	0	0	0	
<b>TOTAL:</b>	<b>160</b>	<b>63</b>	<b>1</b>	<b>224</b>

Table 13 - ALN potential future support

In order to meet the future needs of pupils with ALN effectively, consideration will be given to developing primary and secondary specialist resource bases as part of the school. This will require the following:

- provision of a base room, a number of “break out” areas and designated outside space for pupils with ASD and a range of ALN
- specialist staffing within the resource base to deliver a modified curriculum and support pupils in mainstream classes as appropriate.

The specialist resource bases will become “centres of excellence” for ALN. In addition to ensuring appropriate provision and support for children and young people with ALN through the medium of Welsh they will also provide an outreach service and training to other Welsh medium schools in the Vale of Glamorgan.

This will build the capacity of all Welsh medium schools to meet the needs of pupils with ALN and further support effective inclusion.

## What are the advantages of this proposal?

The proposal is considered to have the following educational benefits for Welsh medium education provision compared to the benefits of the other options considered (see page 24):

- it would ensure that there is a sustainable balance between the supply and demand for secondary school places to support the expansion of Welsh medium secondary education in the Vale of Glamorgan
- it would provide increased and improved facilities for Ysgol Gymraeg Bro Morgannwg in new and remodelled school buildings to more effectively support the development of 3-19 all through education and provide an enhanced learning environment
- an expanded school will provide a wide range of learning opportunities for students
- it would provide an enhanced learning environment that supports and challenges individual children to succeed including those with additional learning needs
- it would increase the level of community access to school facilities
- an expanded school will provide more employment and development opportunities for staff
- it would provide a cost effective solution costing approximately £19 million that enhances the delivery of Welsh-medium secondary education.

## What are the potential disadvantages of this proposal?

The following are the potential disadvantages of the proposal:

- potential increased traffic congestion around the school sites at drop off/pick up times. However, the Council would work with the Governing Body of the school to develop a Travel Plan to minimise any potential disruption. New bus parking and access from Port Road will be considered as well as new and extended parking facilities
- changes to any existing buildings and any new buildings may cause some disruption however experience shows that this can be kept to a minimum and children's education does not suffer.
- expanding on an already constrained school site.

## Risks associated with the proposal

In order to achieve a target date of September 2020 for the delivery of the extended facilities, construction work on the campus needs to start in 2019. This would mean that the Council would need to start investing in the project before any formal Welsh Government funding has been received.

These proposals have been developed based on an assumption that funding to invest in the school buildings will be provided by both the Council and Welsh Government. If in due



course funding is not available from Welsh Government, it may not be possible to fulfil the full ambitions of the project. In these circumstances, it would be necessary to review the investment options for the delivering of the scheme and to prioritise the work to be carried out to increase the capacity of the school.

## Alternatives considered

The reason why we are consulting you is the recognised need to increase Welsh medium secondary places. Two options were considered and discounted, including:

### 1. Moving Ysgol Gymraeg Bro Morgannwg to the campus of Bryn Hafren Comprehensive School.

This was the preferred option in the 2015 consultation exercise and was not supported by consultees. Although the campus at Bryn Hafren would provide enough space to be able to support the expansion of Welsh-medium secondary education, the potential disruption to English medium pupils was not supported. Some parents of primary pupils had also raised concerns about longer routes to school. The Council have therefore discounted this option.

### 2. Status Quo

An alternative would be to keep Ysgol Gymraeg Bro Morgannwg as it is with the Council undertaking the condition survey work required alongside other schools across the Vale of Glamorgan. However, the Council could not recommend this option as it would not solve our statutory duty to meet the need of the increasing demand for Welsh-medium secondary school places that is being forecasted.

The advantages and disadvantages of the preferred option - to extend facilities on the current campus - are outlined on page 23. This option causes the minimum of disruption to all secondary schools across Barry and is the most cost effective solution to be able to provide parents and pupils with sufficient Welsh medium secondary school places.

## Admissions and catchment area arrangements

Admission arrangements for the school will remain unchanged as a result of these proposals.

Parental preference for Welsh medium education will be managed through the Council's school admissions process as it is at present and the catchment areas for the school will also remain unchanged.

## Finance – Capital investment

This proposal will mean that significant capital investment will be made in extending the school and developing state of the art facilities to enhance education outcomes. The estimated cost of the project would be approximately £19 million.

As stated on page 19, the project will include refurbishment of existing facilities, a new teaching block, new access points and car parking.



The Council will bid for part of the funding, (expected to be about 50% or £9.6m), through Band B of the Welsh Government's 21st Century Schools Programme. This funding is scheduled to become available in 2019. The Council is committed to meeting its share of the investment.

The Council is preparing for the first stages of this funding programme and is expecting that initial requests for applications to the funding programme will be asked for by the Welsh Government in 2016/17.

In the event that Welsh Government capital funding is not available, the Council would have to review the investment options for the delivering of the scheme and to prioritise the work to be carried out to increase the capacity of the school.

### **Finance – running costs**

The additional revenue costs of the increased pupil numbers expected would be met through the school funding formula which allocates the majority of funding for schools on the basis of pupil numbers. An overall increase in pupil numbers across the Vale would result in an increased Revenue Support Grant from Welsh Government which would be allocated to schools.

The new buildings would be designed using energy saving innovations and materials. This should reduce the costs of running the school.

Larger schools are generally able to secure better value for money through economies of scale.

### **Human Resources matters**

It is envisaged that there will be a positive impact on staffing due to the expansion of the school providing more employment and development opportunities for staff. The Council will continue to support the governors, the Headteacher and staff at the school where required.

The school will continue to have access to the Vale of Glamorgan Human Resources policies and procedures and the Human Resources service will work closely with governors to ensure regular and clear communication takes place.

Any impact on staffing would be subject to full consultation with staff and the relevant trades unions.

### **Transport matters**

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

## Learner travel arrangements

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

The Council has a statutory duty to provide free school transport for pupils of statutory school age who reside beyond walking distance to the nearest appropriate school.<sup>1</sup> The Council does not provide free school transport for nursery-age children other than those children who have a Statement of Special Educational Needs (SEN).

*"This is defined as more than 2 miles to the nearest suitable school for Primary Pupils and more than 3 miles for Secondary School Pupils. Distances are measured by the nearest available walking route."*<sup>2</sup>

The available safe walking routes to schools used for the assessment of free school transport will not alter as a result of this proposal. There is no impact as a result of this proposal on the available safe walking routes for pupils to access the school.

School transport is not provided for primary children attending the school as the school sits within a 2 mile radius of its catchment boundary from all directions.

Free school transport is currently provided for pupils attending the secondary department who live more than 3 miles from the school and will continue to be provided. Free school transport eligibility will remain unchanged as a result of this proposal.

The Council's school transport policy can be viewed on the Council's website: [http://www.valeofglamorgan.gov.uk/en/working/education\\_and\\_skills/schools/school\\_transport/school\\_transport.aspx](http://www.valeofglamorgan.gov.uk/en/working/education_and_skills/schools/school_transport/school_transport.aspx)

## Impact of the proposal on the Welsh Language

Parental demand for Welsh medium education has been growing across the Vale of Glamorgan since 2007. This increase in demand has been strongest in Barry. The overall number of nursery and primary school places does not alter as a result of the proposal but an increase in secondary school places is required from 2020 to meet forecast demand. The number of Welsh medium secondary school places would increase from 1151 to 1450 and the overall number of places from 1361 to 1660.

The proposal will manage the future demand for Welsh medium secondary school places in the Vale of Glamorgan and have a positive impact on the Welsh language in Barry.

The proposal will provide more flexibility in the school's curriculum and for extended community use. The proposal will provide an opportunity for extended liaison with Mentor Bro Morgannwg to expand the use of the Welsh language in the Vale of Glamorgan by creating opportunities for Vale citizens to use the Welsh language outside school and work.

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<sup>1</sup> Policy For The Provision Of Home To School Transport (Revised February 2010)

<sup>2</sup> The Learner Travel (Wales) Measure 2008

## **Equality Impact Assessment**

An Equality Impact Assessment will be carried out as part of this consultation and will be included in the consultation report.

## **Considering community impact**

The expansion of Ysgol Gymraeg Bro Morgannwg will enhance education in the area without impacting adversely on the community. Wherever possible we will try to avoid any negative impact due to the construction work associated with the proposal. The school offers activities for pupils outside school hours and these activities will continue.

The current facilities available for pupils, the community and parents will not be adversely affected by these proposals.

The full community impact assessment can be viewed via the following link:  
[www.valeofglamorgan.gov.uk/Welshmediumexpansion](http://www.valeofglamorgan.gov.uk/Welshmediumexpansion)

## Key dates

The feedback from this consultation will be collated and summarised and a report presented to the Council's Cabinet. The consultation report will be available for everybody to view on the Council website. Copies can also be obtained on request by using the contact details within this document.

There are a number of further stages that the Council have to go through before a final decision is made by the Council. These stages are set out below:

Statutory Process	Timescale
Issue consultation document	20 June 2016
Closing date for views on the proposals	01 August 2016
Consultation report considered by Cabinet and published on Council website	September 2016
Statutory notice issued during which time formal written objections will be invited	October 2015
Determination by the Council's Cabinet	December 2016
Objection report published within seven days of determination on the Council website and notification of Cabinet's decision	December 2016
Additional year 7 pupils admitted	September 2018
Work begins at Ysgol Gymraeg Bro Morgannwg	2019
Work completed at Ysgol Gymraeg Bro Morgannwg	2021

Table 14 - Timetable for Consultation

**The proposed timetable may be subject to change.**

## **Consultation period**

The consultation period for these proposals starts on 20 June 2016 and ends on 01 August 2016. See page 31 for further details of how to respond and make your views known.

Within 13 weeks of 01 August 2016, a consultation report will be published on the Vale of Glamorgan Council website. Hard copies of the report will also be available on request. The report will summarise the issues raised by consultees during the consultation period and provide the Council's response to these issues. The report will also contain Estyn's view of the proposals.

The Council's Cabinet will consider the consultation report and decide whether or not to proceed with the proposals.

If the Cabinet decides to continue with the proposals the Vale of Glamorgan Council must publish a statutory notice.

## **Statutory Notice**

The statutory notice would be published on the Vale of Glamorgan Council's website and posted at or near the main entrance to the school. Copies of the notice will be made available to Ysgol Gymraeg Bro Morgannwg to distribute to pupils, parents, guardians, governing body and staff members (the school may also distribute the notice by email). The notice will set out the details of the proposals and invite anyone who wishes to object to do so in writing within the period specified.

## **Determination of the proposals**

The Cabinet will determine the proposal. Cabinet may decide to approve, reject or approve the proposals with modifications. In doing so, Cabinet will take into account any statutory objections that it has received.

## **Decision Notification**

Following determination of the proposal all interested parties will be informed of the decision which will be published electronically on the Vale of Glamorgan Council's website.

## Frequently Asked Questions

### **Will there be any change to the admission arrangements be for the school?**

The Vale of Glamorgan Council is the admission authority for the school. Admission arrangements would remain unchanged as a result of the proposal.

### **Will there be any changes to the school catchment areas**

Catchment areas for both primary and secondary age groups will not change.

### **Will the school continue to operate over the existing site?**

The school will continue to operate over the existing site. In 2018, the admission number for secondary places will increase from 169 to 240, and by 2020, this increase in numbers will require additional accommodation to meet future demand.

### **When will the work be undertaken?**

If the proposal is agreed by the Council, it is hoped that we will be able to start the work at the beginning of 2019. At this stage we will not yet have received the backing of Welsh Government as the funding programme will not begin until 2019. We are, however, committed to the expansion of secondary age provision for Welsh medium education. If funding does not get approved by Welsh Government, the Council will review its programme giving priority to expanding the capacity of the school to meet anticipated demand.

### **Will construction work be undertaken during term time?**

The Council will ensure that wherever possible any refurbishment or building work will be scheduled outside of the school day and during holiday periods. There may, on occasion, be a requirement to undertake some work during school hours but this will be kept to a minimum to make sure that the pupils have minimal disruption to their learning. No building work will be undertaken during key exam periods.

### **Will transport continue to be provided for eligible pupils?**

Pupils receiving a free school transport service will continue to do so. Eligibility under the criteria outlined in the School Transport Policy which can be viewed via the following link:

[http://www.valeofglamorgan.gov.uk/en/working/education\\_and\\_skills/schools/school\\_transport/school\\_transport.aspx](http://www.valeofglamorgan.gov.uk/en/working/education_and_skills/schools/school_transport/school_transport.aspx)

**CONSULTATION RESPONSE FORM**  
**(Increasing Welsh Medium Secondary School Places in the Vale of Glamorgan)**

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

- completing the online response form at:  
[www.valeofglamorgan.gov.uk/Welshmediumexpansion](http://www.valeofglamorgan.gov.uk/Welshmediumexpansion) ; or
- answering the consultation questions and adding your points of view on this form

Please return the form to the free post address at the bottom of the form.

**Please note that all comments must contain the full name and full postal address of the person making the comments. No other comments can be accepted.**

**The closing date for responses to this consultation is 01 August 2016.**

**Unfortunately no responses received after this date can be considered by the Council.**

Consultation responses will not be counted as objections to the proposals, although considered by Cabinet when making its decision.

Objections could only be registered following publication of a **statutory notice**.

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

**Your Name:**.....  
**Address:** .....  
 .....  
**Postcode:** .....  
**Email Address:** .....  
**Date:** .....

Please tell us whether you are responding as:

<ol style="list-style-type: none"> <li>1. Parent</li> <li>2. Pupil</li> <li>3. Governor</li> <li>4. Member of Staff</li> <li>5. Local Resident</li> <li>6. Other (please specify)</li> </ol>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<p><b>Current School</b></p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p>
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## CONSULTATION RESPONSE FORM

### (Increasing Welsh Medium Secondary School Places in the Vale of Glamorgan)

#### Questions

1. Do you support the proposal to increase provision for Welsh medium secondary education in the Vale of Glamorgan to meet the increased demand for places?

Yes

No

If you support or do not support the proposal then please explain why.

2. If you would like to suggest any changes or alternatives to the proposal, please detail these below.



Any other comments?

Thank you for your comments

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

Freepost RTGU-JGBH-YYJZ  
Consultation  
Corporate and Customer Services  
The Vale of Glamorgan Council  
Civic Offices  
Holton Road  
BARRY  
CF63 4RU

**Please return this form to the Vale of Glamorgan Council no later than  
Monday 01 August 2016.**

**Notes on Consultation Document**

## Vale of Glamorgan Equality Monitoring Form

<b>Gender and Gender Identity</b>	
What is your gender?	<input type="checkbox"/> Female <input type="checkbox"/> Male
At birth were you described as?	<input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Intersex <input type="checkbox"/> Prefer not to say
<b>Disability</b>	
Are your day-to-day activities limited because of a physical or mental health condition, illness or disability which has lasted, or is expected to last, 12 months or more?	<input type="checkbox"/> Yes – limited a lot <input type="checkbox"/> Yes – limited a little <input type="checkbox"/> No <input type="checkbox"/> Prefer not to say
<b>Age</b>	
What is your date of birth?:	
<b>National Identity</b>	
<b>National Identity – how would you describe your national identity?</b>	
<input type="checkbox"/> Welsh	<input type="checkbox"/> English
<input type="checkbox"/> Scottish	<input type="checkbox"/> Northern Irish
<input type="checkbox"/> British	<input type="checkbox"/> Other (please specify)
<input type="checkbox"/> Prefer not to say	
<b>Ethnic Group</b>	
<b>Ethnicity – how would you describe your ethnic group?</b>	
<b>White</b>	
<input type="checkbox"/> Welsh/English/Scottish/Northern Irish/British	<input type="checkbox"/> Irish
<input type="checkbox"/> Gypsy or Irish Traveller	<input type="checkbox"/> Any other white background (please specify):
<b>Mixed/multiple ethnic groups</b>	
<input type="checkbox"/> White and Black Caribbean	<input type="checkbox"/> White and Black African
<input type="checkbox"/> White and Asian	<input type="checkbox"/> Any other mixed/multiple ethnic background (please specify):
<b>Asian/Asian British</b>	
<input type="checkbox"/> Indian	<input type="checkbox"/> Pakistani
<input type="checkbox"/> Bangladeshi	<input type="checkbox"/> Chinese
<input type="checkbox"/> Any other Asian background (please specify):	
<b>Black/African/Caribbean/Black British</b>	
<input type="checkbox"/> African	<input type="checkbox"/> Caribbean
<input type="checkbox"/> Any other Black/African/Caribbean background (please specify):	
<b>Other ethnic group</b>	
<input type="checkbox"/> Arab	
<input type="checkbox"/> Any other ethnic group (please specify):	
<input type="checkbox"/> Prefer not to say	

<b>Welsh Language</b>				
<b>Please describe your Welsh language ability by ticking the relevant box(es) below.</b>				
	<b>Understand</b>	<b>Speak</b>	<b>Read</b>	<b>Write</b>
None	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Basic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Competent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Good	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fluent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Sexual Identity</b>				
<b>Which of the following options best describes how you think of yourself?</b>				
<input type="checkbox"/> Heterosexual / straight	<input type="checkbox"/> Gay or lesbian	<input type="checkbox"/> Bisexual		
<input type="checkbox"/> Other	<input type="checkbox"/> Prefer not to say			
<b>Religion</b>				
<b>What is your religion?</b>				
<input type="checkbox"/> No religion	<input type="checkbox"/> Christian (all denominations)	<input type="checkbox"/> Buddhist		
<input type="checkbox"/> Hindu	<input type="checkbox"/> Jewish	<input type="checkbox"/> Muslim	<input type="checkbox"/> Sikh	
<input type="checkbox"/> Any other religion (please specify):		<input type="checkbox"/> Prefer not to say		
<b>Pregnancy and Maternity</b>				
Are you currently pregnant or have you been pregnant within the last year?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to say			
Have you taken maternity leave within the past year?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to say			
<b>Marriage and Civil Partnership</b>				
What is your legal marital or same sex civil partnership status?	<input type="checkbox"/> Single, that is never married and never registered in a same sex civil partnership <input type="checkbox"/> Married and living with husband/wife <input type="checkbox"/> Separated but still legally married <input type="checkbox"/> Divorced <input type="checkbox"/> Widowed <input type="checkbox"/> In a registered same-sex civil partnership and living with your partner <input type="checkbox"/> Separated, but still legally in a same-sex civil partnership <input type="checkbox"/> Formerly in a same-sex civil partnership which is now legally dissolved <input type="checkbox"/> Surviving partner from a same-sex civil partnership <input type="checkbox"/> Prefer not to say			