



## EDUCATION FOR LIFE SCRUTINY COMMITTEE - 2ND JULY 2019

**SUBJECT: FEDERATION OF SCHOOLS – CONSULTATION RESPONSE REPORT**

**REPORT BY: CORPORATE DIRECTOR FOR EDUCATION AND CORPORATE SERVICES**

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### 1. PURPOSE OF REPORT

- 1.1 To provide details to Scrutiny Members of the outcome of the formal consultation process for the federation of the following schools.

Gilfach Fargoed Primary School and Park Primary School  
Fleur de Lys Primary School and Pengam Primary School  
Bedwas Junior School and Rhydri Primary School  
Cwmfelinfach Primary School and Ynysddu Primary School.

- 1.2 To seek Scrutiny Members views on the responses prior to a decision being considered by Cabinet on 10th July 2019 on whether to move to formal federation for all four groups of schools from 1st September 2019.

### 2. SUMMARY

- 2.1 The Governing Bodies of the above schools have already been working on a collaborative basis for a number of years and requested that the Authority support them in the process to move to formal federation.
- 2.2 Cabinet, at its meeting of 11th July 2018, agreed to the request to proceed to formal consultation in partnership with the Governing Body of each school.
- 2.3 The formal consultation period for each school ran between 22nd October 2018 and 10th December 2018.
- 2.4 On 6th November 2018 Scrutiny Members were consulted on the proposal to formally federate the 4 groups of schools and were unanimously in support.
- 2.5 A summary of the responses, which are detailed in the main body of this report, have been discussed in detail with each Governing Body who have all unanimously confirmed their agreement to proceed with the proposal to federate.
- 2.6 If Cabinet approve the proposal on 10th July 2019 the new Instrument of Governance for each federated Governing body will be drafted and the separate Governing Bodies will be dissolved and the new Governing Bodies will be established in readiness for the start of the new school year.

### 3. RECOMMENDATIONS

- 3.1 To consider and comment on the consultation responses in relation to the Federation proposals.
- 3.2 To support a recommendation to Cabinet to proceed to formally federate the groups of schools identified in 1.1 above.

### 4. REASONS FOR THE RECOMMENDATIONS

- 4.1 To work in partnership and support the groups of schools identified in 1.1 in federating which will formalise the successful collaborations that have been in place for a number of years.

### 5. THE REPORT

- 5.1 The term “Federation” describes a formal and legal agreement by which a number of schools share Governance arrangements.
- 5.2 The Welsh Government's Federation policy objective is to promote collaboration between all parts of the education system to improve outcomes. School federation is a more formal way of extending collaboration and promoting closer working relationships and is the principle initiative for achieving formal partnership working amongst schools to improve performance and narrow the attainment gap for deprived pupils.
- 5.3 The Governing Bodies of each of the 4 groups of schools are already working collaboratively and have done so for a number of years.
- 5.4 Composition of the Federated Governing Body:

	<b>Recommended</b>
LA appointed	4
Headteacher	1
Teacher	2
Staff	2
Parent Governor	4
Community Governor	4
If Schools are situated within a Community Council area the Governing Body must include one additional Community Governor in addition to this listed above. This would then increase the Governing Body numbers to 18.	1
<b>TOTAL</b>	<b><u>17</u></b>

If once all the categories in the above composition are filled, any remaining Governors can become Observer Governors. This will allow the Governing Body to maintain the knowledge and expertise those Governors can bring.

- 5.5 Cabinet, at its meeting on 11th July 2018, agreed to the request to proceed to formal consultation in partnership with the Governing Body of each school.

- 5.6 The formal consultation period for each school ran between 22nd October 2018 and 10th December 2018.
- 5.7 A full list of consultees is outlined below:
- Pupils, staff, governors and parents/guardians of both schools
  - Teaching and support staff associations
  - Local ward members for each school
  - School Councils
  - ESTYN
  - Catholic Diocesan Board of Education
  - Education for Life Scrutiny Committee
  - Education Achievement Service.
- 5.8 The responses received from Gilfach Fargoed Primary School and Park Primary School consultation are:
- Parent Governor – Fully in support of the proposal and feels “it will benefit the children of the Community immensely.”
  - Summary/Conclusion of Estyn response – “Estyn believes that the proposal to establish a school federation incorporating Gilfach Fargoed and Park Primary Schools is likely to at least maintain standard of educational provision and outcomes for pupils and leadership and management.” The full response is included as Appendix 1.
- 5.9 The responses received from Fleur De Lys Primary School and Pengam Primary School consultation are:
- Parent Governor – Fully in support of the proposal and feels “it will cement the successful partnership and assist in providing a more formal framework for the long term benefit of pupils and staff.”
  - Governor – Fully in support of the proposal and feels “it will formalise a successful and proven structure that has been established for over 20 years.”
  - Summary/Conclusion of Estyn response – “Estyn believes that the proposal to establish a school federation incorporating Fleur De Lys and Pengam Primary Schools is likely to at least maintain standard of educational provision and outcomes for pupils and leadership and management.” The full response is included as Appendix 2.
- 5.10 The responses received from Bedwas Junior School and Rhydri Primary School consultation are:
- Parent Governor – Fully in support of the proposal and feels that “the collaborative arrangements seem to be working well and I feel positive about the future. It would be good to ensure appropriate representation from Bedwas Juniors and Rhydri Primary Governing Body.”
  - Summary/Conclusion of Estyn response – “Estyn believes that the proposal to establish a school federation incorporating Bedwas Junior and Rhydri Primary Schools is likely to at least maintain standard of educational provision and outcomes for pupils and leadership and management.” The full response is included as Appendix 3.
- 5.11 The response from Cwmfelinfach Primary School and Ynysddu Primary School consultation is:
- Summary/Conclusion of Estyn response – “Estyn believes that the proposal to establish a school federation incorporating Cwmfelinfach Primary and Ynysddu Primary Schools is likely to at least maintain standard of educational provision and outcomes for pupils and leadership and management.” The full response is included as Appendix 4.

- 5.12 The above responses have been presented to each Governing Body who have all unanimously confirmed their agreement to proceed with the proposal to federate.
- 5.13 If Cabinet approve the proposal on 10th July 2019 the new Instrument of Governance for each federated Governing Body will be drafted and the separate Governing Bodies will be dissolved and the new Governing Bodies will be established in readiness for the start of the new school year.

## 6. ASSUMPTIONS

- 6.1 There are no assumptions made in this report.

## 7. LINKS TO RELEVANT COUNCIL POLICIES

- 7.1 Caerphilly's Attainment Strategy: To raise standards and ensure our learners are healthy, confident, proud and ambitious and can access high quality educational opportunities, settings and experience.
- 7.2 Caerphilly's Wellbeing Objectives 2018 to 2023. This proposal will assist the Authority in meeting these objectives in particular the following:

Well-being Objective 1 – Improve Education Opportunities For All  
Well-being Objective 2 – Enabling Employment.

## 8. WELL-BEING OF FUTURE GENERATIONS

- 8.1 The Well-being of Future Generation (Wales) Act 2015 is about improving the social, economic, environmental and cultural wellbeing of Wales. It requires public bodies to think more about the long-term, working with people and communities, looking to prevent problems and take a more joined up approach. This will create a Wales that we all want to live in, now and in the future. The Act puts in place seven well-being goals:

- A Prosperous Wales
- A Resilient Wales
- A Healthier Wales
- A More Equal Wales
- A Wales of Cohesive Communities
- A Wales of Vibrant Culture and Thriving Welsh Language
- A Globally Responsible Wales.

The Act sets out the sustainable development principle against which all public bodies in Wales should assess their decision-making. The aim of the legislation is to ensure the well-being of future generations through maximising the contribution public bodies make towards the well-being goals. In using the sustainable development principle it is incumbent that the authority considers the whole of the population it serves and considers the effect of its actions on future generations. The principle, also known as the five ways of working, is assessed below:

- **Long Term** - The Federation principle will allow schools to formally work together effectively to raise standards, improve service and increase opportunities. This will allow for the sharing of expertise, resources and facilities.
- **Prevention** - Improving the use of Education resources across the schools will support pupils in their long term education and skills outcome in that they are more likely to succeed if their educational experience is positive.

- **Integration** - An aligned and coherent curriculum increasing the opportunities to fulfil individual pupil needs, extending curriculum entitlement and giving the potential to share resources. This will allow for better continuity of provision from early years to the end of Primary schooling.
- **Collaboration** - A single development plan, single school policies, reducing duplication and also providing the opportunity to share resources but at the same time allowing each school to retain its own individual character within a strong overarching partnership where each school will be able to learn from each other.
- **Involvement** - Through the consultation process the Council will ensure that there is full engagement with all relevant stakeholders, e.g. parents, pupils and the local community.

## 9. EQUALITIES IMPLICATIONS

- 9.1 The Equality Impact Assessment is not needed because the report is formalising a partnership that is already in existence, therefore the Council's full EIA process does not need to be applied.

## 10. FINANCIAL IMPLICATIONS

- 10.1 The Federation process does not bring any savings to the Local Authority as each schools formula funding allocation remains the same. However it may ease financial pressures within schools by sharing resources which can be deployed across the federation.

## 11. PERSONNEL IMPLICATIONS

- 11.1 Due to collaboration arrangements already being in place, in all 4 groups of schools, for a number of years there are no personnel implications anticipated directly resulting from this proposal.
- 11.2 Governing Bodies have the responsibility for the management of staffing within schools.

## 12. CONSULTATIONS

- 12.1 The draft report was distributed as detailed below. All comments received have been reflected in this version of the report.

## 13. STATUTORY POWER

- 13.1 Federation of Maintained Schools (Wales) Regulations 2014  
 School Organisation Code 2018 (Welsh Government)  
 School Standards & Organisation (Wales) Act 2013.

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Dave Witchell, Headteacher, Cwmfelinfach and Ynysddu Primary Schools  
Clare Coff, Head of Governor Support, Education Achievement Service

Background Papers:

Welsh Government Federation Process of Maintained Schools in Wales May 2014

Cabinet report – Federation of Schools 11/07/18

Scrutiny report – Consultation – Proposal to Federate 06/11/18.

Appendices:

Appendix 1 – Estyn response Gilfach and Park Primary Schools

Appendix 2 – Estyn response Fleur De Lys and Pengam Primary Schools

Appendix 3 – Estyn response Bedwas Junior and Rhydri Primary Schools

Appendix 4 – Estyn response Cwmfelinfach and Ynysddu Primary Schools.



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Her Majesty's Inspectorate for Education and Training in Wales

## **Estyn's response to the proposal to establish a School Federation incorporating Gilfach Fargoed and Park Primary schools**

### **Introduction**

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

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

Estyn has considered the educational aspects of the proposal and has produced the following response to the information provided by the proposer and other additional information such as data from Welsh Government and the views of the Regional Consortia which deliver school improvement services to the schools within the proposal.

### **Summary/ Conclusion**

Estyn believes that the proposal to establish a school federation incorporating Gilfach Fargoed and Park Primary schools is likely to at least maintain the standard of educational provision and outcomes for pupils and leadership and management.

### **Description and benefits**

In the September 2018 'Consultation Document: Proposal to establish a school federation incorporating Gilfach Fargoed and Park Primary schools', the proposer has identified the underlying principles and rationale for federating schools in a well laid out and accessible format. This includes useful details about the principles of federation such as key facts, a timeline, explanation of the process, the general benefits and keys to successful federation arrangements, and 'frequently asked questions'. The proposal also sets out basic information about each school's most recent attainment data and pupil teacher ratio.

The proposal clearly states the two schools have worked collaborative over the previous two years to improve outcomes for pupils. Under the proposal this will

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continue, and should strengthen through the shared leadership from a single governing body. Each school will retain its own identity and staff, however new staff may be appointed to work across the schools.

The proposal highlights the expected benefits arising from school federations in general, for example the potential for greater cross site collaboration, leadership models and deployment of resources to utilise current strengths and the strategic use of a single governing body. The potential challenges to federating schools are also clearly communicated. However, the proposal does not provide sufficient detail to illustrate clearly the expected benefits for each of the named schools arising from the formalisation of these current working arrangements.

Both schools' governing bodies have begun working collaboratively over the last two years, which has impacted positively on both schools. The proposal states a benefit of federating the schools would be a transition to one governing body. This has the potential to develop further a climate of trust, openness and a willingness to work strategically together to enhance pupil standards and use of resources between the schools.

It is likely there will be little impact on travel arrangement of pupils in accessing provision with the two schools being 0.5 miles in distance from each other.

The proposal provides clear information regarding the pupil numbers in terms of capacity in each school for 2017, the admission number and the pupils on roll at both Gilfach Fargoed and Park Primary schools. A clear statement is provided relating to current and future admission arrangements.

### **Educational aspects of the proposal**

The Governing Bodies for Gilfach Fargoed and Park Primary schools in partnership with Caerphilly County Borough Council (Education and Lifelong Learning) have not provided enough evidence for the current quality of outcomes, provision and leadership and management at the two schools to properly support the proposal.

The proposal includes some evidence such as the concise information about the school data from 2017. However, performance data for the previous two years would help provide some indication of the degree of progress made by each school. Without this more in depth analysis it is difficult to evaluate whether this arrangement is likely to lead to improvement.

The proposal also makes reference to the National Categorisation School Reports 2016/17 where Gilfach Fargoed School is categorised as requiring a 'green' level of support, and Park Primary school requiring 'amber'. However, the proposal does not make reference to Estyn's inspection reports for the two schools.

In 2015 Estyn inspected Park Primary and the school was placed into the category 'requires significant improvement', as the school's performance was judged to be adequate, and its prospects for improvement to also be adequate. Estyn subsequently monitored the school until 2017, when it judged that the school had made sufficient progress to be removed from the list of schools requiring significant improvement.



In 2016 Estyn inspected Gilfach Fargoed School, and judged the school's performance to be good, and its prospects for improvement to be excellent.

It is likely minimal disruption will be experienced by learners in both Gilfach Fargoed and Park Primary schools as outlined in the proposal's 'keys to a successful federation' with evidence of planning and understanding from both schools and the local authority in implementing potential changes. Some additional workload for governors and sufficient time to allay feelings of concern for governors, parents and staff are noted and acknowledged.



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## **Estyn's response to the proposal to establish a School Federation incorporating Fleur-De-Lis and Pengam Primary Schools**

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

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

Estyn has considered the educational aspects of the proposal and has produced the following response to the information provided by the proposer and other additional information such as data from Welsh Government and the views of the Regional Consortia which deliver school improvement services to the schools within the proposal.

### **Summary/ Conclusion**

Estyn believes that the proposal to establish a School Federation incorporating Fleur-De-Lis and Pengam Primary Schools is likely to at least maintain the standard of educational provision and outcomes for pupils and leadership and management.

### **Description and benefits**

In the September 2018 'Consultation Document: Proposal to establish a school federation incorporating Fleur-De-Lis and Pengam Primary Schools', the proposer has identified a clear rationale in a well laid out and accessible format. Inclusions such as key facts, a timeline, explanation of the process, benefits and keys to successful federation arrangements, the useful presentation of school attainment data and 'frequently asked questions' are beneficial facets of the proposal.

The proposal clearly states the long standing history the two schools have of working together in a collaborative nature to maximise outcomes for pupils including a shared Senior Management Team, monitoring procedure, professional development structure and INSET programme.

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Compared to the status quo, the proposal highlights the benefits of greater cross site collaboration, leadership models and deployment of resources to utilise current strengths and the strategic use of potentially one governing body. Potential challenges are also clearly communicated.

Both schools' governing bodies have begun working collaboratively over the last few years which has impacted positively on both schools. The proposal states a benefit of federating the schools would be a transition to one governing body. This has potential to develop further a climate of trust, openness and a willingness to work strategically together to enhance pupil standards and use of resources between the schools.

The shared senior management team have begun working closely together since the appointment of the 'shared' head teacher in 2013. The proposal states reasonably that a federation of the schools will help bring into line both school structures to share good practice and increase professional learning opportunities for pupils and staff. Additional likely benefits to the leadership practices are further developments of common goals and standardising reflective approaches to teaching and learning in order to positively impact on pupil outcomes.

It is likely there will be little impact on travel arrangement of pupils in accessing provision with the two schools being 0.9 miles in distance from each other. The proposal takes consideration of other off site and extra-curricular transport such as swimming and other trips with the suggestion that further financial benefits of a joint approach can be potentially passed onto parents and carers.

The proposal further provides clear information regarding the pupil numbers in terms of capacity in each school for 2017, the admission number and the pupils on roll at both Pengam Primary School and Fleur-De-Lis Primary School. A clear statement is provided relating to admission arrangements.

### **Educational aspects of the proposal**

The Governing Body, Fleur-De-Lis Primary School together with the Governing Body, Pengam Primary School in partnership with Caerphilly County Borough Council (Education and Lifelong Learning) has given reasonable consideration to the current quality of outcomes, provision and leadership and management at the two schools. They have included concise and fair school data from 2017, reference to the National Categorisation School Reports 2016/17 with both schools being categorised as requiring a 'green' level of support, and outcomes of 2013 Estyn Inspections reports returning 'good' judgements.

The proposal concludes that there will be no likely negative impact on the quality of outcomes, provision and leadership and management as result of the proposal to establish a federation of the two schools.

It is likely minimal disruption will be experienced by learners in both Pengam Primary School and Fleur-De-Lis Primary school as outlined in the proposal's 'keys to a successful federation' with evidence of planning and understanding from both schools and the local authority in implementing potential changes. Some additional workload for governors and sufficient time to allay feelings of concern for governors, parents and staff are noted and acknowledged.



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## **Estyn's response to the proposal to establish a School Federation incorporating Bedwas Junior and Rhydri Primary Schools**

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

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

Estyn has considered the educational aspects of the proposal and has produced the following response to the information provided by the proposer and other additional information such as data from Welsh Government and the views of the Regional Consortia which deliver school improvement services to the schools within the proposal.

### **Summary/ Conclusion**

It is Estyn's view that the proposal to establish a School Federation incorporating Bedwas Junior and Rhydri Primary Schools is likely to at least maintain the standard of educational provision and outcomes for pupils.

### **Description and benefits**

The governing bodies of Bedwas Junior and Rhydri Primary schools, together with Caerphilly County Borough Council propose to establish the Federation of Bedwas Junior and Rhydri Primary schools. Both schools have worked on a collaborative basis since February 2014. The Federation of Bedwas Junior and Rhydri Primary Schools will come into being on 1 September 2019.

The aim of the Federation is for the schools to work in partnership to:

- develop excellent shared practice and outstanding experiences for pupils and staff
- develop common goals and approaches to teaching and learning to ensure significant positive outcomes and standards for all.

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The proposer has clearly identified the rationale in a well laid out and accessible format document. The proposer has taken appropriate account of the consultation process and consulted with a wide range of stakeholders. The proposal includes key facts, timelines, reference to a successful federation, characteristics of both schools, including capacity, admission numbers, and pupils on roll, free school meals and useful frequently asked questions.

The proposal clearly states that both schools have successfully worked together for a number of years. The collaborative approach will continue and appears to impact positively on both schools. The proposal makes suitable reference to the importance of the benefits the federation would bring to the children and young people including enhancing the education provision.

The proposal clearly states the advantages of the Federation and that the schools that federate will remain in their communities and keep their individual identity. It states how important it is to remain committed to working as a group of schools and be willing to do things differently to meet the needs of pupils' well-being and achievements.

The proposal states that the existing governing bodies will be dissolved and a new, single governing body established. The membership of the new governing body will include a number of stakeholders (minimum of 15 maximum of 27). The governing body of the federation can use budget, resources and staff across the federation to improve the outcomes for pupils.

The proposer clearly states the benefits of the federation. These include, consistency in teaching and learning, streamline policies and procedures, sharing good practice and resources, enhanced opportunities for staff professional development and support for schools in difficulty.

The proposer clearly states the challenges the federation may face. These include, increased workload for governors in the first year and concerns from parents and staff as the federation settles down.

### **Educational aspects of the proposal**

The proposer has given a reasonable, albeit brief reference to the current quality of outcomes, provision and leadership and management and concludes there will be no likely impact as a result of the proposal to establish a federation of the two schools.



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## **Estyn's response to the proposal to establish a School Federation incorporating Cwmfelinfach and Ynysddu Primary schools**

### **Introduction**

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

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

Estyn has considered the educational aspects of the proposal and has produced the following response to the information provided by the proposer and other additional information such as data from Welsh Government and the views of the Regional Consortia which deliver school improvement services to the schools within the proposal.

### **Summary/ Conclusion**

It is Estyn's view that the proposal to establish a School Federation incorporating Cwmfelinfach and Ynysddu Primary Schools is likely to at least maintain the standard of educational provision and outcomes for pupils and leadership and management.

### **Description and benefits**

In the September 2018 'Consultation Document: Proposal to establish a school federation incorporating Cwmfelinfach and Ynysddu Primary Schools', the proposer has identified a clear rationale in a well laid out and accessible format. Inclusions such as key facts, a timeline, explanation of the process, benefits and keys to successful federation arrangements, the useful presentation of school attainment data and 'frequently asked questions' are beneficial facets of the proposal.

The proposal clearly states the long standing history of over 5 years the two schools have of working together in a collaborative nature to maximise outcomes for pupils

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including a shared Senior Management Team, monitoring procedure, professional development structure and INSET programme.

Compared to the status quo, the proposal highlights the benefits of greater cross site collaboration, leadership models and deployment of resources to utilise current strengths and the strategic use of potentially one governing body. Potential challenges to federating schools are also clearly communicated.

Both schools' governing bodies have begun working collaboratively over the last few years which has impacted positively on both schools. The proposal states a benefit of federating the schools would be a transition to one governing body. This has the potential to develop further a climate of trust, openness and a willingness to work strategically together to enhance pupil standards and use of resources between the schools.

The shared senior management team have begun working closely together under the 'joint' head teacher. The proposal states reasonably that a federation of the schools will help bring into line both school structures to share good practice and increase professional learning opportunities for pupils and staff. Additional likely benefits to the leadership practices are further developments of common goals and standardising reflective approaches to teaching and learning in order to positively impact on pupil outcomes.

It is likely there will be little impact on travel arrangement of pupils in accessing provision with the two schools being 0.5 miles in distance from each other. The proposal takes consideration of other off site and extra-curricular transport such as swimming and other trips with the suggestion that further financial benefits of a joint approach can be potentially passed onto parents and carers.

The proposal further provides clear information regarding the pupil numbers in terms of capacity in each school for 2017, the admission number and the pupils on roll at both Cwmfelinfach Primary School and Ynysddu Primary School. A clear statement is provided relating to current and future admission arrangements.

### **Educational aspects of the proposal**

The Governing Body, Cwmfelinfach Primary School together with the Governing Body, Ynysddu Primary School in partnership with Caerphilly County Borough Council (Education and Lifelong Learning) has given reasonable consideration to the current quality of outcomes, provision and leadership and management at the two schools. They have included concise and fair school data from 2017, reference to the National Categorisation School Reports 2016/17 with both schools being categorised as requiring a 'green' level of support, and outcomes of respective 2016 and 2015 Estyn Inspections reports returning 'excellent' and 'good' judgements.

The proposal concludes that there will be no likely negative impact on the quality of outcomes, provision and leadership and management as result of the proposal to establish a federation of the two schools.

It is likely minimal disruption will be experienced by learners in both Cwmfelinfach Primary School and Ynysddu Primary school as outlined in the proposal's 'keys to a successful federation' with evidence of planning and understanding from both schools and the local authority in implementing potential changes. Some additional workload for governors and sufficient time to allay feelings of concern for governors, parents and staff are noted and acknowledged.