

PEMBROKESHIRE COUNTY COUNCIL  
Cyngor Sir Penfro



## EDUCATION

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# PROPOSAL FOR DISCONTINUATION OF MANORBIER CHURCH IN WALES VOLUNTARY CONTROLLED SCHOOL

## CONSULTATION DOCUMENT

**November 2025**

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# **Foreword**

Pembrokeshire County Council is responsible for promoting high educational standards and for delivering efficient primary and secondary education. Having the right schools of the right type in the right places and ensuring that they are fit for our 21<sup>st</sup> century learners is a challenge facing us, and all councils across Wales.

Meeting this challenge involves reviewing the number and types of school the Council has in its area and assessing whether or not best use is being made of its resources and facilities.

The Council reviews its provision on the basis of:

- Quality and future sustainability of educational provision
- Sufficiency and accessibility of school places
- The condition, suitability and standard of school buildings
- Value for money

This consultation document sets out the proposal to discontinue Manorbier Church in Wales VC School. I look forward to receiving your views.

**Steven Richards-Downes**  
**Director of Education**

# 1. Introduction

Pembrokeshire County Council has a statutory duty to secure sufficient and suitable school places in its area and to determine whether it is making the best use of the resources and facilities to deliver the opportunities that children deserve.

At its meeting on 8<sup>th</sup> May 2025, Pembrokeshire County Council considered a report of the School Modernisation Working Group which outlined the findings of a review of education provision in the Tenby area. In particular the review considered the extent of surplus school places in the area, set against a significant decline in the pupil population. In addition, the report outlined the current position in relation to the school building at Manorbier, and the cost of primary school places, and concluded with a recommendation. The decision of Council was as follows:

That the Director of Education be authorised to commence statutory consultation with the St David's Diocese on the proposal to discontinue Manorbier Church in Wales Voluntary Controlled School.

In accordance with the School Organisation Code, a letter was sent to the St David's Diocese on 14<sup>th</sup> May 2025 in order to seek its views on the proposal. The Diocese's response was considered by the County Council at its meeting on 17<sup>th</sup> July 2025; the decision of Council was as follows:

That the Director of Education be authorised to commence general statutory consultation on the proposal to discontinue Manorbier Church in Wales Voluntary Controlled School.

This document fulfils part of the County Council's responsibility under the School Standards and Organisation (Wales) Act 2013 to consult with appropriate stakeholders and to explain the Council's proposal to discontinue Manorbier Church in Wales VC School. It offers an opportunity for consultees to put forward any comments, observations or alternative proposals they wish to be considered, as well as explaining why other options considered are not the preferred option.

Consultation on this proposal will comply with the requirements of the School Organisation Code. Consequently, the main purpose of this document is to provide information and to gather the views of identified stakeholders. For further information on the statutory process, see Section 7.

## 2. Consultation

### 2.1 Who will we consult with?

<b>The Parents/Carers/Guardians, Staff and the Governing Body of the schools affected by the proposal:</b> Manorbier VC Schoo	
<b>The Governing Body of other schools which the proposer considers are likely to be affected by the proposals.</b>	
<ul style="list-style-type: none"> <li>• Tenby VC School</li> <li>• St Florence VC School</li> <li>• Lamphey CP School</li> <li>• Sageston CP School</li> <li>• Stepaside CP School</li> </ul>	<ul style="list-style-type: none"> <li>• Ysgol Hafan y Mor</li> <li>• St Teilo's Catholic Primary School</li> <li>• Saundersfoot CP School</li> <li>• St Oswald's VA School</li> <li>• Greenhill School</li> <li>• Ysgol Bro Preseli</li> </ul>
<b>Elected Members:</b>	
<ul style="list-style-type: none"> <li>• Samuel Kurtz MS – Constituency</li> <li>• Cefin Campbell MS – Regional</li> <li>• Joyce Watson MS – Regional</li> <li>• Eluned Morgan MS – Regional</li> <li>• Jane Dodds MS - Regional</li> <li>• Henry Tufnell MP (Mid and South Pembrokeshire</li> </ul>	<ul style="list-style-type: none"> <li>• Cllr. S Skyrme-Blackhall</li> <li>• Cllr. M Williams</li> <li>• Cllr. P Kidney</li> <li>• Cllr. V Thomas</li> <li>• Cllr. Rh Jordan</li> <li>• Cllr. T Hodgson</li> </ul>
<b>Relevant Town (T) and Community Councils (CC):</b> Manorbier CC, St Florence CC, Penally CC, Tenby TC, Lamphey CC, Carew CC.	
<b>Trades Unions:</b> NEU, NASUWT, UCAC, NAHT, ASCL, UNISON, UNITE, GMB	
<b>Church in Wales and Roman Catholic Diocesan Authority:</b>	
St David's	The United Archdiocese of Cardiff-Menevia
<ul style="list-style-type: none"> <li>• The Welsh Ministers</li> <li>• Estyn</li> <li>• Dyfed Powys Police and Crime Commissioner</li> </ul>	<ul style="list-style-type: none"> <li>• The Welsh Language Commissioner</li> <li>• Partneriaeth – Regional Education Consortium</li> <li>• Hywel Dda Health Board</li> </ul>
Independent/Voluntary early years/Childcare providers	<p><b>Playgroup settings:</b>  Sageston Playgroup  Teilo Tots  Cylch Meithrin Tonnau Bach  Tiny Treasures</p> <p><b>Childminders:</b>  JS – Sageston  AD – St Florence  CH – Tenby  AMR – Tenby  SM - Tenby</p>

## **2.2 Consultation with children and young people**

The children and young people attending all the schools identified above will be able to participate in the consultation process through their School Councils. The information provided to children and young people will be presented in a way that is relevant to their age and level of likely understanding and be in accordance with the National Standards for Children and Young People's Participation. The information gathered from the consultation with pupils will form part of the Consultation Report which will subsequently be considered by Council.

## **2.3 When does the consultation period start and end?**

**THE CONSULTATION PERIOD FOR THIS PROPOSAL WILL COMMENCE ON 5<sup>th</sup> NOVEMBER 2025 AND END ON 19<sup>th</sup> DECEMBER 2025.**

During this period, you can express your views by writing to the Director of Education by using any of the following methods:

Letter to:	Steven Richards-Downes Director of Education County Hall Haverfordwest SA61 1TP
Email:	<a href="mailto:EducationConsultations@pembrokeshire.gov.uk">EducationConsultations@pembrokeshire.gov.uk</a>
Response Form:	See the form at the back of this document
Online:	<a href="http://www.pembrokeshire.gov.uk/haveyoursay">www.pembrokeshire.gov.uk/haveyoursay</a>

You can submit your views in favour of, or against the proposal. Responses received during the consultation period will not be treated as statutory objections. If you wish to object, you will need to do so in writing during the statutory objection period outlined in Section 7.

**PLEASE NOTE THAT ALL CORRESPONDENCE SHOULD BE RECEIVED BY NO LATER THAN 5PM ON 19<sup>th</sup> DECEMBER 2025.**

## **2.4 What will happen after the consultation process?**

At the end of the consultation period the feedback will be collated and summarised in a Consultation Report and subsequently presented to the County Council. This report will be available to be viewed on the Council website and hard copies obtainable on request at [EducationConsultations@pembrokeshire.gov.uk](mailto:EducationConsultations@pembrokeshire.gov.uk) or by calling 01437 775164. Council will consider the report and decide whether it wishes to proceed with the proposal or not.

If Council decides not to proceed, that will be the end of this proposal. However, if Council decides to proceed, a Statutory Notice will be published. The Statutory Notice will be published on the Council's website and posted in the named schools and other conspicuous

places within the community. Copies of the notice will be made available to the relevant schools to distribute to pupils, parents/carers and members of staff.

In accordance with The School Standards and Organisation (Wales) Act 2013, anyone wishing to make objections to the proposal will have the opportunity to do so. To be considered as statutory objections, objections will need to be made in writing or by email and sent to the Council within 28 days of the date on which the statutory notice was published.

If objections are received, these will be summarised into an Objection Report, which will be published on the Council's website with parents/carers/guardians and staff members of the relevant schools advised of its availability. All consultees listed earlier in this section will receive hard copies of the report or be emailed a link to the relevant location on the website.

The Objection Report will subsequently be considered by Council before determining whether the proposal should proceed or not. When a decision is made, it will be published on the Council's website and all consultees informed.

## **2.5 Your questions**

The content of this document is likely to provide answers to the most common questions that will arise regarding the proposal. However, should you have any further questions, please contact Mike Cavanagh on the following email address:

[EducationConsultations@pembrokeshire.gov.uk](mailto:EducationConsultations@pembrokeshire.gov.uk)

### 3. The Status Quo – Background

#### 3.1 Manorbier Church in Wales Voluntary Controlled School (Manorbier VC School)

Manorbier VC School is a 3-11 voluntary controlled primary school located in Manorbier and is maintained by Pembrokeshire County Council. The school draws its pupils from Manorbier and the surrounding rural areas. Manorbier's catchment area generally serves the Manorbier and Penally electoral ward, but it also encroaches slightly into the Carew and Jeffreyston, and Lamphey wards. The school's catchment area is shown later in this section.

The age profile of pupils currently on roll for each class, and the figures recorded for the previous four annual school censuses for the school are as follows:

	MANORBIER VC SCHOOL									
	Nursery		Rec	Yr1	Yr2	Yr3	Yr4	Yr5	Yr6	NOR
	PT	FT								
Owls	0	0	0	0	0	1	6	5	0	12
Skylarks	0	3	2	0	6	0	0	0	0	11
Sep 25	0	3	2	0	6	1	6	5	0	23
Jan 25	3	0	0	6	1	6	5	0	4	25
Jan 24	0	0	4	1	5	4	0	2	3	19
Jan 23	2	3	1	5	4	0	5	5	4	29
Jan 22	3	0	6	4	1	7	5	4	12	42

#### 3.2 Details of the schools which are the subject of the proposal.

School	Category	Language Category	Age Range	School Capacity 2025	Admission Number 2025/26
Manorbier Church in Wales VC School, Manorbier Tenby SA70 7SN	Voluntary Controlled	English Medium	3-11	86	12

The information provided in the table below is primarily drawn from [www.mylocalschool.gov.wales](http://www.mylocalschool.gov.wales) and provides comparative data between school, local authority (LA) and Wales. The 2025 data had not been uploaded to mylocalschool at the time of preparing this document and has been obtained from the 2025 PLASC (Pupil level annual school census).

MANORBIER VC SCHOOL	Wales	LA	School	School
		2024	2025	2025
Free School Meals - 3 year average (FSM Group)	22.9%	17.9%	25.4%	24.0%
Attendance Percentage of half day sessions attended by pupils of statutory school age during the academic year.	92.2%	91.9%	88.7%	92.64% (to date)

MANORBIER VC SCHOOL	Wales	LA	School	School
	2024			2025
<b>% Pupils where English is an Additional Language (EAL)</b>	7.1%	2.4%	Nil	Nil
<b>% Pupils in the school recorded as having an ethnic background as anything other than "White-British"</b>	15.3%	8.4%	Nil	Nil
The Additional Learning Needs Code for Wales 2021 and regulations came into force on 1.9.21 to ensure children and young people aged 0-25 can access additional support to meet their needs that is properly planned for and protected. Implementation of the ALN (Additional Learning Needs) system was ongoing, with children moving from the SEN (Special Educational Needs) system to the ALN system until August 2025. Learners with ALN will have their needs identified in Individual Development Plans (IDPs) which are statutory plans. Learners with SEN may have had School Action, School Action Plus or a Statement, which ceased in August 2025.				
<b>% Pupils at School Action</b> When a teacher identifies that a pupil has SEN they provide interventions that are additional to or different from those provided as part of the school's usual curriculum.	3.2%	6.6%	46.7%	36.0%
<b>% Pupils at School Action Plus</b> When a teacher is 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.	2.5%	4.2%	See Note	16.0%
<b>% Statemented pupils</b> A child has SEN if s/he has learning difficulties which requires special educational provision to be made for 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 facilities from those that the school generally provides for children.	1.0%	0.5%	See Note	Nil
<b>School IDP</b>				Nil
<b>Local Authority IDP</b>				8.0%

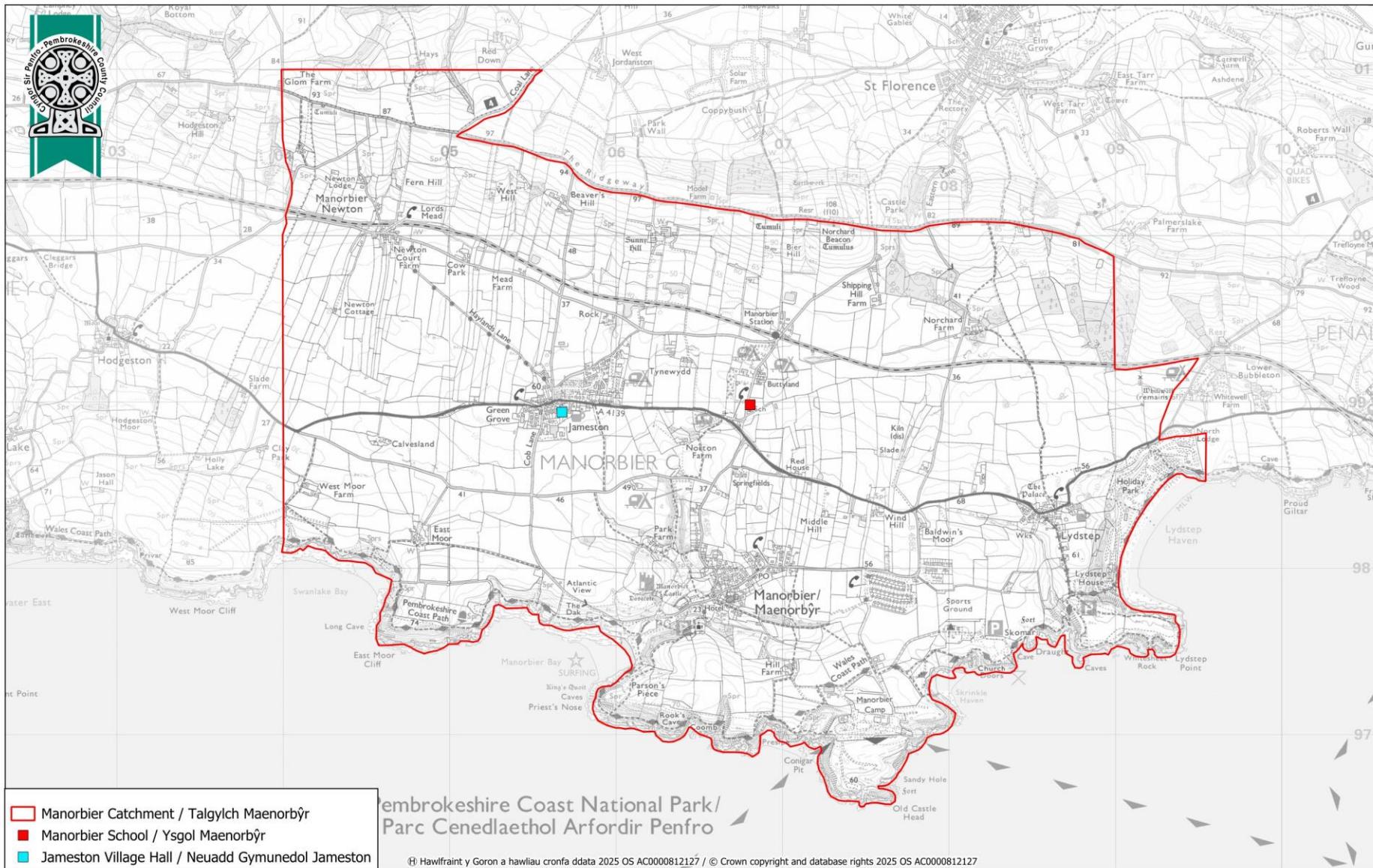
**Note:** The % figures for school action plus and statemented pupils are blank because they are disclosive, not sufficiently robust for publication, not applicable or are otherwise unavailable.

## SCHOOL CATCHMENT AREA PLAN / CYNLLUN TALGYLCH YSGOL

(from September 2009 / o Medi 2009)

**School Name / Enw'r Ysgol:** Manorbier VC

**School Number / Rhif yr Ysgol:** 3042



### 3.3 School Capacity

Capacity is measured using the “Measuring the Capacity of Schools in Wales” formula; this excludes nursery accommodation and nursery pupils. School capacities are reviewed annually and may change when a school changes the way it uses its accommodation and when building alterations take place. In order to establish a comparison between capacity and usage, nursery pupils are shown separately and excluded from such forecasts. It should be noted that these figures relate to the substantive Manorbier VC School building, not the school’s temporary premises at Jameston Community Hall.

School	Capacity 2025	
	Full Time Pupils	Nursery Pupils (FTE)
Manorbier VC	86	24

### 3.4 Pupil Forecasts

An exercise to forecast future pupil numbers is undertaken annually following the verification of the January pupil census by Welsh Government. Forecast pupil numbers are calculated using the following assumptions:

- All year 6 pupils move to secondary provision;
- All year groups move forward chronologically;
- Reception pupils based on one of the following:
  - The school’s Admission Number
  - Reception pupils offered places on the common ‘offer date’
  - The school’s own assessment based on local intelligence
  - An average of Reception admission over previous 5 years.

As at the closing date (30 April 2025) for 2026 nursery admissions, there was 1 application.

Pupil Numbers (Reception – Year 6)

	Actual	Forecast					
	2025	2026	2027	2028	2029	2030	
Manorbier VC School	22	21	23	20	16	17	

Occupancy

	Actual	Forecast					
	2025	2026	2027	2028	2029	2030	
Manorbier VC School	25.6%	24.4%	26.7%	23.2%	18.6%	19.7%	

### 3.5 Pupil Yield from Housing

Information in relation to the potential pupil yield from new housing in the area is based on both the Council’s and the Pembrokeshire Coast National Park’s annual monitoring report [AMR]. In the context of this proposal, housing commitments which are either under construction or identified as being deliverable within a five-year period amount to approximately 62 units. Based upon the assumption that each dwelling yields on average 0.15 pupils, these housing developments would yield approximately 9 pupils.

Settlement	Under Construction	Complete < 5 yrs.	Potential pupil yield
Lydstep [Tier 3]	0	8	
Jameston [Tier 3]	0	38	
Countryside [Tier 4]	0	14	
<b>TOTAL</b>	<b>0</b>	<b>60</b>	<b>9</b>

Source:

2024 Annual Monitoring Report [AMR] Local Development Plan [PCC]

2024 Annual Monitoring Report [AMR] Local Development Plan 2 (PCNPA)

This does not represent a significant increase in housing and the potential yield resulting from it should be accommodated within current capacity.

### 3.6 Buildings / Accommodation

In October 2022, Manorbier School sustained significant damage as a result of a fire. Since then, the school has been operating from Jameston Community Hall.

The original school was built in 1877. Ownership of both the school building and the land it occupies lies with the St Davids Diocesan Board of Finance. However, parts of the land within the school's curtilage are owned by Pembrokeshire County Council.

Prior to the fire, the school's condition and suitability were graded as C (poor).

### 3.7 Schools which may be affected by this proposal.

It is considered that several schools in the area may be affected by this proposal. Furthermore, secondary schools which may be affected are also included.

School	Address
St Florence VC School	St Florence, Tenby, SA70 8LY
Tenby VC School	Heywood Lane, Tenby, SA70 8BZ
Lamphey CP School	Lamphey, Pembroke, SA71 5NW
Sageston CP School	Sageston, Tenby, SA70 8SH
Stepaside CP School	Carmarthen Road, Kilgetty, SA68 0UG
St Teilo's Catholic Primary School	Greenhill Road, Tenby, SA70 7LJ
Ysgol Hafan y Mor	Heywood Lane, Tenby, SA70 8BZ
Saundersfoot CP School	Francis Lane, Saundersfoot, SA69 9HB
St Oswald's VA School	Rectory Field, Jeffreyston, Kilgetty, SA68 0SG
Greenhill School	Heywood Lane, Tenby, SA70 8BN
Ysgol Bro Preseli	Crymych, SA41 3QH

Information in relation to these schools is included in **Appendix 1**.

### 3.8 Strengths and Weaknesses of the current situation

School	Strengths	Weaknesses
<b>Manorbier VC School</b>	<ul style="list-style-type: none"> <li>• No requirement for statutory school organisation process</li> <li>• Retains local schools.</li> <li>• Meets the wishes of the Diocese.</li> <li>• Meets the wishes of some parents/Carers/Guardians and members of the local community</li> </ul>	<ul style="list-style-type: none"> <li>• Requires costly reinstatement of Manorbier School, i.e. Council investment for cost not covered by insurance.</li> <li>• Ongoing issue of adjacent school house</li> <li>• Requires ongoing rental of Jameston Hall until such time as reinstatement can be completed.</li> <li>• Does not address overall condition and suitability of Manorbier School</li> <li>• Does not address significant surplus places.</li> <li>• Does not reduce revenue cost to Council.</li> <li>• Does not resolve concerns regarding financial sustainability of the school</li> </ul>

## 4. Current School Standards

The most recent Estyn judgements and the report of the School Improvement Advisor for the school which is the subject of the proposal is as follows.

### 4.1 Estyn Inspection

The school was last inspected in December 2023; the overview of the inspection report and recommendations are shown below; consultees may access the full report via the [Estyn website](#).

#### Overview

The headteacher, staff and governors are committed to placing the school at the heart of the community. Following an uncertain period after a fire at the school's permanent site, they have created a warm and nurturing environment for pupils to continue to learn and grow in a temporary location. This ensures that pupils feel safe and secure and enjoy coming to school. Most pupils show care and respect for each other and for staff and many engage well in lessons. The school works effectively to develop its support for pupils with additional learning needs (ALN).

The school is developing a curriculum that reflects the needs of pupils and their community. The focus on well-being supports vulnerable pupils to begin to develop appropriate attitudes to learning and enables all pupils to contribute their ideas about what and how they learn. Teachers often provide interesting lessons and are beginning to plan authentic and creative learning experiences that help pupils to make progress. Younger pupils develop their independence well. Older pupils are beginning to think more deeply about their learning, asking, and answering questions and working together to solve problems. The school is beginning to develop opportunities for pupils to reflect on their learning but opportunities for older pupils in particular to improve their work following feedback are limited.

Pupils develop their reading skills well. They make strong progress in Welsh and develop as confident speakers. This is a significant strength of the school. However, teachers do not always have high enough expectations of pupils in all areas of the curriculum. They do not plan carefully enough for pupils to build their writing and digital skills successfully. As a result, they do not always make the progress they are capable of.

The headteacher and teachers carry out a useful range of self-evaluation and improvement processes. They accurately identify priorities for school improvement, provide high quality professional development for all staff, and monitor progress suitably. However, leaders do not always evaluate the quality of teaching well enough by considering the difference that it makes to pupils' progress.

#### Recommendations

- R1 Ensure that monitoring and evaluation processes focus on the difference that teaching and learning experiences makes to pupils' progress
- R2 Improve pupils' writing and digital skills
- R3 Ensure that feedback to pupils is timely and that they have suitable opportunities to improve their work

## 4.2 School Improvement Advisor report

The school was last inspected in December 2023. The inspectors highlighted strengths which focused on pupils' wellbeing and on the warm and nurturing environment that has been created. This caring environment ensures that pupils feel safe and secure. The school is effective with providing support for pupils with additional needs. The areas that the inspectors found as needing some improvement included ensuring that monitoring and evaluation processes focus on the difference that teaching and learning experiences makes to pupils' progress; to improve pupils' writing and digital skills and ensuring that pupils receive feedback that allows them to improve their work.

Last academic year (2024/2025) the school shared the post inspection action plan and continued to address the recommendations. During link visits the headteacher shared with the school improvement adviser that the teachers were now more aware of the analysis of focused pupils' data and how it impacts on teaching moving forward. Monitoring activities have been focused on how pupils are making progress according to their starting points. The headteacher also highlighted that there was a monitoring and evaluation cycle in place along with evidence to support the school addressing the inspection recommendations.

Pupils make steady progress with their reading and writing skills from their starting points. In addressing the Estyn recommendation on writing the literacy lead has developed a writing project which has been presented to staff and governors. Photos are stored digitally and there are examples of 'best' work and 'greatly improved', (value-added), along with examples of pupils' extended and independent writing. This recommendation has been significantly addressed but will continue as an action next academic year (2025/2026). Staff are looking at the whole policy and how all staff can have an impact, such as, mark making and play writing at break times. Digital skills are improving, and pupils are storing their own work. This priority continues to move forward.

Staff are continuing to work on addressing the Estyn recommendation on 'ensuring that feedback to pupils is timely and that they have suitable opportunities to improve their work'. During the spring /summer terms 2025 the school had a trial/pilot of rag rated boxes linked to teacher/peer/self-assessments. Verbal feedback and in the moment, feedback are highlighted in books with verbal feedback. The marking and feedback policy has been reviewed and amended. Monitoring will continue this academic year and where appropriate amendments made.

The school encourage pupils to use their Welsh language skills and Estyn recognise this area as a strength. Pupils make suitable or better progress with their mathematical skills. These skills will be further supported with the introduction of 'Winning with Numbers' programme started at the end of the summer term 2025.

Leaders, staff and governors share a vision to create an inclusive, caring environment and a diverse range of learning experiences. The staff work closely together and are very supportive of each other. Leaders have a sound understanding of the school's strengths and areas for improvement. The headteacher is very supportive of professional learning, however the school's involvement with the cluster is not always as strong or collaborative. Leaders at all levels work purposefully to address Welsh Government priorities. They are developing a curriculum that aligns to the principles of Curriculum for Wales, reflecting the local area and community, as well as global cultures.

## 5. The Proposal

### 5.1 The Proposal

The Council's proposal is as follows:

***That the Director of Education be authorised to undertake statutory consultation on the proposal to discontinue Manorbier Church in Wales VC School.***

**Subject to approval, this proposal will result in the pupils on roll at Manorbier VC School being transferred to other schools in the area, i.e. following expressions of parental preference. It is proposed that Manorbier's catchment area will be subsumed as part of the St Florence school catchment, and this will impact upon both the school admissions and school transport criteria in the area.**

The proposal is to remove provision, but will utilise surplus places in other neighbouring schools; the proposal will therefore result in a reduction of the surplus places in the Tenby area.

#### 5.1.2 Advantages and Disadvantages of the Proposal

<b>Discontinue Manorbier VC School.</b>	
<b>St Florence school catchment to be extended to include Manorbier catchment.</b>	
<b>Advantages</b>	
– No concerns in relation to school standards at alternative local schools; these are at least comparable to those at Manorbier VC School	
– All Manorbier pupils can be accommodated at other schools within the Tenby area.	
– Some capital investment may be required at St Florence in order to address WC pupil ratios – could be funded from WG Capital Maintenance Grant, so no additional Council borrowing requirement.	
– Expressions of interest for faith-based education can be met.	
– No further requirement for temporary accommodation at Jameston Hall, with hall handed back to the Community Association for community use.	
– Potential capital receipt for PCC land on Manorbier school site, or land made available for housing.	
<b>Disadvantages</b>	
– Statutory process required to discontinue school – Council approval required.	
– On the basis of current pupils at Manorbier School (July 2025), most would be eligible for free home to school transport.	
– Discussion/negotiation required with St David's Diocese in relation to the handover of the school building, i.e. if a decision is made to discontinue Manorbier VC School.	
– Disruption and further change for pupils, who may have been expecting to return to Manorbier school at some point in the future.	

### 5.1.3 Impact of the proposal

The following information is provided in relation to St Florence VC school, which is considered the most likely to receive displaced pupils from Manorbier VC school, from a distance and faith school perspective. As such, it is proposed to extend the existing St Florence VC school catchment to incorporate the Manorbier VC school catchment. It should be noted however that spare capacity is available across the Tenby family of schools and, should the proposal to close Manorbier VC school be taken forward, parents/carers/guardians would be able to express parental preference to attend a school other than St Florence.

<b>St Florence VC</b>
<b>Standards and progress overall, of specific groups and in skills; wellbeing and attitudes to learning.</b>
Pupils make good or better progress from their starting points as they move through the school. Pupils' progress is monitored closely and differentiation in place to meet the needs of specific groups of learners. In English and mathematics pupils achieve good or better standards and Welsh skills are developing well. The Criw Cymraeg is effective in developing Welsh in the school. Nearly all pupils have a positive attitude to learning and enjoy being in school.
<b>Quality of teaching, the breadth, balance and appropriateness of the curriculum, and the provision of skills.</b>
There is an established staff in the school who have high expectations of the pupils. Support staff are deployed effectively to support learning. The curriculum is broad and balanced with fun and exciting activities planned and delivered which engage the pupils. Skills development, which is progressively planned for, is integral to the curriculum offered.
<b>Tracking, monitoring and the provision of learning support, personal development and safeguarding.</b>
There are well established monitoring processes in place. These are implemented successfully with strengths and areas for development highlighted after a monitoring activity. Senior leaders monitor pupils' progress robustly and interventions and additional support provided where appropriate. Pupils are encouraged to be proactive in their own learning, and the school provides a range of enrichment activities throughout the year with pupils making personal choices as to which they want to be involved in.
<b>Quality and effectiveness of leaders and managers, self-evaluation processes and improvement planning, professional learning, and use of resources.</b>
The school has an established senior leadership team including an executive headteacher. This leadership structure works effectively across the collaboration with Penrhyn VC primary. Governors are supportive and are involved in monitoring. Self-evaluation processes are robust and future priorities identified. Professional learning is

linked to the school and cluster priorities and resources effectively used to address these. Grants are used strategically to support school improvement.

**Likely impact of the proposals on the ability of the school to deliver the full curriculum.**

The proposals would not have a negative impact on the ability of the school to deliver the full curriculum. There is an established collaboration with Penrhyn VC primary with leaders, staff and resources used to support curriculum development.

**The extent to which the proposal would support the targets in the approved Welsh in Education Strategic Plan (WESP) and how the proposal would expand or reduce Welsh language provision.**

The school is proactive in improving pupils' Welsh language skills. Welsh is embedded into school routines as well as structured lessons.

## 5.2 Key School Information

The following information is provided in relation to St Florence, which is most likely to receive displaced pupils from Manorbier VC School, i.e. the catchment area that could be extended to encompass the Manorbier catchment.

	<b>St Florence VC School</b>
<b>Location</b>	St Florence, Tenby, SA70 8LY
<b>Category</b>	Voluntary Controlled – faith school
<b>Admissions Arrangements</b>	Pembrokeshire County Council is the admissions authority for all community and Voluntary Controlled schools and therefore its admissions policy and oversubscription criteria will apply. The school will continue to admit pupils of both sexes and there will be no provision for selection by either aptitude or ability.
<b>Governance Arrangements</b>	Should Manorbier VC School be discontinued, the school's governing body will cease. However, the governing bodies of successor schools will continue, i.e. those schools which will receive displaced pupils from Manorbier VC School.
<b>Age Range</b>	3-11
<b>– Capacity / Admission Number</b>	The capacity, Admission Number, no. of Nursery places and language category in successor schools will be as follows. The assumption as to the identity of successor schools is based on current parental preference in the area.

<ul style="list-style-type: none"> <li>– <b>Number of Nursery Places</b></li> <li>– <b>Language Category</b></li> </ul>	<table border="1"> <tr><td>Capacity</td><td>95</td></tr> <tr><td>Admission No.</td><td>13</td></tr> <tr><td>Nursery Places</td><td>10</td></tr> <tr><td>Lang. Cat</td><td>1</td></tr> </table>	Capacity	95	Admission No.	13	Nursery Places	10	Lang. Cat	1	
Capacity	95									
Admission No.	13									
Nursery Places	10									
Lang. Cat	1									
<b>Proposed accommodation</b>	<p>There are ample spare places at this school, and therefore children currently attending school in Manorbier could be accommodated within the current premises. However, some modifications may be required to address the sufficiency of toilets</p>									
<b>SEN Provision</b>	<p>The school does not have an LRC. As at the 2025 PLASC, 10 children were on the school's ALN Register, at the following SEN stages:</p> <table border="1"> <tr><td>School Action</td><td>6</td></tr> <tr><td>School Action +</td><td>1</td></tr> <tr><td>LA IDP</td><td>1</td></tr> <tr><td>School IDP</td><td>2</td></tr> </table>		School Action	6	School Action +	1	LA IDP	1	School IDP	2
School Action	6									
School Action +	1									
LA IDP	1									
School IDP	2									
<b>School Transport</b>	<p>Transport arrangements will be in accordance with the law and the Council's policy.</p> <p>Free transport will be provided according to the Learner Travel Wales Measure – Operational Guidance and Pembrokeshire County Council's school transport policy. These arrangements apply to learner's resident in Pembrokeshire or deemed to be the responsibility of Pembrokeshire County Council. The Council will provide transport where a child of compulsory school age receiving primary education, lives over two miles from the nearest suitable school, or in the case of a child receiving secondary education, living over three miles from the nearest suitable school. The Council reserves the right to name as suitable school one which is not the catchment school.</p> <p>Transport will be provided to the catchment area school which is designated by the Authority to serve the pupil's home address, or to the nearest suitable school as determined by the Council.</p> <p>The Council will not provide transport or make any contribution towards transport costs for pupils admitted as a result of a parental expression of preference for a school which is not the nearest or catchment school. In these circumstances families are responsible for making their own transport arrangements and for all transport costs.</p>									
<b>Alternative Schools</b>	<p>Schools listed in Section 3.7 may be regarded by families as alternatives.</p>									

### 5.3 Pupil Projections

The forecast pupil numbers outlined below reflect the proposed school's population if the proposal is implemented. The figures are based on the annual forecasting exercise undertaken on the current schools in 2025.

#### St Florence Pupil Forecasts 2026 - 2030

	Actual		Forecast				
	2024	2025	2026	2027	2028	2029	2030
Primary	63	63	79	81	76	71	67
Secondary	861	853	888	882	874	837	816

*\*Forecast figures based on 100% of Manorbier pupils feeding into St Florence [net reception – year 6 and LRC]*

*\* Secondary forecasting excludes LRC Pupils. Based on PLASC 2025, 24 pupils attended Greenhill LRC provision*

### 5.4 Proposed School Catchment

A school's catchment area is the geographical area which it is designated by the County Council that the school should serve. Catchment areas are used by the Council:

- as a planning tool for forecasting demand for and plan provision to meet demand for school places;
- to prioritise the admission of pupils to oversubscribed schools;
- as an element of the home to school transport policy to organise school transport and to control costs;
- to enable schools to identify with the communities they serve;
- to give families an indication of their local school.

Manorbier VC School's catchment area is set out on Page 10 of this document; however, if a decision is made to discontinue the school, it is important that the relevant area is defined as part of another school or schools' catchment area.

It is proposed that the Manorbier catchment would be wholly included as part of the catchment area of St Florence VC school.

The map showing the extent of this proposal is included as **APPENDIX 7** and consultees are asked to indicate if they support it or would prefer a different catchment.

### 5.5 Impact Assessments

The following represent the Council's assessment of the impact of the proposal on the community, equalities, the Welsh language, transport and staff.

#### 5.5.1 Community Impact Assessment

An assessment of community impact is attached at **APPENDIX 3**. However any additional impacts arising as a result of consultation will be reflected in an amended version which will be published as part of the Consultation Report.

#### 5.5.2 Equalities Impact

The proposal is unlikely to result in any negative impact on the protected characteristics identified in the Equality Act 2010. The full assessment is attached as **APPENDIX 4**.

### **5.5.3 Welsh language Impact**

A Welsh Language Impact assessment is attached at **APPENDIX 5**. No negative impacts are anticipated on the Welsh language

### **5.5.4 Transport Impact**

The Learner Travel (Wales) Measure 2008 places a duty on the Council to assess the travel needs of learners under the age of 19. In addition to those children who qualify for free transport provision due to meeting the eligibility for distance between home and school, the Council is under a legal obligation to assess the travel needs of learners who walk to school. In relation to the proposal included within this document, walking routes to schools are assessed to ensure that learners can reach their destination in safety. There are no changes proposed to the Council's Home to School Transport policy, however changes to catchment areas will impact both school admissions and school transport eligibility.

### **5.5.5 Staff Impact**

It is inevitable that various teaching and non-teaching staff will be affected by the proposal.

As such, staff and recognised trade unions are statutory consultees, to this consultation. Their views will be considered along with other statutory consultees at this stage in the process. Later in the process, should a Council decision be taken to progress with this proposal, further consultation would take place with affected staff and recognised trade unions on the impact of this decision and next steps.

## **5.6 Finance**

All schools are funded according to a formula which is largely pupil based, and this is the funding which is delegated to school governing bodies for schools' revenue expenditure.

### **5.6.1 Pupil costs**

The current costs per pupil for Manorbier VC School are as follows:

	2025/26		
	Pupils Jan 2025	Cost per pupil (net of SEN)	Average cost per pupil (net of SEN) – all primary/secondary schools
	FTE	£	£
Manorbier VC School	28	£8,595	£5,265

Note: Based on 2025/26 Education Budget Statement (Section 52 of the School Standards and Framework Act 1998)

### **5.6.2 Revenue Savings**

It is anticipated that revenue savings will arise as a result of this proposal, but that these cannot be fully quantified until the extent of parental preference for successor schools is known. This calculation will need to be cognisant of the costs associated with school transport.

### **5.6.3 Capital Investment**

No capital investment will arise directly as a result of this proposal. However, some modifications may be required at St Florence VC School to address the sufficiency of toilets.

Given that a parcel of land to the rear of the school is registered with the County Council, capital receipts may be realised in the future.

#### 5.6.4 Title of land and buildings

The title of land and building of Manorbier VC School is split between the St David's Diocesan Board of Finance and Pembrokeshire County Council. Most of the school buildings are registered with the Diocese; some of the buildings to the north of the school site and the adjoining play areas are registered with the Council.

#### 5.7 Risks and Counter measures

Risk	Counter Measure
1	Pupil standards fall
	<ul style="list-style-type: none"><li>– The alternative school (St Florence VC) is at least comparable to Manorbier VC School in relation to school standards.</li><li>– All Manorbier pupils can be accommodated at St Florence VC school</li></ul>
2	Failure to obtain relevant approvals from Council and/or failure to comply with due process.
	<ul style="list-style-type: none"><li>- Ensure that all options are considered in light of the School Organisation Code 2018.</li><li>- Ensure sufficient time is allocated to undertake process.</li><li>- Undertake consultation with appropriate statutory consultees.</li></ul>
3	Pupils have further to travel to school
	<ul style="list-style-type: none"><li>- Transport arrangements will be in accordance with the law and the Council's policy.</li></ul> <p>Free transport will be provided in accordance with the Learner Travel Wales Measure— Operational Guidance and Pembrokeshire County Council's school transport policy.</p>
4	Parental and community opposition to the proposal.
	<ul style="list-style-type: none"><li>• All relevant details regarding the status quo and the proposal are included in this document – this is to ensure that all consultees are fully acquainted with the relevant information. A 'Frequently Asked Questions' section is included as part of this Consultation Document and ample opportunity is provided for questions to be asked.</li><li>• To ensure that all significant concerns raised during consultation are appropriately responded to as part of the subsequent Consultation Report and are shared with Council members to aid with the decision-making process.</li></ul>

# 6. Alternative Options Considered

## 6.1 Alternative options

Assessments of alternative options are included in this document as follows:

- The likely impact on Quality and Standards in Education – see **APPENDIX 6**.
- The likely impact on the community – see **APPENDIX 3**.
- The likely effect of different travelling arrangements – see Para. 1.4 of **APPENDIX 6**.

Section 5 of this document outlines the Council's proposal, i.e. the preferred option. However, the advantages and disadvantages of alternative options considered as part of developing this proposal are outlined below.

Description	Advantages	Disadvantages
Maintain status quo in the area. Assume reinstatement of Manorbier VC School	<ul style="list-style-type: none"><li>– No requirement for statutory school organisation process</li><li>– Retains local schools.</li><li>– Meets the wishes of the Diocese.</li><li>– Meets the wishes of some parents/carers/guardians and members of the local community.</li></ul>	<ul style="list-style-type: none"><li>– Requires costly reinstatement of Manorbier School, i.e. Council investment for cost not covered by insurance – subsequent increase in Council's borrowing requirement. Welsh Government would require PCC to submit a revised Strategic Outline Plan as part of the Sustainable Communities for Learning Rolling Programme and a subsequent business case process.</li><li>– Ongoing issue of adjacent schoolhouse</li><li>– Requires ongoing rental of Jameston Hall until such time as reinstatement can be completed; on the basis of the current programme this would be until April 2026</li><li>– Does not address overall condition and suitability of Manorbier School</li><li>– Does not address significant surplus places.</li><li>– Does not reduce revenue cost to Council.</li><li>– Does not resolve concerns regarding financial sustainability of the school</li></ul>
Create new Federation of schools to cover St Florence VC, Manorbier VC and Penrhyn VC	<ul style="list-style-type: none"><li>– No requirement for statutory school organisation process</li><li>– Retains local schools</li></ul>	<ul style="list-style-type: none"><li>– Requires costly reinstatement of Manorbier School, i.e. Council investment for cost not covered by insurance – subsequent increase in Council's borrowing</li></ul>

<p>(currently part of collaboration with St Florence), as Headteacher vacancies arise. Assume reinstatement of Manorbier School.</p>	<ul style="list-style-type: none"> <li>– Capitalises on the existing collaboration between St Florence and Penrhyn VC schools</li> <li>– Retention of Manorbier school meets the wishes of the Diocese</li> <li>– Retention of Manorbier school meets the wishes of some parents/carers/guardians and members of the local community</li> </ul>	<p>requirement. Welsh Government would require PCC to submit a revised Strategic Outline Plan as part of the Sustainable Communities for Learning Rolling Programme and a subsequent business case process.</p> <ul style="list-style-type: none"> <li>– Ongoing issue of adjacent school house</li> <li>– Requires statutory process to establish new Federation</li> <li>– Requires ongoing rental of Jameston Hall until such time as reinstatement can be completed</li> <li>– Does not address overall condition and suitability of Manorbier School</li> <li>– Does not address significant surplus places</li> <li>– Does not reduce revenue cost to Council – federated schools continue to be funded 100% as individual schools</li> <li>– Does not resolve concerns regarding financial sustainability of the school</li> <li>– Other than Penrhyn VC, no headteacher vacancies at present</li> </ul>
<p>Discontinue Manorbier VC and establish federation of St Florence VC and Tenby VC School), as Headteacher vacancies arise. Assume no reinstatement of Manorbier School.</p>	<ul style="list-style-type: none"> <li>– Reduces surplus places in the area</li> <li>– All Manorbier pupils can be accommodated at Tenby VC and St Florence VC schools</li> <li>– No capital investment required – no additional Council borrowing requirement</li> <li>– No further requirement for temporary accommodation at Jameston Hall with hall handed back to the Community Association for community use</li> <li>– Potential capital receipt for PCC land on Manorbier school site, or land made available for housing</li> <li>– Retains provision of the same school category (VC) in the area (St Florence).</li> </ul>	<ul style="list-style-type: none"> <li>– Statutory process required to discontinue school – Council approval required</li> <li>– On the basis of current pupils at Manorbier School (July 2025), most would be eligible for free home to school transport to either St Florence or Tenby VC schools. This would also apply to pupils already attending these schools.</li> <li>– Likely dilapidation claim for Manorbier School to be settled with St David's Diocese</li> <li>– Statutory process required to establish new Federation</li> <li>– No headteacher vacancies at present</li> </ul>
<p>Discontinue Manorbier VC and St Florence VC. Assume no reinstatement of Manorbier</p>	<ul style="list-style-type: none"> <li>– Reduces surplus places in the area</li> <li>– All Manorbier and St Florence pupils can be accommodated at Tenby VC school</li> </ul>	<ul style="list-style-type: none"> <li>– Statutory process required to discontinue 2 schools – Council approval required</li> </ul>

<p>School. Tenby VC School and Sageston CP School catchments extended to cover Manorbier and St Florence areas</p>	<ul style="list-style-type: none"> <li>– No capital investment required – no additional Council borrowing requirement</li> <li>– No further requirement for temporary accommodation at Jameston Hall with hall handed back to the Community Association for community use</li> <li>– Potential capital receipt for PCC land on Manorbier school site, or land made available for housing</li> </ul>	<ul style="list-style-type: none"> <li>– On the basis of current pupils at Manorbier and St Florence VC schools (December 2024), most would be eligible for free home to school transport to either Sageston CP or Tenby VC schools. This would also apply to pupils already attending these schools.</li> <li>– Likely dilapidation claims for Manorbier and St Florence schools to be settled with St David's Diocese</li> <li>– Need to reconsider collaboration options for Penrhyn VC School following discontinuation of St Florence VC School</li> </ul>
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## 7. The Statutory Process

The statutory process followed in respect of the proposal included as part of this document will comply with the School Standards and Organisation (Wales) Act 2013 and specifically, the School Organisation Code (011/2018). The process and timetable will be as follows:

Date	Process
14 <sup>th</sup> May – 12 <sup>th</sup> June 2025	<b>Consultation with St David's Diocese</b>
17 <sup>th</sup> July 2025	<b>Diocese response considered by Council</b>
5 <sup>TH</sup> November 2025	<b>Consultation Document Published</b>
Date to be confirmed	<b>Manorbier Pupil consultation session</b>
19 <sup>th</sup> December 2025	<b>Closing date for receipt of observations on the proposal</b>
At least 2 weeks prior to publishing a Statutory Notice	<p><b>Publication of Consultation Report</b></p> <p><b>- Consultation Report presented to Council</b></p> <p><i>Council to decide whether to approve publishing a statutory notice</i></p> <p><i>If approved – proceed to Statutory Notice</i></p> <p><i>If not approved – proposal ends.</i></p>
Within 26 weeks of the above closing date	<p><b>Publish Statutory Notice (SN)</b></p> <p><i>If approved, the SN will be published on the County Council and any other proposer's websites and posted in the named schools and other conspicuous places within the community. Copies of the notice will be made available to the relevant schools to distribute to pupils, parents/carers and members of staff.</i></p> <p><i>The SN will be published on a school day and will allow a period of 28 days for objections. 15 of these days (excluding the day of publication) must be school days.</i></p>
28 days after date of SN	<b>Closing date for receipt of objections to proposal</b>
Within 28 days of the end of the Objection Period	<p><b><u>Where objections received</u></b></p> <p><b>- Objection Report presented to Council</b></p> <p><i>Council to determine proposal in light of the objections received and the content of the Objection Report</i></p> <p><b><u>Where no objections received</u></b></p> <p><i>Council to determine proposal</i></p>
Within 16 weeks of the end of the Objection period	<b>Publication of Council Decision</b>
September 2026	<b>If approved, implementation of proposal</b>

All reports listed above will be published on the County Council's website with parents/carers/guardians and staff members of the relevant schools advised of their availability. All consultees listed in Section 2 of this document will be emailed a link to the relevant page on the Council website; hard copies of all documents will be made available if

requested by emailing [EducationConsultations@pembrokeshire.gov.uk](mailto:EducationConsultations@pembrokeshire.gov.uk) or by calling 01437 775164.

## 8. Frequently Asked Questions

### **If this proposal goes ahead, when would it be implemented?**

On the basis of our current planning trajectory, Manorbier VC School would close on 31<sup>st</sup> August 2026. Subject to parental preference, pupils would start at an alternative school from the beginning of the 2026/27 academic year.

### **Why isn't a reinstatement of the Manorbier School building being sought?**

At its meeting in March 2023 the Cabinet of Pembrokeshire County Council resolved that it would support the reinstatement of Manorbier School, subject to a feasibility exercise being completed to establish the extent and cost, and that these are articulated as part of a business case. This work has been carried out and shared with the Council's insurers; however, the level of settlement offered from insurance falls far below the estimated cost of reinstating the school to a suitable operational standard. During the time this was taking place, Council resolved to establish a Working Group to consider evidence in relation to the decline in the pupil population in Pembrokeshire and the increasing number of schools with high levels of surplus places. Since August 2024, the Working Group has considered the evidence in relation to the Tenby and Preseli areas, and which resulted in its recommendations being considered by Council on 8<sup>th</sup> May 2025.

### **Why can't Manorbier School stay at Jameston Community Hall**

It cannot be denied that Jameston Community Hall has provided a good 'home' for Manorbier VC School since the unfortunate fire in October 2022 and the Council is grateful to the Jameston Community Association for stepping in and allowing the school to take over a valuable community facility. However, Jameston Hall does not provide the level of accommodation or facilities normally expected of a school and the Headteacher and staff of the school deserve a lot of credit for ensuring little or no detriment to the pupils of the school in the time they have occupied the school.

### **Will there be sufficient room for pupils at other local schools?**

Yes, this is due to high levels of surplus places across several schools in the Tenby area. In the context of the Manorbier catchment, St Florence VC School had 32 spare places at the time of the 2025 Pupil Census.

### **How can I object to the Council's proposal?**

As outlined in Section 7 of this document, the school organisation process is lengthy and can take several months to complete. The current stage of the process is consultation, where anyone can express their views. All responses to this consultation will be made available to Council so that elected members can make an informed decision on whether to proceed. Any objections received during the consultation process will not be treated as such. However, if Council decide to proceed to the next stage,

i.e. publishing a statutory notice, then anyone may make a formal objection during the subsequent 28-day Objection period. Again, all objections received will be made available to Council prior to elected members making a final decision on the proposal.

**If Manorbier School is closed, how will families be fairly represented on the governing bodies of neighbouring schools?**

A number of categories of school governor are represented on all maintained school governing bodies, including parent and community governors; such governors serve for a four-year period. When vacancies arise, nominations are sought from all eligible families of the school, and if there are more nominations than vacancies, a Parent Governor election takes place. In the case of Community Governors, they are nominated by the governing body of a school to serve the community's interest. In both cases, there is ample opportunity for Manorbier families, or members of the wider community to serve on the governing body of any successor school.

**You're consulting with all other schools in the area – doesn't this proposal only affect Manorbier VC School?**

The proposal is limited to Manorbier VC School. However, we are required to consult with all schools which are likely to be affected by the proposal, e.g. other neighbouring schools. We are aware that most of the children living in the Manorbier School catchment already attend other schools in the area (see appendix 3 for breakdown).

## Details of affected schools

Name of School	Category	Lang. Category	Age Range	Nursery Pupils January 2025	Total NOR Jan 2025	Condition Grade	Suitability Grade
St Florence VC	Voluntary Controlled	Cat.1 (Eng.)	3-11	9	72	C	C
Tenby VC	Voluntary Controlled	Cat.1 (Eng.)	3-11	27	236	B	B
Lamphey CP	Community	Cat.1 (Eng.)	3-11	18	181	C	B
Sageston CP	Community	Cat.1 (Eng.)	3-11	13	116	B	B
Stepaside CP S	Community	Cat.1 (Eng.)	3-11	20	119	B	B
St Teilo's Catholic Primary	Voluntary Aided	Cat.1 (Eng.)	3-11	10	86	C	C
Ysgol Hafan y Mor	Community	Cat.3 (Welsh)	3-11	34	236	B	A
Saundersfoot CP	Community	Cat.1 (Eng.)	3-11	21	172	B	B
St Oswald's VA	Voluntary Aided	Cat.1 (Eng.)	3-11	14	135	B	A
Greenhill School	Community	Cat.1 (Eng.)	11-19	0	877	C	B
Ysgol Bro Preseli	Community	Cat.3 (Welsh)	3-19	17	932	C	C

**Notes:**

- Pupil numbers are as at January 2025 and include LRC pupils.
- In relation to Condition and Suitability grades
  - A = Good
  - B = Satisfactory (condition) / Reasonable (suitability)
  - C = Poor

School	Capacity	Admission Number	Actual Number on roll (Net of Part Time and Unit Pupils)						Pupil Forecasts* (Net of Part Time and Unit Pupils)				
			2025	2025/26	2021	2022	2023	2024	2025	2026	2027	2028	2029
St Florence VC	95	13	58	53	60	63	63	58	58	56	55	55	50
Tenby VC	318	45	248	227	225	213	197	175	171	170	166	166	
Lamphey CP	205	29	188	184	170	171	163	162	153	153	147	151	
Sageston CP	120	17	88	98	101	94	103	98	94	94	95	88	88
Stepaside CP	200	28	114	105	105	107	99	97	95	88	88	85	
St Teilo's Catholic Sch.	96	13	80	73	65	71	76	73	69	66	69	70	
Ysgol Hafan y Mor	210	30	167	184	191	200	202	199	197	201	196	197	
Saundersfoot CP	297	42	200	192	180	165	151	136	122	121	121	118	
St Oswald's VA	120	17	125	119	120	118	121	111	106	102	100	91	
Greenhill School	1194	204	845	879	864	861	853	888	882	874	837	816	
Ysgol Bro Preseli	Prim 210 Sec 1027	Prim 30 Sec 168			904	900	915	793	819	816	816	821	
Ysgol y Preseli			795	773									
Ysgol y Frenni			149	146									

## APPENDIX 2

### Extract from Estyn report

School	Date of most recent Estyn inspection	Estyn Judgements	Comments										
St Florence VC	March 2019	<p><a href="#">St Florence VC Inspection Report 2019</a></p> <table border="1"> <tr> <td>Standards</td><td>Adequate and needs improvement</td></tr> <tr> <td>Wellbeing &amp; attitudes to learning</td><td>Good</td></tr> <tr> <td>Teaching and learning experiences</td><td>Adequate and needs improvement</td></tr> <tr> <td>Care, support and guidance</td><td>Good</td></tr> <tr> <td>Leadership and management</td><td>Adequate and needs improvement</td></tr> </table>	Standards	Adequate and needs improvement	Wellbeing & attitudes to learning	Good	Teaching and learning experiences	Adequate and needs improvement	Care, support and guidance	Good	Leadership and management	Adequate and needs improvement	School initially placed in Estyn Review follow-up category, but judged to have made sufficient progress in addressing the recommendations and removed from the list of schools requiring Estyn review in February 2021.
Standards	Adequate and needs improvement												
Wellbeing & attitudes to learning	Good												
Teaching and learning experiences	Adequate and needs improvement												
Care, support and guidance	Good												
Leadership and management	Adequate and needs improvement												
Tenby VC	November 2024	<p><a href="#">Tenby VC Inspection Report 2024</a></p> <p>The Estyn inspection report for Tenby Church in Wales Voluntary Controlled School in November 2024 highlights the school's nurturing and inclusive environment, strong leadership, and effective support for pupils' well-being. Pupils feel safe and are well cared for, showing positive attitudes towards learning. The curriculum is well-planned and relevant, helping most pupils make strong progress. The provision for pupils with additional learning needs is particularly praised for supporting their individual targets. The headteacher's leadership and the cohesive staff team are recognized as strengths, contributing to a calm and respectful atmosphere.</p>											
Lamphey CP	November 2024	<p><a href="#">Lamphey CP Inspection Report 2024</a></p> <p>The Estyn inspection report for Lamphey CP School in November 2024 commends the school's inclusive and nurturing environment, strong leadership, and effective support for pupils' well-being. Pupils are polite, caring, and supportive, displaying exemplary behaviour. The curriculum is well-planned, and most pupils make good progress, particularly those with additional learning needs. However, the report</p>											

School	Date of most recent Estyn inspection	Estyn Judgements	Comments										
		suggests improving self-evaluation to better understand the impact on pupil progress and increasing opportunities for pupils to develop as independent learners											
Sageston CP	January 2019	<p><a href="#"><u>Sageston CP Inspection Report 2019</u></a></p> <table border="1"> <tbody> <tr> <td>Standards</td><td>Adequate and needs improvement</td></tr> <tr> <td>Wellbeing &amp; attitudes to learning</td><td>Adequate and needs improvement</td></tr> <tr> <td>Teaching and learning experiences</td><td>Adequate and needs improvement</td></tr> <tr> <td>Care, support and guidance</td><td>Adequate and needs improvement</td></tr> <tr> <td>Leadership and managements</td><td>Adequate and needs improvement</td></tr> </tbody> </table>	Standards	Adequate and needs improvement	Wellbeing & attitudes to learning	Adequate and needs improvement	Teaching and learning experiences	Adequate and needs improvement	Care, support and guidance	Adequate and needs improvement	Leadership and managements	Adequate and needs improvement	School initially placed in Estyn Review follow-up category, but judged to have made sufficient progress in addressing the recommendations and removed from the list of schools requiring Estyn review in February 2021.
Standards	Adequate and needs improvement												
Wellbeing & attitudes to learning	Adequate and needs improvement												
Teaching and learning experiences	Adequate and needs improvement												
Care, support and guidance	Adequate and needs improvement												
Leadership and managements	Adequate and needs improvement												
Stepaside CP	June 2024	<p><a href="#"><u>Stepaside Inspection Report 2024</u></a></p> <p>The Estyn inspection report for Stepaside CP School in June 2024 praises the school's positive learning environment, effective leadership, and strong community inclusivity. Pupils feel safe and eager to learn, supported by dedicated staff and a broad curriculum. While most pupils make good progress, the report suggests improvements in challenging independent work and ensuring consistent progression across all learning areas. The headteacher's clear vision and high expectations, along with strong governance, contribute significantly to the school's nurturing ethos.</p>											
St Teilo's Catholic Sch.	October 2018 Interim Visit March 2025	<p><a href="#"><u>St Teilo's VA Inspection Report 2018</u></a></p> <table border="1"> <tbody> <tr> <td>Standards</td><td>Adequate and needs improvement</td></tr> <tr> <td>Wellbeing &amp; attitudes to learning</td><td>Good</td></tr> <tr> <td>Teaching and learning experiences</td><td>Adequate and needs improvement</td></tr> </tbody> </table>	Standards	Adequate and needs improvement	Wellbeing & attitudes to learning	Good	Teaching and learning experiences	Adequate and needs improvement	School initially placed in Estyn Review follow-up category, but judged to have made sufficient progress in addressing the recommendations and removed from the list of schools requiring Estyn review in March 2020.				
Standards	Adequate and needs improvement												
Wellbeing & attitudes to learning	Good												
Teaching and learning experiences	Adequate and needs improvement												

School	Date of most recent Estyn inspection	Estyn Judgements		Comments
		Care, support and guidance	Good	
		Leadership and management	Adequate and needs improvement	
		<a href="#">St Teilo's VA Interim Visit 2025</a>		
Ysgol Hafan y Mor	May 2019	<a href="#">Ysgol Hafan y Mor Inspection Report 2019</a>		
		Standards	Good	
		Wellbeing & attitudes to learning	Good	
		Teaching and learning experiences	Good	
		Care, support and guidance	Good	
		Leadership and management	Good	
Saundersfoot CP	May 2018	<a href="#">Saundersfoot CP Inspection Report 2018</a>		School initially placed in Estyn Monitoring follow-up category, but judged to have made sufficient progress in addressing the recommendations and removed from the list of schools requiring Estyn monitoring in November 2019.
		Standards	Adequate and needs improvement	
		Wellbeing & attitudes to learning	Adequate and needs improvement	
		Teaching and learning experiences	Adequate and needs improvement	
		Care, support and guidance	Adequate and needs improvement	
		Leadership and managements	Adequate and needs improvement	

School	Date of most recent Estyn inspection	Estyn Judgements	Comments
St Oswald's VA	June 2023		<p><a href="#"><u>St Oswalds VA Inspection Report 2023</u></a></p> <p>The Estyn report for St Oswald's VA School in June 2023 describes the school as a nurturing and welcoming environment. The staff are dedicated to helping pupils thrive both academically and personally. Pupils generally make good progress, although there are limited opportunities for independent learning. The school grounds are engaging and enhance learning experiences. Feedback to pupils often focuses on basic corrections rather than deeper improvement. Pupils are well-behaved and actively engaged in their learning.</p>
Greenhill School	January 2024		<p><a href="#"><u>Greenhill School Inspection Report 2024</u></a></p> <p>The Estyn inspection report for Greenhill School in January 2024 highlights the school's supportive leadership and collaborative culture. Staff work effectively to create a happy and respectful learning environment. Improvements have been made in pupils' learning, attitudes, and well-being. The school has a coordinated approach to enhancing literacy, numeracy, and digital skills, though the provision for Welsh language skills is limited. Teachers plan lessons well, ensuring good progress, but sometimes expectations are too low. Pupils have positive attitudes, feel safe, and value the supportive staff. Sixth form pupils are strong ambassadors and role models</p>

## COMMUNITY IMPACT ASSESSMENT

Impact Area	+/-																																										
<p><b>Information on the proportion of pupils from the catchment area that attend the school</b></p> <p><b>Manorbier VC School</b></p> <p>On the basis of the 2025 PLASC, 91 pupils live in the Manorbier School catchment area. Of these, only 19 (20.9%) attend Manorbier VC School. Pupils attended schools as follows:</p> <table border="1" data-bbox="646 541 1215 1097"> <thead> <tr> <th data-bbox="646 541 961 573">School</th><th data-bbox="961 541 1057 573">No.</th><th data-bbox="1057 541 1215 573">% of catchment</th></tr> </thead> <tbody> <tr> <td data-bbox="646 573 961 605">Sageston CP</td><td data-bbox="961 573 1057 605">2</td><td data-bbox="1057 573 1215 605">2.2%</td></tr> <tr> <td data-bbox="646 605 961 636">Lamphey CP</td><td data-bbox="961 605 1057 636">13</td><td data-bbox="1057 605 1215 636">14.3%</td></tr> <tr> <td data-bbox="646 636 961 668">Stepaside CP</td><td data-bbox="961 636 1057 668">2</td><td data-bbox="1057 636 1215 668">2.2%</td></tr> <tr> <td data-bbox="646 668 961 700">Pembroke Dock CP</td><td data-bbox="961 668 1057 700">1</td><td data-bbox="1057 668 1215 700">1.1%</td></tr> <tr> <td data-bbox="646 700 961 732">Monkton Priory CP</td><td data-bbox="961 700 1057 732">1</td><td data-bbox="1057 700 1215 732">1.1%</td></tr> <tr> <td data-bbox="646 732 961 763">Ysgol Hafan y Mor</td><td data-bbox="961 732 1057 763">11</td><td data-bbox="1057 732 1215 763">12.1%</td></tr> <tr> <td data-bbox="646 763 961 795">Cosheston VC</td><td data-bbox="961 763 1057 795">1</td><td data-bbox="1057 763 1215 795">1.1%</td></tr> <tr> <td data-bbox="646 795 961 827">Manorbier VC</td><td data-bbox="961 795 1057 827">19</td><td data-bbox="1057 795 1215 827">20.9%</td></tr> <tr> <td data-bbox="646 827 961 859">St Florence VC</td><td data-bbox="961 827 1057 859">10</td><td data-bbox="1057 827 1215 859">11.0%</td></tr> <tr> <td data-bbox="646 859 961 890">Tenby VC</td><td data-bbox="961 859 1057 890">22</td><td data-bbox="1057 859 1215 890">24.2%</td></tr> <tr> <td data-bbox="646 890 961 922">St Teilos RC</td><td data-bbox="961 890 1057 922">7</td><td data-bbox="1057 890 1215 922">7.7%</td></tr> <tr> <td data-bbox="646 922 961 954">St Oswalds VA</td><td data-bbox="961 922 1057 954">2</td><td data-bbox="1057 922 1215 954">2.2%</td></tr> <tr> <td data-bbox="646 954 961 986"><b>Grand Total</b></td><td data-bbox="961 954 1057 986"><b>91</b></td><td data-bbox="1057 954 1215 986"></td></tr> </tbody> </table>	School	No.	% of catchment	Sageston CP	2	2.2%	Lamphey CP	13	14.3%	Stepaside CP	2	2.2%	Pembroke Dock CP	1	1.1%	Monkton Priory CP	1	1.1%	Ysgol Hafan y Mor	11	12.1%	Cosheston VC	1	1.1%	Manorbier VC	19	20.9%	St Florence VC	10	11.0%	Tenby VC	22	24.2%	St Teilos RC	7	7.7%	St Oswalds VA	2	2.2%	<b>Grand Total</b>	<b>91</b>		<p>Small negative change</p> <p>Given the current high level of parental preference for non-catchment schools, it is unlikely that the proposal will lead to a negative impact overall, but it is acknowledged that the change will have an impact for the 19 pupils who attend the school, and their families.</p>
School	No.	% of catchment																																									
Sageston CP	2	2.2%																																									
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<b>Grand Total</b>	<b>91</b>																																										
<p><b>Information on the proportion of pupils from outside the catchment area that attend the school</b></p> <p><b>Manorbier VC School</b></p> <p>On the basis of the 2025 PLASC, 25 pupils attended Manorbier VC School. Of these, 19 (76%) attend from the school's catchment area. The 'home' catchments of all pupils attending Manorbier VC School is as follows:</p>	<p>Small negative change</p> <p>Only a small proportion of the Manorbier School roll attend from out of catchment. Each of the 'home' catchment schools of these pupils</p>																																										

<b>Impact Area</b>	<b> +/-</b>																					
<table border="1" data-bbox="685 215 1192 493"> <thead> <tr> <th></th> <th>No.</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Lamphey</td> <td>2</td> <td>8.0%</td> </tr> <tr> <td>Manorbier</td> <td>19</td> <td>76.0%</td> </tr> <tr> <td>Narberth</td> <td>2</td> <td>8.0%</td> </tr> <tr> <td>Pembroke Dock</td> <td>1</td> <td>4.0%</td> </tr> <tr> <td>Pennar</td> <td>1</td> <td>4.0%</td> </tr> <tr> <td></td> <td>25</td> <td></td> </tr> </tbody> </table>		No.	%	Lamphey	2	8.0%	Manorbier	19	76.0%	Narberth	2	8.0%	Pembroke Dock	1	4.0%	Pennar	1	4.0%		25		have ample places available.
	No.	%																				
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	25																					
<p><b>Information about any other facilities the school accommodates, e.g. youth club, playgroup</b></p> <p><b>Information about any other facilities or services the school provides, e.g. after school clubs, community library</b></p> <p><b>Activities provided by schools:</b></p> <p>Note the information below has been provided by the schools.</p> <p><b>Manorbier VC School</b></p> <p>Manorbier school have confirmed they work closely with a wide range of local groups, organisations, and experts to support children's learning, such as;</p> <p><b>Early Years &amp; Childcare</b></p> <ul style="list-style-type: none"> <li>• Ducklings Playgroup, Breakfast &amp; After School Clubs</li> </ul> <p><b>School Community Support</b></p> <ul style="list-style-type: none"> <li>• Friends of Manorbier School, School Governors, Volunteers, Canon Cecil, Family Story Group, Community Choir, PCSO Surgeries &amp; Police Visits, Fire Brigade &amp; RNLI, Health Visitor &amp; School Nurses, Attendance Officers</li> </ul>	No change (broadly comparable)																					

<b>Impact Area</b>	<b> +/-</b>
<b>Wellbeing and Safeguarding</b> <ul style="list-style-type: none"> <li>NSPCC, Samaritans, Children's Advocacy Service, CAFCASS, Social Services, TAF (Team Around the Family), Parent Partnership, Health Promoting Schools, Design to Smile (Oral Health), Asthma Health Support</li> </ul>	
<b>Education &amp; Specialist Support</b> <ul style="list-style-type: none"> <li>Speech and Language Therapists, Education Psychologist, Sign along, TAPPAS, Soroptimists – Tenby, Phil Okwedy (storytelling/workshops)</li> </ul>	
<b>Cultural and Academic Enrichment</b> <ul style="list-style-type: none"> <li>IntoFilm Clu, National Theatre Wales, Lead Creative Schools, Eisteddfod, Arad Goch, Cymrogi, Arts Council of Wales, Patagonia Project, Professor Campbell, Independent Thinking – Hywel Roberts.</li> </ul>	
<b>Post – 16 &amp; Higher Education Links</b> <ul style="list-style-type: none"> <li>Pembrokeshire College, PRP Training Providers, Monkton School, Trinity St David University, Aberystwyth University, Bangor University, Lampeter University</li> </ul>	
<b>Sports &amp; Physical Activities</b> <ul style="list-style-type: none"> <li>Netball Association of Wales, Rugby (Mr Bain – Coach), Scarlets Coaching, EVOLVE Sports, Overhang Climbing (NICAS Level 1), Trefloyne Golf, Leisure Centre Tenby</li> <li>Zumba &amp; Vanessa's Yoga</li> </ul>	
<b>Cultural &amp; Environmental Education</b>	

Impact Area	+/-
<ul style="list-style-type: none"> <li>National Parks &amp; National Trust, Tenby Museum, Manorbier Castle, Reading Rooms, Keep Tidy Wales, Woodland Trust, Eco Schools, UNCRC / EduCCate Global, Siarter Iaith, Oriel Y Parc &amp; Oriel Myrddin, Ty Pereyn &amp; Ledwoods, Bumbles of Honeywood, St Davids Diocese</li> </ul> <p><b>Financial &amp; Life Skills</b></p> <ul style="list-style-type: none"> <li>NatWest &amp; Lloyds (Financial Literacy), Community Bank, First Aid Training</li> </ul> <p><b>Transport &amp; Accessibility</b></p> <ul style="list-style-type: none"> <li>FIS, PACTO, Pembrokeshire Community Transport, The Grange</li> </ul> <p><b>St Florence VC School</b></p> <p>Breakfast Club from 8:20 AM</p> <p>After School Club (Monday to Thursday until 4:30 PM)</p> <p><b>Enrichment Clubs</b></p> <ul style="list-style-type: none"> <li>Bowling, Gymnastics, Sailing, Trampolining, Rock-climbing, ICT, Cookery, Craft</li> </ul> <p>Outdoor learning, including: minibeast hunts; gardening; litter picks; pond dipping; art and writing inspired by nature, together with educational trips including 'Source to Sea' with the National Park and Skomer Island visit. Plant beds, reading chair, mud kitchen, class 1 outdoor extension and collaboration with Swansea City Primary Stars for pupils in classes 2 and 3 to undertake pond maintenance work.</p> <p>Yearly residential trip, weekly outdoor off-site learning 'Taffs Tours' based on topic work etc which includes Pembrokeshire coast national parks, involvement with the rivers project. Yearly visit to St Davids cathedral and Caldey island.</p>	

<b>Impact Area</b>	<b> +/-</b>
<p>Criw Cymraeg, digital leaders, reading ambassadors and school council</p> <p>Sport: Swimming, adventure activities, athletics and cross-country, taster sessions and enrichment activities such as sailing and surfing. Once a year residential trip which includes cycling, muddy assault course and water sports. Involvement with Scarlets and Swansea city football.</p>	
<p><b>If accommodation, facilities or services are provided by a school, where they would be provided in the event of closure</b></p> <p>Manorbier school closed in 2022 and, since then, school education has taken place at Jameston Community Hall. If the proposal in this consultation is implemented, or if Manorbier School were to be reopened, Jameston Community Hall would be able to resume a wide variety of events, groups and activities, with the hall available for hire for parties, functions, training sessions and events.</p>	No change
<p><b>Whether other facilities available in the immediate local or wider community will or could be enhanced in the event of a school closure (e.g. improvements to village halls, playgrounds, provision of holiday play schemes)</b></p> <p>As above</p>	As above
<p><b>Information about the facilities and services provided at any alternative school</b></p> <p>St Florence VC school provides suitable facilities and services for education, with opportunities for community involvement. If the proposal within this consultation is implemented, dependent on the number of school children who move to St Florence, some capital investment may be required, in order to address WC pupil ratios</p>	No change
<p><b>Information about the distance and travelling time involved in attending an alternative school of the same language category</b></p>	Negative change

<b>Impact Area</b>	<b>+/ -</b>
<p>Numerous alternative schools are in the area including: St Florence VC school, Tenby VC school, Lamphey CP School, Sageston CP school, Stepaside CP school, St Teilo's Catholic primary school, Ysgol Hafan y Mor, Saundersfoot Community school and St Oswald's VA school.</p> <p>Of these schools, it is considered that St Florence VC school is the most suitable alternative. The distance from Manorbier VC school to St Florence VC school is 2 miles, with a travel time by car of approximately 6 minutes.</p>	
<p><b>How parents/carers/guardians and pupils' engagement with the alternative school and any facilities it may offer could be supported (e.g. how pupils (and particularly any less advantaged pupils) will be helped to participate in after school activities)</b></p> <p>From a parent/carer/guardian perspective, there will be opportunities, along with members of the wider community, to serve on the governing body of any successor school, through the existing process when vacancies arise.</p>	No change
<p><b>Impact on health and wellbeing, e.g. if pupils would be less able to walk or cycle to school</b></p> <p>A small number of pupils, i.e. those who currently walk or cycle to the temporary school at Jameston Community Hall, may not be able to do so, dependent upon which school they relocate to, due to the distances involved. Where pupils meet the requirements for school transport, this will be provided.</p>	Negative change
<p><b>Information about any wider implications the changes would have on public transport provisions</b></p> <p>Due to the small number of pupils who will be affected, no wider implications on public transport are anticipated. Pupils who meet the requirements for eligibility for school transport, will be provided with this service.</p>	No change

Impact Area	+/-
<b>Information on wider community safety issues</b> No community safety issues are envisaged	No change
<b>Whether closure would encourage families with school-age children to leave the community or discourage young families from moving to the community</b> <p>This is unlikely given that the majority of families who live within the Manorbier VC school catchment already send their children to other local schools. Of the 91 children within the school catchment, only 19 (20.9%) go to Manorbier VC school.</p>	No change
<b>What impact closure might have on other services provided locally, for instance if the school is the only remaining public building in a community</b> <p>No impact is anticipated on other services provided locally except for Jameston Community Hall, where a positive impact is expected as a result of it becoming available again for community activities, events, hiring et cetera. However, the same positive impact would occur if Manorbier school were to be reopened.</p>	No change
<b>Whether, or not, the school is a real hub of community life, used for other purposes –such as public meetings, local events, fêtes, surgeries, and other get togethers –which would either cease or be diminished by being required to move elsewhere</b> <p>While teachers and the Community Council have worked hard to make the temporary school arrangements at Jameston Community Hall work, this has had a significant impact on use of the community Hall as a hub of community life.</p>	As above
<b>Whether or not the loss of the school, and potential families, will have a detrimental effect on the wider economy of the community</b>	No change

<b>Impact Area</b>	<b> +/-</b>
<p>Given the small number of pupils who attend Manorbier VC school from its catchment area, it is unlikely that a decision to permanently close the school will have a material detrimental effect on the wider economy of the community.</p>	
<p><b>The overall effect of closure on the local community (including the loss of school based facilities which are used by the local community)</b></p> <p>The effect of closure on the local community is anticipated to be neutral overall. This is because, while it would enable Jameston Community Hall to resume its wide-ranging activities, events and hiring opportunities which have not been possible since the school relocated there, this would also occur if Manorbier school were to be reopened.</p> <p>It is also because it is acknowledged there would be a small number of people who could potentially be affected negatively, primarily those pupils and their families/carers/guardians, both within the Manorbier catchment and outwith, who attend the school at Jameston Community Hall. However, it has been noted elsewhere in this document that there are ample surplus places available in nearby schools which have at least the same standard of education, and pupils who fall within the criteria for school transport, will receive it.</p>	No change

<b>How does the proposal fit with Well-being goals for Pembrokeshire/Wales</b>	
<b>Prosperous</b>	The proposal is unlikely to affect prosperity in the area to any significant degree, albeit the impact of closure could be significant for staff at the school. Impact on any businesses that rely on school generated footfall in the area is unlikely to be material, given such a low number of pupils.
<b>Resilient</b>	The proposal should increase school resilience in respect of St Florence and potentially other schools in the area, with less surplus places.
<b>Healthier</b>	Unlikely to have a material impact.
<b>Equal</b>	See Appendix 4

<b>Cohesive communities</b>	Unlikely to have a material impact, particularly given that the school closed due to fire some time ago. Potentially small short-term impact while the change is fresh, before new community ties are created.
<b>Vibrant culture &amp; thriving Welsh language</b>	The schools in question are English medium and the proposal is not anticipated to have any material impact with regard to Welsh language. No impacts anticipated with regard to cultural considerations in the area.
<b>Globally responsible</b>	The proposal is unlikely to have a significant impact in this area. Additional emissions may be created through the need to increase school transport, though this could be offset by avoiding the emissions involved in reinstating and running Manorbier school

<b>Appraising sustainability of the proposal</b>	
<b>Long term</b> How the proposal balances the short term with safeguarding the ability to meet long term needs	<p>The proposal contributes to addressing a countywide phenomenon of declining pupil numbers, by consolidating on a smaller number of schools, which will be more sustainable over the long-term due to higher pupil numbers and associated funding.</p> <p>Continuing to support the current number of schools, given low and declining pupil numbers is not sustainable over the long-term.</p>
<b>Prevention</b> How the proposal may prevent problems occurring or getting worse	Manorbier has experienced a reduction in pupil numbers, and this was occurring before the fire. Reinstating the school will likely lead to continued financial sustainability challenges, on account of the low number of pupils at the school. By relocating

	pupils to St Florence and/or other local schools, this will reduce the risk of that issue from occurring whilst also reducing the risk of similar challenges at St Florence and other local schools, by increasing pupil numbers in these schools.
<b>Integration</b> Considering how the proposal fits with the objectives of other public bodies	The proposal follows Welsh Government statutory consultation requirements and is in line with Welsh Government expectations regarding ensuring education provision in counties is providing value for money.
<b>Collaboration</b> How the proposal fits with working with other organisations or other parts of the Council.	Collaboration with other organisations, notably schools' governing bodies within the scope of this proposal, and the St Davids Diocese, is key to ensuring that if the proposal is implemented, it is successful.
<b>Involvement</b> How people have been involved and how have we ensured that those people reflect the diversity of Pembrokeshire.	Prior to this statutory consultation, there has been engagement with the St Davids Diocese.  A wide stakeholder involvement is an inherent part of the statutory school organisation process in Pembrokeshire.

## APPENDIX 4

### Equality Impact Assessment – Autumn 2025

Protected Characteristics	Current Schools	Proposal	Impact										
<b>Age</b>	Manorbier VC School has a 3-11 age range.	All alternative schools in the area are also 3-11.	No change										
<b>Disability</b>	<p>The original school had disabled access in terms of ramps throughout, and full disabled toilet facilities, with changing area, compliant width doorways et cetera.</p> <p>The school utilises a strategic Equality Plan that is reviewed yearly by staff and the full governing body. An inclusive school with multiple resources for all abilities</p>	<b>St Florence VC</b> offers disabled access facilities such as, wheelchair access, disabled toilet facilities and parking.	No change										
<b>Race</b>	<ul style="list-style-type: none"> <li>As at the 2025 PLASC, 100% of Manorbier VC School pupils are described as "White British".</li> <li>There is no discrimination against race in the Admissions Policy</li> </ul>	<p>Similar ethnicity profiles exist in all neighbouring schools, as follows:</p> <table border="1"> <thead> <tr> <th>School</th><th>White British %</th></tr> </thead> <tbody> <tr> <td>St Florence VC</td><td>95.83%</td></tr> <tr> <td>Tenby VC</td><td>91.95%</td></tr> <tr> <td>Lamphey</td><td>95.58%</td></tr> <tr> <td>Sageston</td><td>96.55%</td></tr> </tbody> </table> <p>No change is proposed to the Council's Admissions Policy.</p>	School	White British %	St Florence VC	95.83%	Tenby VC	91.95%	Lamphey	95.58%	Sageston	96.55%	No change
School	White British %												
St Florence VC	95.83%												
Tenby VC	91.95%												
Lamphey	95.58%												
Sageston	96.55%												
<b>Religion &amp; Belief</b>	Manorbier VC School is a faith school and sits under the umbrella of the St David's Diocese.	Two neighbouring schools, St Florence VC and Tenby VC are also faith schools; therefore, there is ample opportunity for pupils to continue to access their education in a faith school subject to parental preference.	No change										
<b>Sex</b>	Manorbier VC School is a mixed sex school.	All alternative schools are also mixed sex.	No change										
<b>Marriage or civil partnership</b>	Manorbier VC School, and all other alternative schools meet with the requirements to comply with the Equality Act 2010 within their Strategic Equality Plans		No change										

Protected Characteristics	Current Schools	Proposal	Impact
Pregnancy & maternity			No change
Sexual Orientation			No change
Gender reassignment			No change

## APPENDIX 5

### WELSH LANGUAGE IMPACT ASSESSMENT – AUTUMN 2025

This assessment has been undertaken in accordance with the guidelines outlined in Annex C of the School Organisation Code.

Information on the language category of the school	Manorbier VC School is a Category 1 English medium school.
Information on the language category of any alternative school	The language category of most alternative schools in the area is also Category 1. However, parents/carers/guardians may express a preference for their child to attend Ysgol Hafan y Mor in Tenby; this is a Category 3 Welsh medium school.
Information about standards in the Welsh language in the school and any alternative school.	On the basis of the school's most recent inspection in December 2023, Estyn reported that " <i>most pupils make very strong progress in developing their Welsh language skills... and are eager to communicate in Welsh and confident to talk to others. They have a wide vocabulary and are keen to learn new words and phrases</i> ".
	In relation to St Florence VC School, Estyn's inspection in March 2019 concluded that "Most pupils have positive attitudes to learning Welsh. They are happy to greet others simply using their Welsh language skills and share basic information, such as their name and how they are feeling. Pupils' speaking skills are not as well developed which limits their ability to communicate orally in Welsh". Estyn made four recommendations as part of the inspection, one of which was to improve pupils' Welsh speaking skills and placed the school in the Estyn review follow-up category. However, in February 2021, the school was judged to have made sufficient progress in addressing the recommendations and was subsequently removed from the list of schools requiring Estyn review.
Information about after school activities which provide additional opportunities to use Welsh in the	<b>Manorbier VC School:</b>

<p>school and any alternative school (e.g. the Urdd, Menteriau Iaith clubs)</p>	<p>Breakfast Club develops Welsh language patterns with all the children who attend; Art Club - Studies Welsh artists and places; Clwb Cymraeg - is a Welsh Medium club; Games club - is a club where children enjoy playing both English and Welsh medium games. These clubs are open for all students who wish to attend. Welsh is spoken often in guiding the children to develop their language skills. All Year 6 pupils attend a leavers trip which is planned around giving the pupils a real sense of Wales and a real opportunity to use the Welsh language and experience Welsh history, language, arts, culture and geography. Pupils stay at Ffwrnais Penglais in Aberystwyth University and visit Cadair Idris, Dolgoch Falls, Dysynni, Tallyllyn, Osprey Centre, Dolaucothi Mines, Llyfrgell Genedlaethol, etc., they take part in WG e-steddfod an online eisteddfod where children take part in a Welsh medium festival of singing, art, poetry and recitals. The children work hard in the after-school clubs to produce work for this wonderful event. The school will be taking part in the Urdd and will utilise its clubs to support this.</p> <p>The schools Welsh Language lead has led a pen-pal project with Patagonia. All children have been involved in writing to, receiving letters from a school in Gaiman, Patagonia. They have even met online and exchanged videos and photos. This allows pupils to learn about Welsh History, language, geography. This became available through a member of the Community who has links in Patagonia and visits regularly.</p> <p><b>St Florence VC</b> school offers lunchtime clubs for Criw Cymraeg, enrichment activities including cooking, special events organised by CC such as mocktail making. Eisteddfods etc.</p>
<p>Information about whether the school provides facilities for members of the community to learn Welsh, or undertake activities through the medium of Welsh, and where any alternative facilities could be provided.</p>	<p><b>Manorbier VC School:</b></p> <p>Members of the Community are invited in for Welsh assemblies, special events such as remembrance, e-steddfod, Dydd Gwyl Dewi, Harvest, etc., Former Welsh speaking pupils who attended the school come back to be interviewed by the children. Parents accompany the school on trips where Welsh is promoted such as to Theater Sir Gar where the show Rala Rwdin was through the medium of Welsh.</p>

	<p>Community Choir sang many welsh songs and Welsh is always used in these clubs wherever possible.</p> <p><b>St Florence VC School:</b> The school has strong links with the community village hall, and the community join in events e.g. St Davids Day celebration evening with cawl, dancing and singing. Welsh breakfasts, eisteddfods etc. special occasions including Shwmae day.</p>
<p>Whether it might be appropriate to provide additional after school facilities at any alternative school to further secure standards in the Welsh language.</p>	<p><b>Manorbier VC School:</b> The school has planned to put a residential stay at Pentre Ifan for all junior children, in the Spring Term, the Early years are visiting during the days. This is to further develop all pupil language skills.</p>
<p>How parents' and pupils' engagement with any alternative school and any specific language enhancement it offers could be supported (e.g. how pupils will be helped to participate in activities provided by the Urdd, Mentrau Iaith.</p>	<p>The school fully support the Urdd and its work and would support every pupil to take part. One of the ways is utilising fundraising /grant money to ensure every pupil can join the Urdd in order to enter the Eisteddfod. Staff are committed to the values of mentrau iath and all teachers have developed their welsh skills, with 2 teachers having been nominated for Welsh speaker of the year. 1 Teacher completed a 3 month sabbatical and is currently completing cwrs Mynediad; 1 teacher a year long sabbatical (now fluent) and a part time teacher is a fluent Welsh speaker; all staff are on a Welsh language journey and are all passionate about developing Welsh language throughout the school. Children and parents will have an abundance of support to participate in activities provided by the Urdd and Mentrau Iaith.</p> <p><b>St Florence:</b> Staff who attend St Florence VC are well trained in fluent Welsh. As a small school, St Florence also take a lead role in organising events for the small schools in Pembrokeshire this includes taking part in a small school's eisteddfod in addition to Y Gromlech and Meistoli.</p>
<p>Observations provided by the local authority's Welsh medium education forum.</p>	<p>The Ffowrwm Cymraeg has not provided an observation to this proposal.</p>

Information on how the proposal fits with the authority's Welsh in Education Strategic Plan and any future actions that will be needed in consequence of the change to continue to comply with the scheme or meet targets in the scheme.	The proposal does not contribute to the authority's WESP. However, any parent/carer/guardian expressing a preference for their child to attend Ysgol Hafan y Mor would contribute to the targets therein.
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**Factors to be taken into account in approving/determining school organisation proposal.**

<b>School Organisation Code factors</b>	<b>Discontinue Manorbier VC School.</b> <b>St Florence VC and/or other local school catchments to be extended to include Manorbier catchment.</b>
<b>1.3 Quality and standards in education</b> Relevant bodies should place the interests of learners above all others. With reference to the five inspection areas of the Office of Her Majesty's Chief Inspector of Education and Training in Wales (Estyn) Common Inspection Framework (2024), they should consider the likely impact of the proposals on the following at the school or schools which are the subject of the proposals and at any other school or educational institution which is likely to be affected.	<p>Quality and standards at alternative local schools are at least comparable to those at Manorbier VC School.</p> <p>The proposals would not have a negative impact on the ability of the local schools to deliver the full curriculum. St Florence VC has an established collaboration with Penrhyn VC primary with leaders, staff and resources used to support curriculum development.</p>
<ul style="list-style-type: none"> <li>– Standards and progress overall, of specific groups and in skills.</li> <li>– Wellbeing and attitudes to learning.</li> <li>– Teaching and learning experiences (quality of teaching, the breadth, balance and appropriateness of the curriculum, and the provision of skills).</li> <li>– Care support and guidance (tracking, monitoring and the provision of learning support, personal development and safeguarding); and</li> <li>– Leadership and management (quality and effectiveness of leaders and managers, self-evaluation processes and improvement planning, professional learning, and use of resources)</li> <li>– Relevant bodies should pay particular attention to the impact of the proposals on vulnerable groups, including children with SEN.</li> </ul>	
Relevant bodies should also consider the ability of the school or schools which are the subject of the proposals to deliver the full curriculum at the foundation phase and each key stage of education. This consideration should include the quality of curriculum delivery and the extent to which	

<b>School Organisation Code factors</b>	<b>Discontinue Manorbier VC School. St Florence VC and/or other local school catchments to be extended to include Manorbier catchment.</b>
the structure or size of the school is impacting on this.	
Where proposals involve the transfer of learners to alternative provision there should normally be evidence that the alternative would deliver outcomes and offer provision at least equivalent to that which is currently available to those learners (including learners with SEN). Advice from Estyn might reasonably be used as evidence in relation to alternative provision which is brand new. Proposers should ensure that the disruption to learners is minimised.	<p>Outcomes and provisions at other local alternative schools are at least comparable to those at Manorbier VC School.</p> <p>There will be a need for the introduction of home to school transport for some pupils where the Council's policy regarding free school transport will apply. The Council will provide transport where a child of compulsory school age receiving primary education, lives over two miles from the nearest suitable school, or in the case of a child receiving secondary education, living over three miles from the nearest suitable school. The Council reserves the right to name as suitable school one which is not the catchment school. Transport will be provided to the catchment area school which is designated by the Authority to serve the pupil's home address, or to the nearest suitable school as determined by the Council.</p>
In assessing the impact of proposals on quality and standards in education and how effectively the curriculum is being delivered, relevant bodies should consider any relevant advice from Estyn, refer to the most recent Estyn reports or other evidence derived from performance monitoring, and take into consideration any other generally available information available on a school's effectiveness.	Quality and standards at alternative local schools are at least comparable to those at Manorbier VC School. The proposal could improve the financial sustainability of other schools in the area due to an increase in numbers, which will provide value for money over the long term.
<p><b>1.4 Need for places and the impact on accessibility of schools</b></p> <p>Local authorities must ensure that there are sufficient schools providing primary and secondary education for their area. Schools are regarded as sufficient if they are sufficient in number, character and equipment to provide for all pupils the opportunity of appropriate education<sup>1</sup>. In order to fulfil these duties, local authorities must ensure that they plan thoroughly and engage fully with relevant partners, including the appropriate religious bodies for schools serving their area which have a designated religious character.</p> <p>In the light of the above, relevant bodies should have regard to the following factors:</p>	

<sup>1</sup> Section 14 of the Education Act 1996.

<b>School Organisation Code factors</b>	<p style="text-align: center;"><b>Discontinue Manorbier VC School. St Florence VC and/or other local school catchments to be extended to include Manorbier catchment.</b></p>
<b>Where a school closure, reduction in capacity or age range contraction is proposed:</b>	
<ul style="list-style-type: none"> <li>• whether alternative school-based provision will have sufficient capacity and provide accommodation of at least equivalent quality, for existing and projected pupil numbers.</li> </ul>	<p>There are ample spare places at St Florence VC School which can accommodate all the pupils from Manorbier. There are also surplus places in other schools in the area to allow for parental preference.</p>
<ul style="list-style-type: none"> <li>• with reference to the nature of the schools subject to proposals, whether the alternative school-based provision is sufficient to meet existing and projected demand for schools of the same: <ul style="list-style-type: none"> <li>a. language category as set out in “Defining schools according to Welsh medium provision” Welsh Assembly Government Information Document No: 023/2007 (Information document No 023/2007); and</li> <li>b. (if relevant) designated religious character.</li> </ul> </li> </ul>	<p>The schools within the proposal have sufficient provision to meet existing and projected demand in relation to both language category and designated religious character.</p>
<p>In all cases local authorities should consider:</p> <ul style="list-style-type: none"> <li>• The extent to which the proposal would support the targets in the approved Welsh in Education Strategic Plan (WESP)</li> <li>• How the proposal would expand or reduce Welsh language provision and in the case of the latter, set out why provision will be reduced.</li> </ul>	<p>No change – the proposal would maintain Welsh medium provision in the area. It would continue to support the targets in the Council’s WESP and would neither expand nor reduce Welsh language provision.</p>

<b>School Organisation Code factors</b>	<b>Discontinue Manorbier VC School. St Florence VC and/or other local school catchments to be extended to include Manorbier catchment.</b>
<ul style="list-style-type: none"> <li>The nature of journeys to alternative provision and resulting journey times for pupils, including SEN pupils; in particular whether primary school pupils will have one-way journeys in excess of 45 minutes or secondary school pupil's one-way journeys of over an hour.</li> </ul> <p>Arrangements for accessing the alternative provision should encourage sustainable transport; and should address the possible effect of any transport difficulties on pupils' engagement with and attendance at school. Likely walking or cycling routes for safety and accessibility should be assessed prior to bringing forward proposals.</p>	<p>Changes to the catchment areas will impact on school transport eligibility, but these will not exceed 45mins one-way. Any potential walking and cycling routes will be assessed to ensure that learners can reach their destination in safety, but this will be dependent upon the school they relocate to, due to the distance involved.</p> <p>The Council's School Transport policy will continue to apply as will adherence to the Learner Travel (Wales) regulations.</p>
<b>Where a new school, increase in capacity or age range expansion is proposed;</b>	
<ul style="list-style-type: none"> <li>that there is evidence of current or future need/demand in the area for additional places, with reference to the full text school or proposed school's language category, designated religious character, and the gender intake (i.e. co-educational/single sex).</li> <li>whether proposals will improve access for disabled pupils in accordance with requirements under the Equality Act 2010.</li> </ul>	N/A
<b>1.5 Resourcing of education and other financial implications</b>	

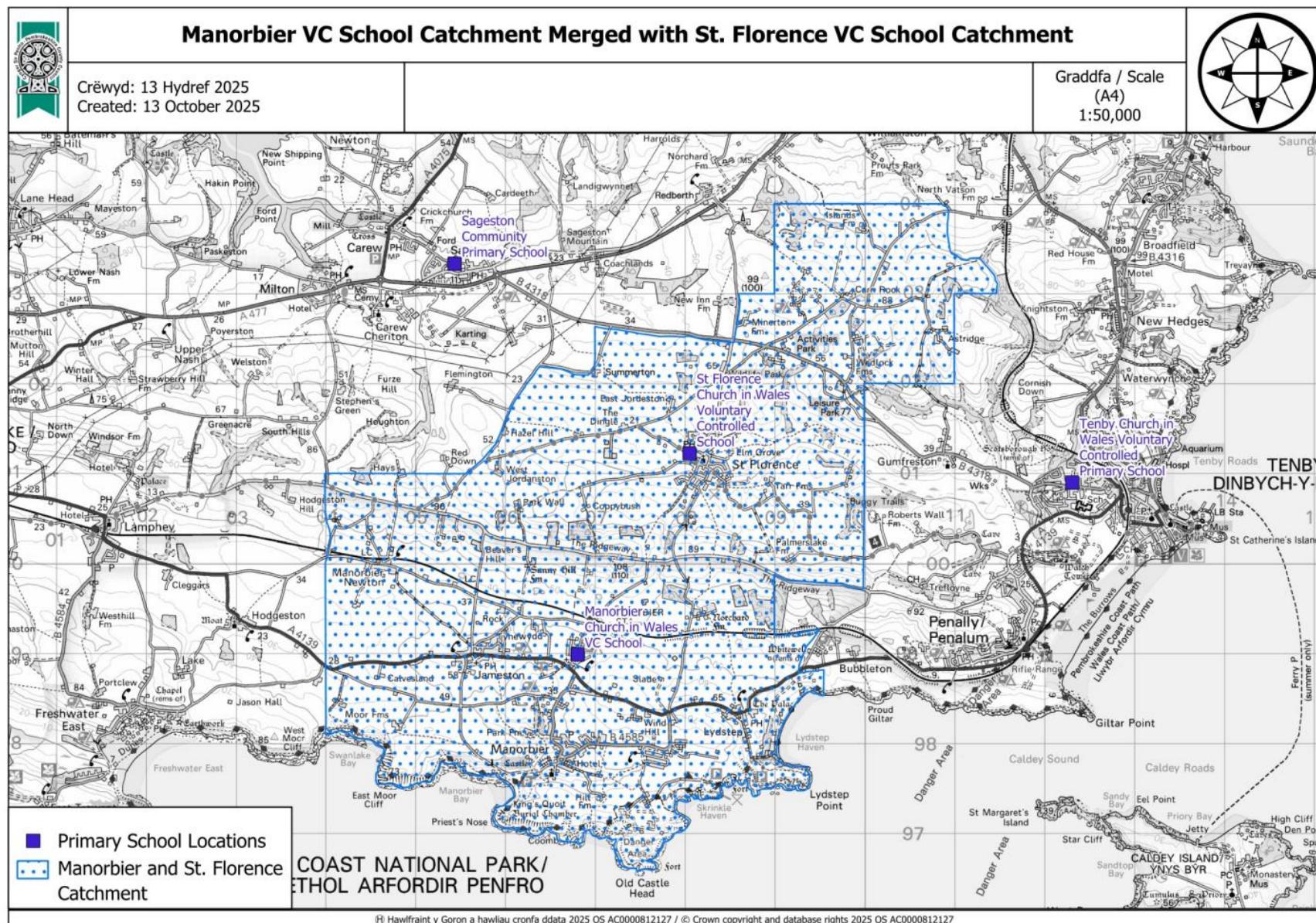
<b>School Organisation Code factors</b>	<b>Discontinue Manorbier VC School. St Florence VC and/or other local school catchments to be extended to include Manorbier catchment.</b>
It is important that funding for education is cost effective. Relevant bodies should take into account the following factors in relation to the resourcing of education:	
<ul style="list-style-type: none"> <li>what effect proposals will have on surplus places in the area.</li> </ul>	The proposal will reduce surplus places in the area.
<ul style="list-style-type: none"> <li>whether proposals form part of the local authority's Sustainable Communities for Learning Investment Programme and contributes to the delivery of sustainable schools for the 21<sup>st</sup> Century and to the better strategic management of the school estate.</li> </ul>	N/A
Relevant bodies <b>should</b> also take into account the following factors in relation to finance:	
<ul style="list-style-type: none"> <li>the recurrent costs of proposals over a period of at least 3 years and whether the necessary recurrent funding is available.</li> </ul>	All Directorates within the Council have been tasked with making 5% budget savings per annum, for the next 3 years. The financial sustainability of schools will likely be impacted by this.
<ul style="list-style-type: none"> <li>additional transport costs incurred as a result of proposals.</li> </ul>	Transport costs will be incurred as transport will be provided to the catchment area school which is designated by the Council in line with the law and Council's policy.
<ul style="list-style-type: none"> <li>the capital costs of proposals and whether the necessary capital funding is available.</li> </ul>	No capital investment will arise directly as a result of this proposal. However some modifications may be required at St Florence VC School to address the sufficiency of toilets.
<ul style="list-style-type: none"> <li>the scale of any projected net savings (taking into account school revenue, transport and capital costs).</li> </ul>	It is anticipated that savings will arise as a result of the proposal, but these will not be known until the parental preference for successor schools and the impact on school transport costs is clear.

<b>School Organisation Code factors</b>	<b>Discontinue Manorbier VC School. St Florence VC and/or other local school catchments to be extended to include Manorbier catchment.</b>
<ul style="list-style-type: none"> <li>whether, without the proposals, the schools affected would face budget deficits.</li> </ul>	Without these proposals, Manorbier school will continue to face financial sustainability challenges. Relocating pupils to other schools in the area will reduce the risk of that issue in other schools in the area, due to the increase in pupil numbers.
<ul style="list-style-type: none"> <li>whether any savings in recurrent costs will be retained in the local authority's local schools' budget; and</li> </ul>	Any savings arising from the proposal will initially be retained in the local authority's schools' budget.
<ul style="list-style-type: none"> <li>whether the proceeds of sales (capital receipts) of redundant sites are to be made available to meet the costs of the proposal or contribute to the costs of future proposals which will promote effective management of school places.</li> </ul>	Capital receipts may be realised in the future for the parcel of land at the rear of the school that is registered with the County Council.
<b>1.6 Other general factors</b>	
Relevant bodies <b>should</b> take into account the following general factors:	
<ul style="list-style-type: none"> <li>any equality issues, including those identified through equality impact assessments; and</li> </ul>	There will be no impact on any of the characteristics covered by the Equality Act 2010.
whether the school or schools involved are subject to any trust or charitable interests which might be affected by the proposals, for example in relation to the use or disposal of land.	The title of the land and buildings of Manorbier VC School is split between the St David's Diocesan Board of Finance and Pembrokeshire County Council. The portion owned by the St David's Diocese will be handed back following negotiation if a decision is made to discontinue Manorbier VC School. There are no other trust or charitable interests.
<b>1.7 Specific factors in the consideration of school closures</b>	
When considering whether a closure is appropriate, special attention should be given to the following:	
<ul style="list-style-type: none"> <li>whether alternatives to closure, such as clustering, collaboration or federation with other school, might be considered (taking account of the scope for use of ICT links between</li> </ul>	Alternative options have been considered, details of which, with advantages and disadvantages, are detailed in section 6 above.

<b>School Organisation Code factors</b>	<b>Discontinue Manorbier VC School. St Florence VC and/or other local school catchments to be extended to include Manorbier catchment.</b>
school sites) or the reasons for not pursuing these as an alternative;	
<ul style="list-style-type: none"> <li>• Whether the possibilities of making fuller use of the existing buildings as a community or an educational resource could be explored;</li> <li>• The overall effect of a closure on the local community (including the loss of school-based facilities which are used by the local community)</li> </ul>	See Community Impact Assessment (appendix 3)
<ul style="list-style-type: none"> <li>• How parents/carers/guardians and pupils' engagement with the alternative school and any facilities it may offer could be supported (e.g. how pupils; particularly any less advantaged pupils) will be helped to participate in after school activities).</li> </ul>	From a parent/carer/guardian perspective, there will be opportunities, along with members of the wider community, to serve on the governing body of any successor school, through the existing process when vacancies arise.
<b>1.8 Presumption against the closure of rural schools</b>	
N/A	
<b>1.9 Specific factors to be taken into account for proposals to add or remove nursery classes</b>	
N/A	
<b>1.10 Specific factors to be taken into account for proposals to reorganise secondary schools or to add or remove sixth forms</b>	
N/A	
<b>1.11 Specific factors to be taken into account for proposals to increase provision in voluntary schools or establish a new voluntary school</b>	
N/A	
<b>1.12 Specific factors in the consideration of proposals for the change of language medium</b>	
N/A	
<b>1.13 Specific factors in the consideration of proposals for the change of school category</b>	
N/A	
<b>1.14 Additional factors to be taken into account in preparing, publishing, approving or determining proposals for the reorganisation of SEN provision.</b>	
<b>Relevant bodies should take into account the following specific factors:</b>	
Whether proposals will improve standards of accommodation for pupils with SEN, including building accessibility.	

<b>School Organisation Code factors</b>	<b>Discontinue Manorbier VC School. St Florence VC and/or other local school catchments to be extended to include Manorbier catchment.</b>
The schools in the area which are part of the proposal have the same or similar standards of accommodation and accessibility as Manorbier School.	
<ul style="list-style-type: none"> <li>• How proposals will address any health, safety and welfare issues;</li> <li>• How proposals, where appropriate, will support increased inclusion;</li> <li>• The impact of proposals on other SEN provision within the immediate and wider local authority area including out of county where appropriate.</li> <li>• Whether there is a need for a particular type of SEN provision within the area;</li> <li>• Whether there is surplus SEN provision within the area;</li> <li>• Whether SEN provision would be more effective or efficient if regional provision were made;</li> <li>• The impact of proposals on the transportation of learners with SEN;</li> <li>• How changes to SEN provision in schools are likely to impact on all other services provided in an area for pupils with disabilities and/or SEN.</li> </ul>	The proposal does not include any plans to add SEN provision.

## School Catchment Option



# Discontinuation of Manorbier Church in Wales Voluntary Controlled School – pupils to be transferred to other neighbouring schools



## 1) Please indicate which of the following reflects your views on the proposal:

*To discontinue Manorbier Church in Wales VC School with pupils being transferred to other neighbouring schools, subject to parental preference.*

Please tick one

I do not feel strongly one way or the other	
I support the proposal	
I do not support the proposal	

## 2) Please provide any alternatives you have to the Council's proposal.

## 3) Please indicate if the proposal for the St Florence VC school catchment to be extended to cover the existing Manorbier VC school catchment is acceptable, if a decision is made to discontinue Manorbier VC School.

Please tick one

Acceptable	
Not acceptable	
Other – please specify below if you would like an alternative catchment arrangement to be considered	

**4) What effects do you feel the proposal(s) would have on**

- opportunities for persons to use the Welsh language
- treating the Welsh language no less favourably than the English language.

**Please consider if the proposal can be changed so as to have positive effects (or more positive effects), and to avoid or reduce negative effects, on:**

**(i) people's opportunities to use Welsh?**

**(ii) the need to treat the Welsh Language no less favourably than English?**

**If yes - How? If no - Why not?**

**5) Please provide any other comments on the proposal.**

**6). Please tell us about you (please tick all that apply)**

Preschool parent	<input type="checkbox"/>
Staff	<input type="checkbox"/>
Parent/Carer/Guardian	<input type="checkbox"/>
Governor	<input type="checkbox"/>
Local resident	<input type="checkbox"/>
Other (please state below)	<input type="checkbox"/>

**7). Which school or schools are you primarily interested in, in this consultation?  
(Please tick all that apply)**

Manorbier VC	<input type="checkbox"/>
St Florence VC	<input type="checkbox"/>
Tenby VC	<input type="checkbox"/>
Lamphey CP	<input type="checkbox"/>
Sageston CP	<input type="checkbox"/>
Ysgol Hafan y Mor	<input type="checkbox"/>
St Teilo's Catholic school	<input type="checkbox"/>
Saundersfoot CP	<input type="checkbox"/>
Stepaside CP	<input type="checkbox"/>
St Oswald's VA	<input type="checkbox"/>
Greenhill School	<input type="checkbox"/>
Ysgol Bro Preseli	<input type="checkbox"/>
Other (Please state below)	<input type="checkbox"/>

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**8). Are you? (Please tick only one)**

15 or under	<input type="checkbox"/>
16-24	<input type="checkbox"/>
25-34	<input type="checkbox"/>
35-44	<input type="checkbox"/>
45-54	<input type="checkbox"/>
55-64	<input type="checkbox"/>
65-74	<input type="checkbox"/>
75 +	<input type="checkbox"/>
I prefer not to say	<input type="checkbox"/>

**9). What gender do you identify as? (Please tick only one)**

Male	<input type="checkbox"/>
Female	<input type="checkbox"/>
Non-binary	<input type="checkbox"/>
I prefer to use another term	<input type="checkbox"/>
I prefer not to say	<input type="checkbox"/>

**10). How would you describe your ethnic group? (Please tick only one)**

White	<input type="checkbox"/>
Gypsy or Irish Traveller	<input type="checkbox"/>
Roma	<input type="checkbox"/>
Mixed/Multiple ethnic group	<input type="checkbox"/>
Asian	<input type="checkbox"/>
Black/African/Caribbean	<input type="checkbox"/>
I prefer not to say	<input type="checkbox"/>
Other	<input type="checkbox"/>

**11). What is your religion or belief? (Please tick only one)**

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"/>
I prefer not to say	<input type="checkbox"/>
Other	<input type="checkbox"/>

**12). Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more? (Please tick only one)**

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>
I prefer not to say	<input type="checkbox"/>

**13). Do any of your conditions or illnesses reduce your ability to carry out day to day activities? (Please tick only one)**

Yes, a lot	<input type="checkbox"/>
Yes, a little	<input type="checkbox"/>
Not at all	<input type="checkbox"/>
I prefer not to say	<input type="checkbox"/>

**14). Do you look after or give any help or support to anyone because they have long-term physical or mental health conditions or illnesses, or problems related to old age?**  
*(Please tick only one)*

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>
I prefer not to say	<input type="checkbox"/>

**15). Can you understand, speak, read or write Welsh?**  
*(Please tick all that apply)*

Understand spoken Welsh	<input type="checkbox"/>
Speak Welsh	<input type="checkbox"/>
Read Welsh	<input type="checkbox"/>
Write Welsh	<input type="checkbox"/>
None of the above	<input type="checkbox"/>
I prefer not to say	<input type="checkbox"/>

**16). What is your main language?** *(Please tick only one)*

Welsh	<input type="checkbox"/>
English	<input type="checkbox"/>
I prefer not to say	<input type="checkbox"/>
Other	<input type="checkbox"/>

**Please tick the box if you wish to be informed of the publication of the Consultation Report.**

**You are asked to provide email and postal address details ONLY if you wish to receive a copy of the Consultation Report. Other information you are asked to provide is for the purposes of Equalities Monitoring and will be used for statistical purposes only.**

**Print Name.....** **Email .....**

**Address.....**  
.....

**We will make any comments that you make publicly available as part of the Consultation Report, unless you ask us not to.**

**Please tick this box if you do not wish for your comments to be made publicly available.**

All information will be handled in accordance with the Data Protection Act 2018.

**Please return to PCC through one of the contact options below no later than 5pm on 19<sup>th</sup> DECEMBER 2025.**

Letter to:	Steven Richards-Downes Director of Education County Hall Haverfordwest SA61 1TP
Email:	EducationConsultations@pembrokeshire.gov.uk
Online:	<u><a href="http://www.pembrokeshire.gov.uk/haveyoursay">www.pembrokeshire.gov.uk/haveyoursay</a></u>

**Thank you for your time**