PROVISION OF SECONDARY EDUCATION IN PEMBROKESHIRE

EXECUTIVE SUMMARY

(a) The purpose of this report is to provide Members with an account of the work undertaken since the Extraordinary Council meeting on 7 July 2016 and to seek approval in relation to secondary education provision in Pembrokeshire.

(b) The case for change in the secondary sector remains compelling and one which affects both 11-16 and post 16 sectors; our secondary Headteachers are highlighting the growing challenges they face and these are detailed in this report. Discussions with secondary schools’ headteachers held since the above meeting have resulted in agreement that the current post-16 model in Pembrokeshire is not viable.

(c) The scope of discussions with stakeholders has gone beyond the boundaries of Haverfordwest and those of previous proposals. To this end, meetings with all secondary headteachers have yielded valuable information and an important indication of the challenges they face and the factors which need to be considered in securing future provision. In turn, these issues are highlighted here for consideration by Council.

(d) The appetite for retaining 11-19 secondary provision in Haverfordwest cannot be ignored. Consequently, for Haverfordwest, Members are asked to consider the merits of establishing a new 11-19 school in the town.

(e) The opportunity for utilising Band A of the Council’s 21st Century Schools Programme is highly unlikely. However, it is sensible to establish a strategy for secondary education provision in Haverfordwest based upon the potential to access Band B of the Programme from 2019 onwards, subject of course to approval by Welsh Government.

(f) It should be noted that an approval by Council to establish such provision would require compliance with the School Organisation Code and therefore, statutory consultation.
BACKGROUND

(a) At the Extraordinary meeting held on 7 July 2016, Council considered the response to a notice of motion submitted by Councillor PN Miller and supported by 19 Members of Council, in relation to “21st Century Schools Provision in Haverfordwest”. The response to the Notice of Motion emphasised a compelling case for change predicated on the need to:

i. Improve educational standards for learners;

ii. Ensure an appropriate model for post 16 provision to achieve excellent standards and outcomes for all students and to widen life chances and opportunities they have as they progress towards further or higher education, employment and training;

iii. Extend Additional Learning Needs (ALN) provision to support more effectively our most vulnerable learners;

iv. Address surplus places;

v. Address the condition and suitability of buildings.

(b) The response further emphasised that the key principle of the case for change is to create a model of provision that will most likely enable all Pembrokeshire pupils to achieve their potential. Furthermore, the response provided information on the challenges in maintaining sixth forms in all of Pembrokeshire’s secondary schools and referenced to a meeting held on 24 June 2016 with Members and secondary headteachers.

(c) The report to Council contained four 11-19 options (of the original 74 options considered in total) for Haverfordwest which had been RAG rated by officers to identify their deliverability against a set of draft Evaluation Criteria. The report further noted that it was evident that none of these options provided a satisfactory solution when measured against the evaluation criteria and that it was considered beneficial to undertake engagement with stakeholders across the county in order to determine a new option for consideration by Council.

The decision of Council was as follows:

That this Council task the Education Department to work up proposals for secondary school provision in Haverfordwest, Milford Haven, Pembroke, Tenby and Crymych, and that regard is given to dovetailing this provision with existing proposals for Fishguard and St Davids.

DISCUSSION WITH STAKEHOLDERS

(a) A meeting was held with the Trustees of the Tasker Milward and Picton Charity on 12 July 2016, the agreed notes of which are included as APPENDIX 1. During the meeting, a number of issues were discussed, including:
- Confirmation that Council’s decision on 12 May 2016 was to reject an 11-16 option for Haverfordwest - it was not one to adopt an 11-19 model;
- Confirmation that there is no intention of abandoning the principle of establishing an A Level Centre in collaboration with Pembrokeshire College and that students from the Fishguard and St David’s areas would be accommodated there as planned, subject to Ministerial decision. (It should be noted that the Cabinet Secretary for Education, Kirsty Williams AM, has since approved the Council’s proposals in relation to Fishguard and St David’s and the establishment of the A Level Centre).
- Confirmation from the Trustees that their position had not changed in that they could not support any secondary provision in Haverfordwest which did not include a school sixth form;
- An acceptance that the Council may need to consider different sixth form models across the County. The strengths and weaknesses of each school would need to be considered to determine the most appropriate delivery model;
- Confirmation that the headteachers and governors of all schools would be consulted as part of the process to establish a sustainable model that is suitable for all students;
- A need for all parties to compromise in order to reach an acceptable, deliverable solution.

(b) Following the meeting held on 24th June 2016 with Members and secondary school headteachers, the dialogue has continued with a further constructive meeting with Headteachers and the Director for Children and Schools held on 9th September 2016; the note of this meeting is included as APPENDIX 2 and has been agreed as an accurate record of the meeting by all those involved. Following the Director’s introduction which referred to the decision of Council on 7 July 2016 a number of issues were discussed as follows:
- A consensus reached whereby the focus should be on developing a model for post-16 provision for Pembrokeshire.
- Agreement that the status quo in relation to post -16 provision is not a viable and sustainable solution;
- Due to the political precedent that has been set, an 11-16 model across the county is not a feasible option;
- In developing options for the future of post-16 provision, agreement was reached on a set of principles; these are as follows:
  o Provision must be learner-focussed;
  o No or minimal pupil movement during the school day;
  o Financial viability and transparency;
  o Pupil progression pathways must be clear to all stakeholders;
  o Information, Advice and Guidance must be consistent to all learners across the county;
  o The offer reflects the requirements of Higher Education institutions and the needs of the Pembrokeshire business
community. It needs to appropriate to the 21\textsuperscript{st} Century and should be proportional in terms of the balance between academic and vocational, but should not be finance driven;
  - Full ownership of outcomes and robust quality assurance.
  - Consideration should be given to Headteacher representation on the Corporation Board of Pembrokeshire College.

(c) A further meeting was held with the Trustees of the Tasker Milward and Picton Charity on 20 September 2016, the draft notes of which are included as APPENDIX 3.

(d) Meetings have taken place with the Senior Leadership team and Governing Body of Sir Thomas Picton School, and they are supportive of the broad proposal.

(e) Meetings have also taken place with the Senior Leadership team and Governing Body of Tasker Milward School, and they are supportive of the broad proposal.

SECONDARY PROVISION IN HAVERFORDWEST

(a) There is a significant community appetite for an 11-19 secondary school in Haverfordwest and this can be evidenced by the responses received to previous statutory proposals and Council’s decision not to approve an 11-16 delivery model in the town.

(b) A simple merger of Sir Thomas Picton and Tasker Milward schools into a new entity would result in a circa 1900 pupil school; this assumes that all current feeder schools continue to feed into secondary provision in Haverfordwest and that the current pattern of parental preference is maintained. Only one of the current sites is able to accommodate 1900 pupils, based on the recommendations contained within Building Bulletin (BB98).

(c) There are also significant challenges in relation to the infrastructure requirements to accommodate such a school on one site and Building Bulletin requirements do not take account of any planning or infrastructure limitations which may lead to either site not being viable or requiring capital investment outside of the 21\textsuperscript{st} Century Schools Programme.

(d) A more detailed options appraisal will be undertaken before any decision is taken to seek approval from Council to proceed to statutory consultation.
CONCLUSION

(a) The meetings held with Headteachers have yielded an important message that the current model of post-16 provision in Pembrokeshire cannot be sustained. Notwithstanding this, there remains an appetite for secondary schools to remain as 11-19 entities.

(b) The development of an agreed set of principles within which future post-16 provision should be developed is an important step forward and emphasises that any delivery model must be learner-focussed and sustainable. There is agreement that schools must have regard to the wider post 16 environment in Pembrokeshire, including the new A Level Centre provision, in order to ensure that students have access to the widest possible offer and that the statutory offer is met.

(c) The response from stakeholders to Council’s previous proposals to establish 11-16 secondary provision in Haverfordwest and Council’s subsequent decision not to approve such proposals cannot be ignored. There remains a strong appetite for the two schools in Haverfordwest to be merged, but this must be predicated on a significant improvement in standards. Both Sir Thomas Picton and Tasker Milward schools remain in Estyn Special Measures and despite improvements in learners’ attainment of the Key Stage 4 Level 2 Inclusive measure (5 GCSEs A*-C including English and Mathematics) as part of the 2016 external examinations, both schools and the Local Authority recognise that further improvements are needed.

(d) It is considered that the merger of the two Haverfordwest schools into a new secondary school entity should take place at the earliest opportunity. This is essential in order to maximise the opportunity for improved pupil outcomes. However, such an entity would need to be established on the two school sites in the first instance. Any commitment towards capital investment on either of the two sites would be subject to Welsh Government capital availability and approval.

(e) Notwithstanding this appetite, any proposal to change the status quo requires the Council to make a proposal which must be subject to statutory consultation.

(f) Subject to Council’s approval of the Director’s recommendation, the estimated timeline is as follows:

<table>
<thead>
<tr>
<th>Action</th>
<th>Approximate Timeline</th>
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<tbody>
<tr>
<td>Statutory consultation with the Trustees of Tasker Milward &amp; Picton Charity</td>
<td>Week commencing 24 October 2016 – must allow 28 days for receipt of comments</td>
</tr>
<tr>
<td>• Consideration of Trustees comments – if received in good time</td>
<td>Council – 8 December 2016</td>
</tr>
</tbody>
</table>
• Seek approval to commence general consultation

| Prepare statutory Consultation Document | November – December 2016 |
| Consultation Period | January – February 2017 (Minimum 6 weeks) |
| Publish Consultation Report | March 2016 |
| Consideration of consultation feedback and approval to publish Statutory Notice | Council – 6 April 2017 |
| Statutory Notice | End of April 2017 – followed by 28 objection period |
| Final Determination of Proposal | Council – July 2017 |

**RECOMMENDATION**

That the Director for Children and Schools be authorised to undertake statutory consultation with the Trustees of the Tasker Milward and Picton Charity on the proposal to:

a) Discontinue Sir Thomas Picton School and Tasker Milward VC School on 31st August 2018;

b) Establish a new 11-19 English Medium School in Haverfordwest with effect from 1st September 2018, utilising the sites of the current schools;

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Background Documents:

School Organisation Statutory Code – Welsh Government (July 2013)
APPENDIX 1

Note of Meeting with Trustees of Tasker Milward and Picton Charity
Tuesday 12th July 2016 at 7pm

Present

PCC:  Ian Westley (IW)  Trustees:  Maurice Hughes (MH)
      Kate Evan-Hughes (KEH)  Nicky Howells (NH)
      Cllr Jamie Adams (JA)  Paul Lucas (PL)
      Cllr David Lloyd (DL)  John Morris (JM)
      Cath Davies (Minutes)  Brian Hearne (BH)
      Pat Barker (PB)  Georgina Bryan (GB)
      Helen Curlin (HC)  Anne Evans (Clerk to Trustees)
      Stephen Hill (Solicitor) (SH)

JA  Welcomed the Trustees for attending and introduced Cllr David Lloyd and the recently appointed Cabinet member for Education.

1. Clarification on the decision of Council on 12.05.2016

<p>| JA | Wished to clarify the decision made by Full Council on 12th May. The outcome of the decision was to reject an 11-16 school in Haverfordwest and not a vote in favour of an 11-19 school in Haverfordwest. |
| MH | Stated he doesn’t agree with the statement but understands the current position |
| BH | An important statement was made in the letter sent by Cllr Jamie Adams following Councils decision which was encouraging to hear. |
| JA | In order to move forward, we all need to think differently. |
| BH | Questioned what was behind the 74 options which was mentioned in the letter |
| JA | Option taken forward previously was one of the 74 options identified in the master planning process and whilst the previous preferred option addressed the educational outcomes, it did not accord with the outcome of full council. |
| KEH | 74 options came out of preliminary engagement that took place for the original consultation and a decision was made to go back to the 74 options for reconsideration. |
|    | It was reiterated that the decision of Council was to reject the 11-16 option consulted on and not to adopt an 11-19 model, therefore it has been necessary under the School Organisation Code to review the remaining options to ensure that the voices of all consultees are considered and not just those in support of an 11-19 model. |
|    | It was also reiterated that the preliminary engagement currently being undertaken is in respect of the whole of Pembrokeshire and not just Haverfordwest in order to alleviate the anxiety of post 16 funding in the future. |
| PL | Questioned why the 74 options were referred back to which Included options for the North West of Pembrokeshire which has already been determined. |
| KEH | Confirmed that any options concerning the reorganisation of secondary provision in the North West of Pembrokeshire i.e. Fishguard and St David’s would be discounted at this stage. |</p>
<table>
<thead>
<tr>
<th>DL</th>
<th>For the avoidance of doubt, the nature of the vote on 12th May was on a specific matter and therefore other matters must be explored.</th>
</tr>
</thead>
<tbody>
<tr>
<td>SH</td>
<td>Concerned regarding the situation regarding Fishguard and St Davids as had sight of a letter from the Governors of Ysgol Bro Gwaun stating they did not wish the proposals to proceed. Clarification needed over whether the A Level Centre will still go ahead.</td>
</tr>
<tr>
<td>JA</td>
<td>Confirmed the A Level Centre will still be going ahead with the support of Ysgol Bro Gwaun Governors</td>
</tr>
<tr>
<td>MH</td>
<td>Teachers, the public and pupils are annoyed that an 11 – 19 proposal was not on the table and had it been so a new school could have been progressed by now</td>
</tr>
<tr>
<td>SH</td>
<td>Proposal feels like the Trustees are being backed into a corner and regardless of the legal standing the vote was rejected on the basis the proposal should be 11-19.</td>
</tr>
<tr>
<td>DL</td>
<td>Currently working with a view to establishing a proposal which both parties can work with and want to reassure all that happy to compromise and work together moving forward</td>
</tr>
<tr>
<td>NH</td>
<td>Questioned why discussions regarding future education provision in Pembrokeshire were taking place when the individuals were there as Trustees and not as Governors.</td>
</tr>
<tr>
<td>KEH</td>
<td>School Organisation Code requires the Authority to consult with the Trustees on the philosophy of the education model going forward, not just on the use of the Tasker Millward site.</td>
</tr>
<tr>
<td>NH</td>
<td>Reiterated that the position of the Trustees had not changed</td>
</tr>
<tr>
<td>MH</td>
<td>Everyone is interested in the benefit of the children and everyone was in agreement regarding one secondary school in Haverfordwest before the first consultation came out. The Trustees feel that Councillors are being told that an 11-16 model is better whilst there is evidence that schools with sixth forms are better for the future of our children and parents want sixth forms to remain in schools. If the current situation is that the Council wish to pursue post 16 education going to the College then there is no point in carrying on with the meeting.</td>
</tr>
<tr>
<td>JA</td>
<td>Reiterated that this was not the case and in order to come up with a sustainable model for post 16 education, we need to establish some key objectives.</td>
</tr>
<tr>
<td>DL</td>
<td>Personally has an aspiration that all schools will deliver some A Levels however reducing budgets for post 16 provision means that we need to ensure that any proposed model is viable and the process the Authority is going to embark on will ensure this.</td>
</tr>
<tr>
<td>SH</td>
<td>Questioned whether there is an intention to abandon the ALC</td>
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<tr>
<td>DL</td>
<td>Confirmed there was no intention to abandon the ALC and that the previous process had concluded that for the Fishguard and St Davids areas it was better if A Levels were delivered in one place which will be governed by an independent board.</td>
</tr>
<tr>
<td>SH</td>
<td>Questioned how will the ALC work and if there are insufficient numbers how will it be possible to run A Levels in all schools</td>
</tr>
<tr>
<td>DL</td>
<td>If there is over 12 pupils wishing to pursue a particular subject, the school will be able to deliver it however every year there will be different demands and therefore the model needs to remain flexible so it can adapt to demand.</td>
</tr>
<tr>
<td>JA</td>
<td>The model adopted for Fishguard and St Davids is not necessarily the model that will be adopted for Haverfordwest however 11% cuts in post 16 funding will have a savage effect on post 16 education.</td>
</tr>
<tr>
<td>IW</td>
<td>Reiterated that pupils from Fishguard and St Davids will become students of the ALC and then if viable be taught back in their feeder school. We are currently at the start of the process and despite the rumours which are circulating, Ysgol Bro Gwaun and Ysgol Dewi Sant appear content with the model being implemented for post 16 delivery. There is a feeling however that the goal posts have been moved.</td>
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</table>
As an individual Councillor, believes that A Levels will be delivered in the new school in Haverfordwest however it is impossible at this stage to predict how A Level delivery is going to be shaped.

Currently a governor at STP and wants reassurance that there will be a sixth form in the new school in Haverfordwest as STP currently has 25 – 30 pupils in some A Level classes and is unable to split these classes due to difficulties in finding suitably qualified staff

Questioned who is responsible for determining the A Level delivery in schools

Confirmed the schools are responsible for determining what A Level subjects they deliver

Clarified that funding for post 16 goes direct from Welsh Government to the schools and therefore the Local Authority has no control over how much funding individual schools receive. Due to the falling rolls across secondary provision, there is a predicted 11% reduction in funding over the next 4-5 years which equates to £17k for the combined Haverfordwest schools.

There is a need to ensure that learners can continue to access breadth of A Level options alongside those which the schools will be able to deliver. The same problem is being faced by Milford Haven and Greenhill secondary schools, with funding also being tight in Pembroke school.

There is a need for all parties to compromise in order to reach a palatable solution

2. Process that has to be followed in developing options and the necessary programme

There are some non statutory elements of the consultation process which can be condensed in light of the timescales the Authority is currently working too

It is the fault of PCC that the timescales we are currently working too are so tight. Had the Trustees been listened to 2 years previous, we would not be in the current position.

There is a perception that the Authority has been dragging its feet since 12 May Council decision, however it is important to recognise that the Authority are required to comply with the School Organisation Code when developing proposals.

The correct process should have been followed 2 years ago

Questioned who had been paying for the previous consultations that had taken place and that responsibility for the failure of the consultation process lay with the Authority and not the Trust

Confirmed that previous consultations had been paid for out of the central education budget and had not been taken from any budgets delegated to schools

Need to make progress on secondary education in Haverfordwest and need a firm proposition as soon as possible

Understood the Trusts position but there was a process to follow and only once this has been done would the Authority be in a position to consult on a firm proposal.

Meetings had been arranged with the secondary Headteachers the first week back in September to discuss future proposals. This will provide them with an opportunity to gather options and share the challenges they all face. The next step will then be to look at the issues holistically with all eight Headteachers working together to establish a suitable model going forward.

Other groups which will need to be consulted during the process include staff, governors, local members and Pembrokeshire College. Following this, any proposal or options which have arisen out of the consultation will be taken back to Full Council.

When the Authority is at a position to proceed to Statutory consultation on a single proposal, the Trustees will be one of the first consultees asked to consider the proposal.
It is hoped that the Authority will be in a position to proceed to the Statutory Consultation stage in September/October.

Following approval by Full Council to go to wider consultation, it is anticipated that consultation will take place between October and December, with formal objections only allowable during the 28 day objection period after the Statutory Notice has been issued - full details of the statutory consultation process can be found on page 20 of the agenda pack of the Extraordinary meeting held on 7th July 2016.

Ministerial approval would only need to be sought if sixth form provision was taken away from schools.

SH

If Tasker Milward were to close, the Trust have a right under the School Organisation Code to refer the decision to Welsh Government to determine.

### 3. Stated objectives of the reorganisation (to seek agreement)

| KEH | The Case for Change previously put forward had four objectives as stated in the Council report namely:  
|     | i. Improve education standards for learners  
|     | ii. Ensure an appropriate model for post 16 provision to achieve excellent standards and outcomes for all students and to widen life chances and opportunities they have as they progress further or higher education, employment and training  
|     | iii. Extend Additional Learning Needs (ALN) provision to support more effectively our most vulnerable learners  
|     | iv. Address surplus places  
|     | v. Address the condition and suitability of buildings |

| MH | Can’t argue with the objectives which have been set Would like to know if there is to be a new school in Haverfordwest, where is it likely to be built.

| JM | Questioned whether the wording in ii. should read ‘agreed model’ rather than ‘appropriate model’

| KEH | An ‘agreed model’ would infer that there was a single post 16 model across Pembrokeshire, however the outcome of the preliminary consultation may be that there are 3 – 4 slightly adapted models across Pembrokeshire for the delivery of post 16 education.

| IA | Reiterated that the Authority need to focus on bespoke/tailored delivery across the County and would need to focus on the strengths and weaknesses of each school to determine what the delivery model is.

| PL | Encouraged to hear that there could be 3 or 4 different models across the County.

| SH | There is no mention of sites regarding the proposals in Haverfordwest

| IA | It would be unhelpful to look at sites at this stage of the process

| KEH | Prior to commencing statutory consultation, the site would have to be named. However, need to consider the views of all consultees when determining the site otherwise could be accused of predetermination.

| NH | v. should read ‘condition, suitability and location’ of buildings

| IW | Agreed that the objective will be amended to take into account of the above (ACTION)

| MH | Questioned whether the recent purchase of land at WithyBush was large enough to accommodate the new English medium school alongside the Welsh medium school
| KEH | Confirmed the land purchased at Withybush was only large enough to accommodate the Welsh medium school. |
| PL  | The Authority needs to take into consideration that the Trustees could do a land swap with the Authority so the land at STP becomes held by the Trust, allowing the Tasker Milward site to be free up for primary reorganisation. |
| KEH | All options should be considered at this stage. |
| BH  | Questioned how the road network would cope with doubling the number of students |
| IW  | A Transport Assessment would be carried out as part of the process which would inform which sites could be suitable in this regard. |

4. Agreement on evaluation criteria and their relationship to the objectives

| IW  | Need to agree what evaluation criteria is to be used to evaluate the options against the stated objectives. |
|     | During the previous preliminary consultation, the full 74 options were scored against the evaluation criteria in order to be exhaustive, with four of the 11-19 options carried forward to full council. |
| KEH | During the previous consultation there were 5 requirements considered as part of the evaluation criteria namely: |

   1. Educational
   2. Infrastructure
   3. Strategic and Financial
   4. Parity of Esteem for vocational and academic qualifications
   5. Ensuring independent guidance for young people

For the Council report of 7th July 2016, the last two requirements were omitted from the evaluation criteria as an 11-19 model cannot address these criteria. |
<p>| IW  | Have found no evidence from previous regime that a deal was done with Pembrokeshire College to deliver post 16 education, however there is evidence that the 74 options were fully evaluated against the criteria and there is a body of evidence to support why the Authority went with the previous 11-16 option put forward. |
|     | In order to move forward with a separate proposal, need to ensure there is further body of evidence to support an acceptable model of provision for post 16 education. |
| PL  | Questioned how the evaluation criteria is weighted |
| NH  | Need to have evidence of how the evaluation criteria is weighted. The previous evaluation criteria changed unilaterally and therefore if this was to be repeated there is no worth in having the conversation. |
| JA  | The previous evaluation criteria were reviewed and amended by the Stakeholder group meeting which included a number of individuals including Headteachers, Governors and members. |
| KEH | Meeting with Trustees is only one of a number of meetings that will be held with consultees. Therefore, it is likely that the evaluation criteria will be amended to take into account the views of other consultees. |
| JA  | It would be beneficial to have final sign off of the evaluation criteria once all the meetings have been held with the consultees. |
| SH  | RAG rating used in the council report is arbitrary with information attached as to how the RAG rating was derived. It was agreed that the Trustees would provide the Authority a written response in respect of the evaluation criteria. |
| IW  | Some positive discussions had been held and arising out of this meeting the following actions will be taken away: |</p>
<table>
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<tbody>
<tr>
<td>i.</td>
<td>A structure to have final sign off of the evaluation criteria needs to be determined</td>
</tr>
<tr>
<td>ii.</td>
<td>The weighting factor for each evaluation criteria needs to be shared with consultees</td>
</tr>
<tr>
<td>iii.</td>
<td>Need to establish how the final marking of the objectives against the agreed criteria</td>
</tr>
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</table>

PB | Happy to support the process going forward being more open and transparent |
MH | Confirmed the Headteachers and Governors of primary and secondary schools will be consulted as part of the process to establish a sustainable model that is suitable for all students |
JA | Should the Director for Children and Schools be making the decisions about post 16 delivery and if so, is that going against Welsh Government who have stated the Governors are responsible for their schools |
KEH | Would have been easy to deal with Haverfordwest schools and ignore what has been happening to post 16 provision in Milford Haven and Tenby since the previous consultation commenced |
MH | Retention rate has also been declining, particularly in Haverfordwest schools and this has to be taken into consideration when reviewing proposals |
JA | The Authority has to take responsibility for what is in front of them and if the schools topple financially, the schools will be unable to improve educational outcomes which will require intervention from the Local Authority |
MH | Questioned that changing the catchment areas of Johnston and Neyland to Milford Haven will further weaken the sustainability of schools in Haverfordwest |
KEH | A decision was made by Cabinet to delay any changes to catchment areas pending a new proposal for secondary reorganisation in Haverfordwest |
JA | Make no apology for the Education Authority intervening in order to improve educational attainment and retention rates |

5. How best to communicate with the Trust in future

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<tbody>
<tr>
<td>DL</td>
<td>Need to develop and retain goodwill between both parties and provided assurance that future discussions will take place with both honesty and integrity</td>
</tr>
<tr>
<td>BH</td>
<td>Trustees need to have faith in the process and ensure openness throughout. Also need to ensure that any delays in the process will not stop the need to improve attainment</td>
</tr>
<tr>
<td>GB</td>
<td>Reterated need to move forward with discussions</td>
</tr>
<tr>
<td>PL</td>
<td>It is evident the Council has moved slightly towards the aim of an 11-19 school, however if the outcome of the consultation is the same proposal as previous, the Trustees would hold the same position</td>
</tr>
<tr>
<td>JA</td>
<td>Suggested that the weighting for political/community is increased to take into account public opinion</td>
</tr>
<tr>
<td>KEH</td>
<td>Would struggle to put the weighting for political/community above the weighting for educational outcomes</td>
</tr>
<tr>
<td>PL</td>
<td>Would not get support from Welsh Government or Estyn if the weighting for political/community issues outweighed educational outcomes</td>
</tr>
<tr>
<td>JA</td>
<td>Questioned what has happened to the money that was allocated to the English medium school</td>
</tr>
<tr>
<td>PL</td>
<td>There is currently no proposal against which the money can be drawn</td>
</tr>
<tr>
<td>PL</td>
<td>Need to bear in mind that the Trust is bound by the Charity Commission</td>
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SH | Only one person needs to object to the proposal, to result in the proposal being referred to the Charity Commission |

6. Circulation of an agreed note of the meeting

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<tbody>
<tr>
<td>JA</td>
<td>Confirmed that notes of the meeting would be circulated in next couple of days</td>
</tr>
<tr>
<td>MH</td>
<td>Questioned if the Trustees were happy for the notes to be circulated to all members and headteachers</td>
</tr>
<tr>
<td>MH</td>
<td>Happy for the notes to go into the public domain once the notes have been agreed as being accurate and correct by the Trustees</td>
</tr>
</tbody>
</table>

Meeting closed 8.35pm
Headteachers Meeting to discuss Post-16 Provision

Present:
Kate Evan-Hughes         Director for Children and Schools
Mike Davies              Ysgol Y Preseli
Jan Kingston             Greenhill
Frank Ciccotti           Pembroke
David Haines             Ysgol Dewi Sant
Nerys Nicholas           Ysgol Bro Gwaun
Helen Lewis              Tasker Milward
Tracy Edwards            Sir Thomas Picton
Rod Francis              Milford Haven
Rob Hillier              14-19 Adviser
Lisa Davies              Principal Policy Officer

The Director for Children and Schools provided an introduction by way of setting the context, outlining the amendment agreed at Council on 7th July 2016, as follows:

“That this Council task the Education Department to work up proposals for secondary school provision in Haverfordwest, Milford Haven, Pembroke, Tenby and Crymych, and that regard is given to dovetailing this provision with existing proposals for Fishguard and St Davids”

The amendment was not specific about age ranges and therefore did not refer to post-16 alone but wider education principles.

Two options were presented:

1. Wholesale review in all areas with all variations to be considered

The Director noted that this will be progressed if Headteachers prefer but pointed out that the workload involved will be significant.

2. Headteachers and post 16 providers to focus on developing a model for post 16 provision for Pembrokeshire. The Haverfordwest proposal to proceed subject to political direction on capacity/age range.

The Director was explicit that she wishes to minute preferences for the above options.
One Headteacher replied that option 1 should have been progressed seven years ago prior to the 21C schools programme however we do not have the financial capacity to proceed with this approach now.

Another Headteacher agreed with this, noting that the ship has sailed on wholesale review, although we could have done it this way in the past.

A third Headteacher said that number 2 is the only option.

The Director asked if anyone strongly disagrees with what has been said so far and would prefer option 1? She reiterated that there needs to be a consensus amongst all Headteachers.

Headteachers reached the consensus that that they would rather take the opportunity to progress option 2. Further, in order to expedite the process in Haverfordwest, and avoid unnecessary hold up, Headteachers are prepared to support the exploration of option 2.

There will be a need to involve Pembrokeshire college in these discussions at some point however this will have to be progressed carefully therefore the Director asked the two Headteachers currently working on Post-16 provision with the college to represent the ALC at present.

**Challenges agreed by Headteachers**

1. Financial sustainability of the current model
   a. Impact on students of federation travel
2. Standards
3. Routes/choice on offer to students
   a. Courses
   b. Location – impact on wellbeing of travel
4. Geography/Demographics
5. Stakeholder inertia (understanding of post-16 provision amongst parents/Governors)
6. Politics
7. Viable group sizes
8. Time
   a. need to act now
   b. allocation of curriculum time
9. Aspirations – IAG
10. Sustaining and growing Welsh Medium provision
11. Staffing

**Options developed with Headteachers**

**Status Quo**

Agreement was quickly reached that status quo is not a viable solution for Pembrokeshire.

**11-16 across the County**

Headteachers agreed that as the political precedent has been set, this is not a feasible option in terms of likelihood of delivery.
Hub and Spoke

Where capacity of learners = 12 or above then delivery at school is possible

1. Hub – LA
2. Hub – ALC

The Director asked if the Headteachers wished to present any other models?

Rob Hillier noted a possible variance in terms of the LA Hub - keeping the current federation approach with a Northern and Southern Hub and schools commission, or a truly central Hub.

One Headteacher noted the need to avoid lots of transport moving pupils around the County and another Headteacher agreed that an issue of Hub and Spoke is that it still results in pupil movement, and they don’t want pupils moving during the school day.

One Headteacher had prepared some options and presented them to the group:

a) all post-16 provision in the same place including Welsh medium
b) all English medium post-16 provision in the same place and Welsh medium in Preseli
c) reduce number of sites where A levels are taught – to reflect geographical limitations
d) centres of subject area expertise and work on day provision (i.e. school transport start and end of day between them, possibly utilising return bus journey for reverse transfers) and change times of lessons of post-16 subjects.

A Headteacher noted that there are issues of learner choice again associated with the latter approach.

Headteachers concurred that there are still considerable transport and movement issues linked to these options and pointed to anecdotal evidence that location will inform choice rather than the strength of subject provision.

A Headteacher challenged whether opting for a Hub and Spoke approach is designed to avoid upsetting the politicians and queried whether this is simply a diluted federation model. This discussion should not be about the politicians, it is about the pupils. Are the young people of Pembrokeshire going to suffer as a result of politics?

Another Headteacher acknowledged that over time we are likely to see pupil migration to the centres of excellence or the college. The vulnerability of 6th forms was also recognised and that if the status quo is maintained the 6th forms will cease anyway as they are not sustainable under the current model. The Director assured the Headteachers that the Local Authority will support the schools and play an active part in these conversations going forward.

One Headteacher queried the potential for a combined LA/ALC – 6th form Hub, LA controlled within Haverfordwest but still involving collaboration between curriculum planning and learner movement between the ALC and schools. Further, they asked if it would be possible to have a LA 6th form.

The Director pointed out that we are tied in terms of capital expenditure and this approach would constitute duplication under Band B. The current governance
arrangements were part of the proposal agreed by the Minister and any changes would need legal input.

**Principles**

The Headteachers and Director agreed that the model progressed would have to follow a set of principles as outlined below:

- Learner focussed
- No pupil movement during the day
- Financial viability – not creating deficit models for schools – within the post 16 budget
- Financial transparency – a clear model must be agreed
- Pupil progression pathways – clear to all stakeholders
- Information, Advice and Guidance (IAG)
- Offer reflects requirements of HE and the needs of the County – 21st Century offer and an honest look at the curriculum – not finance driven, and including the use of technology
- Ownership of outcomes and quality assurance
- Employability pathways – ambitions and skills – working with the local business community.

It was agreed that the post 16 offer needs to be proportional in terms of balance of academic and vocational.

Headteachers noted that as a group, they would appreciate being part of the College’s discussions in terms of the courses that they’re running. This is necessary to provide assurance that the delivery of courses is not simply based on financial decisions but outcomes for learners. The Headteachers engaged with the ALC will inform the group of the offer.

However, it was also noted that this would present an opportunity to work more in partnership.

**NB** – The Director agreed to contact the college to enquire why there isn’t a secondary Headteacher on the Governing Body.

One Headteacher highlighted the example of North Wales and the work that is already ongoing in relation to Wylfa new power station to visit the schools and influence the future potential workforce of engineers, despite the job opportunities being up to 25 years away. Furthermore, they are not looking to recruit only engineers but also support staff such as caterers and security guards. The Director highlighted that we are in the early stages of working with local partners in this regard, including early conversations with the Health Board in Pembrokeshire.

The Director asked again for the Headteachers to confirm if they were all in agreement as she does not want to misquote or misrepresent anyone’s views.

**Possible Risks**

- Hub – risk that they pull in more pupils than they can accommodate? – staffing and financial
- Parents moving pupils at GCSE to secure post-16
• Communication – has to be very effectively managed and marketing is key.
• Post 16 North/South – there is a commitment to all learners e.g. ALN/MAT, need to provide appropriate courses, staffing has to be in place
• Appropriate joint governance
• Financial transparency
• Staffing – redundancy/TU negotiations
• IT infrastructure – not only within schools but also broadband speed
• Staff quality – need to have strong staffing in the Hub and preferably in the spoke too and recruitment to the schools
• Extra-curricular provision

One Headteacher asked if the LA could rent the space at the college and run the 6th form as this could assist with persuading parents and overcome some of their perceptions? However the Director again noted that there is a risk of duplication therefore impacting on any potential funding.

It was noted that there is a lot to be learned from recent experiences at Ysgol Dewi Sant and Ysgol Bro Gwaun who are already implementing the hub and spoke model under new post-16 arrangements. Headteachers asked about staffing arrangements at the ALC and the Director noted that there is a need to focus on the principles at this stage rather than be distracted by the detail as this will hamper progress.

Next Steps

• The Director and Rob Hiller to work on models and visualisation
• Present to Headteachers in another 4 weeks
• All to meet for an hour following the next PASH meeting – Jude Stamp to schedule in
• Director to send out a spreadsheet to look at funding arrangements in order to answer some of the questions around post 16 funding. Information will need to reflect what is actually done at the moment. The Director clarified that the information will not be used to compare with the college as the funding models are not comparable. One Headteacher noted that it would be useful to have some sub-questions in order to draw out the detail, e.g. around the exams offer, peripatetic music and so on
• Notes to be circulated by confidential cover to all Headteachers prior to sharing any further. Comments will be non-attributable.
Annex 1 – Options Paper Presented by Headteacher

Options for post-16

Schools can only continue to offer post-16 if there are economies of scale.

Pembrokeshire College is in the same position, but the provision of A levels for Bro Gwaun and Dewi Sant will provide some economy of scale.

The current system of shipping students around during the school day is inefficient.

If we go to day provision, there are potentially major consequences for the structure of school timetables.

Schools each support sixth form with the TLR and time release of a head of post-16 – a further cost.

The main types of solution are:

Put all post-16 provision in the same place including Welsh medium

Put all English medium provision in the same place and keep Welsh medium post-16 in Preseli

Reduce the number of sites where A levels are taught to 1 in PC to accommodate PC, DS, BG, 1 other in Haverfordwest to accommodate MHS, TM, STP and one in the South at either GH or PS. If the latter, restore the classrooms not being fitted out in current plans.

Develop centres of subject area expertise – for example within North Fed have STP as STEM, TM as Humanities and social sciences, MHS as Arts. Work on day provision – i.e. school transport start and end of day between them, possibly utilising return bus journey for reverse transfers – impact on school day organisation... S fed could be MHS arts, PS Humanities and GH sciences.