

Pembrokeshire County Council
Cyngor Sir Penfro



EDUCATION

**Establishment of a new
3-11 Welsh Medium Primary School in the Milford
Haven area**

CONSULTATION DOCUMENT

October 2026

Mae'r ddogfen hon hefyd ar gael yn Gymraeg / This document is also available in Welsh

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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 21st 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 expand Welsh medium provision in the Milford Haven area by establishing a new 3-11 Welsh medium primary school.

I look forward to receiving your views.

Stephen Richard 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 14th May 2026, Pembrokeshire County Council considered a report which outlined the need to continue to plan for the future of Welsh medium provision in Pembrokeshire, and specifically in the Milford Haven area.

The decision of Council was as follows:

That the Director of Education be authorised to commence the school organisation process to establish a new 3-11 Welsh medium primary school in Milford Haven

Such a proposal constitutes a requirement to follow statutory procedures within the context of the School Standards and Organisation (Wales) Act 2013. Consequently, this document fulfils the County Council's responsibility under the Act to consult with appropriate stakeholders and to explain the Council's proposal. This document 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 2026. 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 of this report.

2. Consultation

2.1 Who will we consult with?

The Parents / Carers / Guardians, Staff and the Governing Bodies of the schools affected by the proposal:	
• Ysgol Caer Elen • Ysgol Bro Penfro • Milford Haven CP School • St Francis Catholic Primary School • Gelliswick VC School • Coastlands CP School • Johnston CP School • Neyland CP School • Milford Haven School	
Elected Members:	
• Paul Davies MS – Ceredigion/Penfro • Claire Archibald MS – Ceredigion/Penfro • Kerry Furguson MS – Ceredigion/Penfro • Rt.Hon. Elin Jones MS – Ceredigion/Penfro • Paul Marr – MS - Ceredigion/Penfro • Anna Nicholl – MS - Ceredigion/Penfro • Henry Tufnell – MP – Mid & South Pembrokeshire	• Cllr. Rhys Sinnett • Cllr. Terry Davies • Cllr. Vivien Stoddart • Cllr Scott Thorley • Cllr. Guy Woodham • Cllr. Paul Miller • Cllr. Aled Thomas • Cllr. Simon Hancock • Cllr. Claire George
Relevant Town (T) and Community Councils (CC):	
Milford Haven, Dale, Marloes & St Brides, St Ishmaels, Walwyns Castle, Herbrandston, Tiers Cross, Llanstadwell, Johnston, Neyland, Rosemarket, The Havens	
Trades Unions:	
NEU, NASUWT, UCAC, NAHT, ASCL, UNISON, UNITE, GMB	
Church in Wales and Roman Catholic Diocesan Authority:	
St David's Diocese Church in Wales	The United Archdiocese of Cardiff-Menevia
• The Welsh Ministers • Estyn • Dyfed Powys Police and Crime Commissioner	• The Welsh Language Commissioner • Mentrau Iaith • Partneriaeth – Regional Education Consortium • Hywel Dda Health Board • Chief Education Officer Ceredigion • Director of Education & Children's Services Carmarthenshire

Playgroups:	Childminders:
• Happy Days • Little Acorns • Rainbow Reef	• SC – Milford Haven • GM – Hubberston

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 13th OCTOBER 2026 AND ENDS ON 24th NOVEMBER 2026

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

Letter to:	Mr Steven Richards-Downes Director of Education County Hall Haverfordwest SA61 1TP
Response Form:	See the form at the back of this document
Online:	www.pembrokeshire.gov.uk/haveyoursay

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 24th NOVEMBER 2026

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 for consideration by the County Council. This report will be available to be viewed on the Council website and hard copies obtainable on request from the address detailed below. 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.

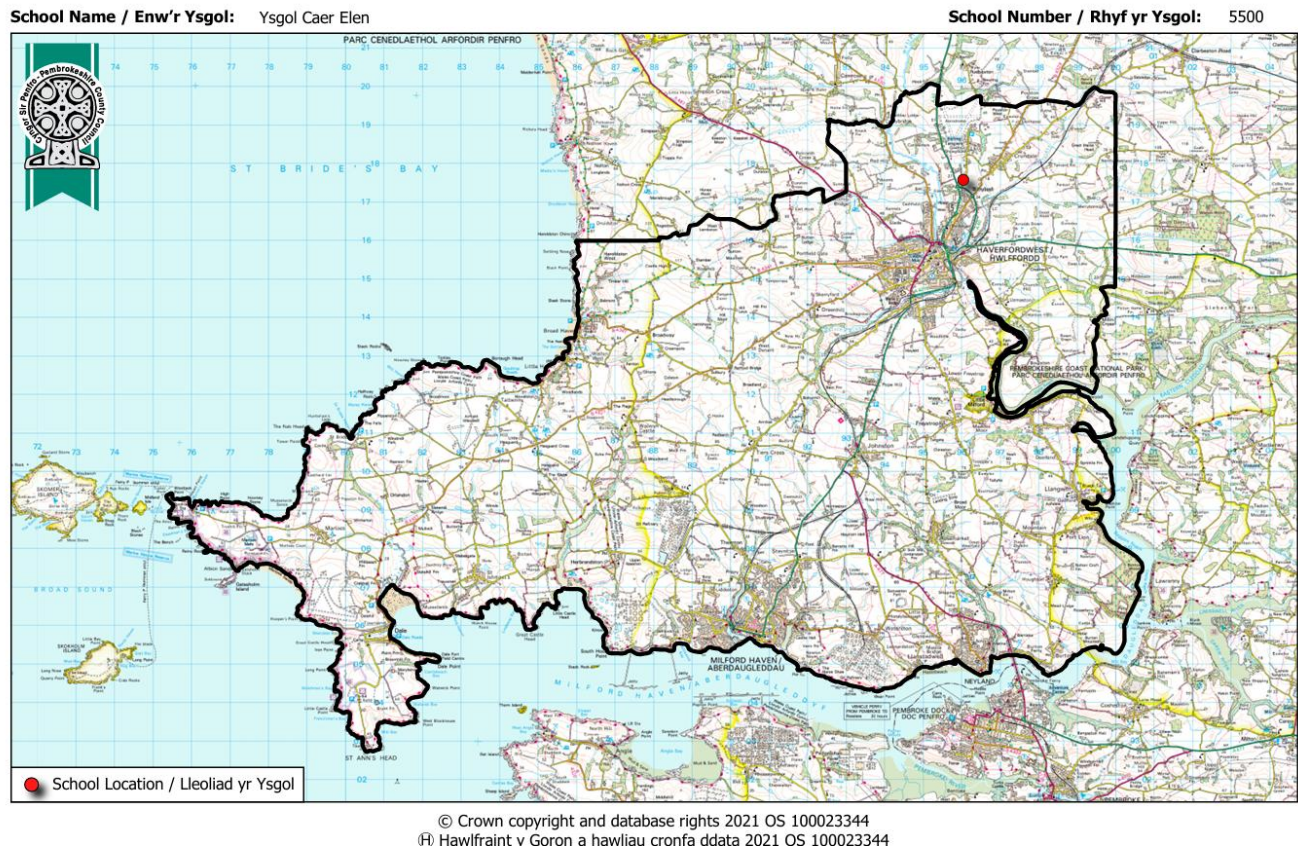
2.5 Your questions

The content of this Consultation 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

3. The Status Quo – Background

3.1 Welsh medium education provision in the Milford Haven area

Primary age pupils in the Milford Haven catchment area who wish to access Welsh medium primary education are currently required to travel to Ysgol Caer Elen in Haverfordwest. Ysgol Caer Elen is a 3-16 Welsh – medium all through school maintained by Pembrokeshire County Council and serves the catchment area shown below.



Based on PLASC 2026, there were currently 19 classes in the primary element of Ysgol Caer Elen which can be broken down as follows:

Class	Nursery	Rec	Yr.1	Yr.2	Yr.3	Yr.4	Yr.5	Yr.6	Total NOR
September 2026									
Elen [N2 PT]	36								74
Macsen [N2 PT]	38								
Deio		23							23
Jemeima		24							24
Mabon		25	1						26
Gwenllian			31						31
Lleu			29						29

Olwen			30							30
Beca				33						33
Non				32						32
Branwen					26					26
Dewi					25					25
Dwynwen					22					22
Enlli						24				24
Gelert						25				25
Taliesin						26				26
Aneurin							29			29
Waldo							28			28
6C								31		31
6E								29		29
Total	74	72	91	65	73	75	57	60		567

The age profile of all pupils currently on roll at Ysgol Caer Elen (number on roll - NoR) and the figures recorded for the previous four annual school censuses are as follows:

All pupils – ages	2	3	3	4	4	5	6	7	8	9	10	NoR
	PT	PT	FT	PT	FT							
Jan 2026	29	52	18	0	89	64	74	76	65	59	62	588
Jan 2025	0	73	26	0	65	72	78	65	60	61	61	561
Jan 2024	27	40	19	0	72	78	66	61	61	60	58	542
Jan 2023	20	41	17	0	77	64	63	62	60	59	61	524
Jan 2022	15	36	23	0	64	63	57	59	57	59	55	488

Source: Jan TSR.

'My Local School' - Summary of information	School	LA	Wales
	2025		
Free School Meals - 3 year average (FSM Group) – 2018	8.7%	17.9%	21.7%
Attendance Percentage of half day sessions attended by pupils of statutory school age during the academic year.	94.6%	94.8%	94.6%
% Pupils at School Action When a teacher identifies that a pupil has ALN they provide interventions that are additional to or different from those provided as part of the school's usual curriculum.	2.7%	4.6%	1.3%
% Pupils at School Action + 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.	2.8%	3.1%	1.0%
% Statemented pupils A child has ALN 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	N/A This data item is disclosive, not sufficiently robust for	0.1%	0.4%

'My Local School' - Summary of information	School	LA	Wales
	2025		
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.	publication, not applicable or is otherwise unavailable		
% Pupils where English is an Additional Language (EAL)	N/A	2.8%	7.4%
% Pupils in the school recorded as having an ethnic background as anything other than "White-British"	2.8%	9.2%	16%

3.2 School Capacity

Capacity is measured using the "Measuring the Capacity of Schools in Wales" formula; this excludes nursery accommodation and part-time 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. The current forecast in relation to pupil population compared to school capacity is shown below.

The current capacity of Ysgol Caer Elen is 530 plus 90 Nursery places, however at present they are occupying some of the secondary accommodation on a temporary basis. This is no longer sustainable and therefore the Nursery Admission number is reducing to 75 from January 2027 with the Reception – Y6 Admission number reducing to 75 from September 2028.

3.3 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 schools Admission Number
 - Reception pupils offered places on the common 'offer date'
 - The schools own assessment based on local intelligence
 - An average of reception admission over previous 5 years

The Council's most recent forecast for Ysgol Caer Elen primary is as follows:

Pupil Forecasts 2027 – 2031 (Reception – Year 6)

	Actual	Forecast					Capacity
	2026	2027	2028	2029	2030	2031	2026
Ysgol Caer Elen	489	507	522	531	532	536	420*

*Please refer to section 3.2 re – school capacity.

Occupancy 2027-2031 (Reception – Year 6)

	Actual	Forecast				
	2026	2027	2028	2029	2030	2031
Ysgol Caer Elen	116.4%	120.1%	124.2%	126.4%	126.6%	127.6%

3.4 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 414 units. Based upon the assumption that each dwelling yields on average 0.15 pupils, these housing developments would yield approximately 63 pupils.

Settlement	Under construction	Complete < 5 yrs.	Potential pupil yield
Beaconing Fields	28	42	6
Land SW of The Meads	0	93	14
West of Silverstream	0	0	0
Thornton Road Steynton	0	0	0
Castle Pill	0	0	0
East of Poppy Drive	0	101	15
North of Hayston View	0	50	8
North of [Old] Bulford Road	0	0	0
Land At Milford Marina	0	45	7
132 Robert Street	0	0	0
70A-80A Charles Street	0	24	4
Woodlands View	1	1	0
16 Hamilton Terrace	0	4	1
Elizabeth Venmore Court, 25 Yorke Street	0	0	0
Pond Bridge Farm	0	39	6
Adj Primary School, Trewarren Road	0	15	2
Total	29	414	63

Source:

2026 Annual Monitoring Report [AMR] Local Development Plan [PCC]

2026 Annual Monitoring Report [AMR] Local Development Plan 2 (PCNPA)

The potential pupil yield arising from the proposed housing developments has been taken into account when determining the capacity of both the proposed new Welsh-medium school and the English Medium Milford Haven Community Primary School development.

Furthermore, additional housing sites identified as either a Commitment or Allocation in the version of the emerging PCC Local Development Plan (LDP)* 2 indicates that more housing units are coming forward within the proposed new school's catchment area.

*LDP 2 is currently being independently examined by an Inspector from Planning and Environment Wales.

3.5 Buildings / Accommodation

Pupils from the Milford Haven Catchment area who currently access Welsh Medium Primary education are currently attending Ysgol Caer Elen in Haverfordwest, with a small number attending Ysgol Bro Penfro in Pembroke.

Ysgol Caer Elen

Ysgol Caer Elen was built in 2018 as part of the Welsh Government's Band A 21st Century Schools programme. The primary element of the school was previously known as Ysgol Glan Cleddau, with the secondary element starting on a seedling basis in September 2018. Both the building condition and suitability of the building is currently classed as Condition A in the Welsh Government's 2025 condition survey.

Ysgol Bro Penfro

Ysgol Bro Penfro was built in 2024 as part of Welsh Medium Capital Grant and opened to pupils in September 2024. Both the building condition and suitability of the building is currently classed as Condition A in the Welsh Government's 2025 condition survey.

3.6 Schools which may be affected by this proposal

It is considered that a number of schools in the area, and beyond, may be affected by this proposal. (Appendix 1)

School	Address
Coastlands School	St Ishmaels, Haverfordwest, SA62 3SZ
Gelliswick Church In Wales VC School	Gelliswick Road, Hakin, Milford Haven, SA73 3RS
Milford Haven Community Primary School	(Infants site) Priory Road, Milford Haven, SA73 2EE (Juniors site), Prioryville, Milford Haven, SA73 2LQ
St Francis Catholic Primary School	Priory Road, Milford Haven, SA73 2EE
Johnston Community Primary School	Langford Road, Johnston, SA62 3PY
Neyland Community School	John Street, Neyland, SA73 1TH
Milford Haven School	Steynton Road, Aberdaugleddau, SA73 1AE
Ysgol Caer Elen	Withybush Road, Haverfordwest, SA62 4BN
Ysgol Bro Penfro	Bush Hill. Pembroke, SA70 4FE

3.7 Strengths and Weaknesses of the current situation

School	Strengths	Weaknesses
Ysgol Caer Elen	The school is well established with experienced staff, established leadership structures and a proven track record of delivering Welsh medium education.	Many pupils from the Milford Haven catchment area are required to travel significant distances each day to access Welsh medium education

	Pupils benefit from being educated within a larger Welsh medium setting, providing opportunities to develop their Welsh language skills within a strong Welsh speaking educational community.	Families living in Milford Haven do not currently have access to Welsh-medium primary provision within their own community, which may act as a barrier for some parents considering Welsh-medium education
	The all through nature of Ysgol Caer Elen provides continuity between primary and secondary education, supporting smooth transition arrangements and a consistent learning experience.	Increasing demand has required the school to operate with a temporary increase in its admission number and utilise accommodation intended for secondary pupils. This arrangement is not sustainable as secondary pupil numbers continue to grow.
	Families already choosing Welsh medium education have access to a well-established school with a recognised reputation and established community links	Without additional Welsh-medium provision in the Milford Haven area, opportunities to further expand Welsh-medium education may be limited by the physical capacity of Ysgol Caer Elen.
		The current model places significant reliance on one school serving a large geographical area. Any future increases in demand may become more difficult to accommodate within existing capacity constraints.
		While the current arrangements provide access to Welsh-medium education, they may offer fewer opportunities to expand Welsh-medium provision in line with the ambitions of <i>Cymraeg 2050</i> and the Local Authority's Welsh in Education Strategic Plan, particularly in areas where demand is emerging and growing.

4. Current School Standards

As the new Welsh Medium School is a new entity, this section covers Ysgol Caer Elen which is the current Welsh Medium School for the Milford Haven catchment area. In relation to this school, Estyn judgements, the standards being achieved, and the level of support required as part of the National Categorisation, are shown as follows:

4.1 Estyn Inspection

The school was last inspected in February 2023, resulting in the judgements outlined below. As a result of the inspection, Estyn will undertake to monitor the school's progress. The summary of the inspection report and recommendations are shown below and in **APPENDIX 2**, and consultees may access the full report via the Estyn website at [Estyn.gov.uk - Caer Elen Report](https://www.estyn.gov.uk/caer-elen-report).

"Ysgol Caer Elen is a caring, inclusive Welsh community in which pupils are given valuable opportunities to develop to become principled individuals and learn about their 'cynefin' and local culture. The headteacher and his senior management team are passionate and uphold the highest standards for their staff and pupils. Leaders are hard-working in building continuous progression in effective pedagogy and well-being, which allows Ysgol Caer Elen to operate as a successful all-age school.

Across the whole school, pupils are very well behaved. They are polite and treat each other and adults courteously and with respect. They show enjoyment in school life and satisfaction with their learning. This is reflected in the attendance rate, which is significantly higher than the national average. Most pupils have a strong awareness of the importance of living a healthy life, both physically and mentally. They engage willingly in opportunities to keep fit and learn about their health and well-being. They have an active voice in the life of the school through a number of effective pupil committees.

An excellent feature of the school's work is a range of valuable opportunities that are available for pupils to develop their literacy, numeracy and digital skills across relevant areas of the curriculum. As a result, many pupils make strong progress and attain high standards in their skills, particularly their reading and digital skills. The school also celebrates Welshness and promotes every opportunity for pupils to develop as confident bilingual learners. Pupils' attitudes towards their education and the Welsh language are very good. Their commitment to their educational activities is excellent. Provision to support pupils with additional learning needs (ALN) is very comprehensive.

The work on curriculum design and a focus on improving teaching and developing skills have led to a strong and clear vision for the Curriculum for Wales. However, by key stage 4, the choice of vocational courses is limited.

All staff and pupils embrace the school's motto, 'Daw derwen fawr o fesen fach' and take ownership of their roles and responsibilities. There is a prominent culture of evaluation and improvement at the school and leaders are very committed to ensuring continuous improvements for pupils. There is a clear vision to create a school that is a 'learning organisation'."

Recommendations
R1: Expand the range of courses in Key Stage 4
R2: Strengthen provision for personal and social education in Key Stage 4.

4.1.1 Progress made against Estyn recommendations (January 2025)

Focus of visit

Expand the range of courses in key stage 4

Since the core inspection, the school has:

- Considered the needs of the local labour market, in addition to pupils' interests.
- Succeeded in offering more vocational subject choices in key stage 4 with a combination of provision at the school and a local further education college. The offer includes catering, engineering and health and care courses.
- Registered with Agored Cymru to be a provider of Welsh-medium vocational courses.

The school may want to consider:

- How can the number and type of vocational courses available to pupils through the medium of Welsh be increased further?

Strengthen provision for personal and social education in key stage 4

Since the core inspection, the school has responded positively to this recommendation. It has:

- Timetabled PSE lessons for all key stage 4 pupils.
- Provided comprehensive PSE plans for these lessons and adapted them according to the requirements at the time and responded to pupils' opinions.
- Identified appropriate staff and trained them to deliver the scheme. • Continued with specific days with external providers to support provision. These are evaluated by pupils which then leads to adaptations in subsequent PSE lessons.
- Included careers information and guidance in regular sessions.

Self-evaluation and improvement planning processes

During the visit, there was an opportunity to discuss how the school has built on the strengths in the self-evaluation processes since the core inspection.

- Leaders provide purposeful opportunities for all staff to investigate and gather evidence of pupils' progress across the areas of learning and experience. Teachers scrutinise pupils' work regularly, conduct joint learning walks and seek the views of pupils and parents regularly through questionnaires.
- Leaders use the findings of self-evaluation activities effectively and set purposeful actions that respond promptly to the areas for improvement. They monitor progress against the actions to try to ensure that pupils are able to make sound progress over time.

- Pupils' opinions are given meaningful attention when setting improvement priorities. For example, pupils who are members of the various 'Pupil's Voice' committees influence important elements of provision, including vocational courses that are offered to them and contribute their ideas to the learning tasks they would like to undertake within their termly themes.

4.1.2 School Improvement Advisor Report

Teaching and learning

The school has a clear and robust vision for meeting curriculum requirements and provides a broad and balanced curriculum, underpinned by clear principles identified within the School Improvement Plan. Further curriculum development has ensured greater consistency in how pupils' knowledge is built progressively from year to year across the age continuum, with appropriate challenge and progression.

Leaders have placed significant emphasis on sustaining and improving the quality of teaching and raising expectations across the school by developing a teaching charter for excellence to promote greater consistency in pedagogy and classroom practice, clear expectations for pupils' engagement, and a shared language for discussing effective teaching. Research into effective teaching techniques is supporting this work and is being used to improve teachers' practice. The school is now implementing the charter with the aim of embedding these expectations consistently across the school.

The school has also made progress in responding to the need to improve pupils' reading skills. A range of strategies are in place, and leaders monitor pupils' progress regularly and refine provision in response to their needs.

Well-being, care, support and guidance

The school provides strong support for pupils' well-being, which was recognised and noted as good practice during Estyn's thematic visit focusing on Relationships and Sexuality Education during the spring term. The school's effective practice in promoting rights, equity and inclusion within an all-age school was recognised, particularly its work to promote equality and inclusion.

Targeted interventions, family engagement and effective pastoral support for vulnerable pupils and those with ALN, underpinned by robust safeguarding arrangements contribute positively to pupils' inclusion and wellbeing.

Attendance remains a key focus area. End of year 2026 attendance stood at 93.84% in the primary sector and 87.60% in the secondary sector. The school works closely with pupils whose persistent absence is a cause for concern, including pupils experiencing Emotionally Based School Avoidance (EBSA), particularly in the secondary sector. The school has robust strategies in place to support these pupils, including daily discussions about vulnerable pupils, regular communication and joint action with external agencies, and close collaboration with parents.

Pupils' behaviour is good across the school. Pupils show respect towards their peers, staff and visitors and communicate confidently with others. Pupils have positive attitudes towards learning, and relationships between pupils and adults promote mutual respect and a strong sense of belonging within a positive learning environment. The school has established a nurture class for a specific group of pupils which is providing a strong level of additional support.

Leading and improving

Leadership is a strength of the school as the Headteacher and senior leadership team provide strong and effective leadership, driving forward school improvement priorities for the benefit of pupils.

Senior leaders have benefited from leadership programmes including Pembs 50, and all leaders have undertaken specific training relevant to their roles and responsibilities. As a result, a culture of self-improvement is developing strongly across the leadership team and across sectors through whole-school improvement processes. This is evidenced in the development of the new teaching and learning charter, alongside the work of senior leaders to strengthen accountability and develop middle leaders more effectively through evaluation and improvement processes.

5. The Proposal

5.1 The Proposal

The Council's proposal is as follows:

That the Director of Education be authorised to commence the school organisation process to establish a new 3-11 Welsh medium primary school in Milford Haven.

The proposal to establish a new 3-11 Welsh-medium primary school in the Milford Haven area has been developed in response to clear and sustained demand for Welsh-medium education from families living within the locality. Analysis of pupil data shows that the number of Milford Haven catchment pupils accessing Welsh-medium education has increased significantly since the opening of Ysgol Caer Elen in 2018 and has remained consistently above 120 pupils annually since 2020. This demonstrates that parental demand for Welsh-medium education is well-established and sustained rather than representing a short-term trend.

Currently, most pupils from the Milford Haven area who choose Welsh-medium education travel to Ysgol Caer Elen in Haverfordwest. While families continue to make this choice, the absence of local Welsh-medium provision means that children are required to travel outside their community to access education through the medium of Welsh. Establishing a school within Milford Haven would improve accessibility, increase parental choice and enable more children to access Welsh-medium education closer to home.

The proposal is also driven by capacity pressures within existing Welsh-medium provision. Ysgol Caer Elen has experienced substantial growth in pupil numbers and currently relies on accommodation intended for secondary education to support its primary phase. Forecasts indicate that primary pupil numbers will continue to increase over the coming years whilst demand for secondary accommodation will also grow. As a result, existing temporary arrangements are not considered sustainable in the longer term and additional Welsh-medium capacity is required.

The new school would support high educational standards by providing learners with access to a broad and balanced Welsh-medium curriculum within a modern learning environment. Establishing the school on a seedling basis would allow staffing, leadership and curriculum provision to grow incrementally alongside pupil numbers. The proposal would also benefit from the experience and expertise developed through existing Welsh-medium schools in Pembrokeshire, including Ysgol Caer Elen and Ysgol Bro Penfro.

The proposal directly supports the objectives of the Council's Welsh in Education Strategic Plan and the Welsh Government's Cymraeg 2050 strategy. Milford Haven is currently the largest urban area in Pembrokeshire without dedicated Welsh-medium primary provision. Establishing a new Category 3 Welsh-medium school would increase the availability of

Welsh-medium places, strengthen local Welsh language opportunities and contribute to national ambitions to increase the number of Welsh speakers.

It is not proposed that pupils currently attending Ysgol Caer Elen would transfer to any new Welsh-medium provision established in Milford Haven. Instead, any new school would be developed on a seedling basis, opening with an initial intake and expanding incrementally as successive year groups are admitted. This approach would enable the school to establish itself sustainably, allow demand to grow organically, and avoid disruption to existing pupils and families. Over time, the development of a new Welsh-medium school in Milford Haven would increase overall Welsh-medium capacity within Pembrokeshire, support the delivery of national and local Welsh language objectives, and help ensure that Ysgol Caer Elen is able to operate within its planned capacity while continuing to provide high-quality educational provision.

Advantages and Disadvantages of the Proposal

Advantages	Disadvantages
The proposal has the potential to mirror the success of Ysgol Hafan y Mor in Tenby and Ysgol Bro Penfro in Pembroke in growing Welsh medium provision in traditional non Welsh speaking areas in Pembrokeshire.	The proposal and capital funding are inter-dependent; the proposal cannot proceed without capital funding from Welsh Government, and the funding will not be forthcoming without establishing a stand-alone Welsh medium school in Milford Haven.
The establishment of a new Welsh-medium primary school would contribute to the Welsh Government's <i>Cymraeg 2050</i> ambition of increasing the number of Welsh speakers and would support the delivery of the Local Authority's Welsh in Education Strategic Plan (WESP) by expanding Welsh-medium education capacity in an area where demand has been identified.	As the school would be established on a seedling basis, it would take a number of years before all primary year groups are in place and the school reaches its full capacity. Consequently, the full benefits of the proposal would not be realised immediately and require the school to be supported financially by PCC.
Evidence from pupil attendance patterns at Ysgol Caer Elen indicates a growing demand for Welsh-medium education from families residing in the Milford Haven area. The proposal would create additional capacity to meet this demand and help ensure sufficient Welsh-medium school places are available in the future	There may be challenges in recruiting and retaining sufficient numbers of suitably qualified Welsh-speaking teaching and support staff, particularly given increasing demand for Welsh-medium practitioners across Wales.
Reducing the admission number at Ysgol Caer Elen and establishing additional provision elsewhere would support the more effective management of school	The creation of a new Welsh-medium school may affect pupil numbers at existing schools

Advantages	Disadvantages
places across the county. It would also ensure that accommodation within Ysgol Caer Elen is available to support projected growth in secondary pupil numbers.	within the area, including both English-medium and Welsh-medium provision. Changes in pupil distribution could have implications for funding, staffing and long-term sustainability at some schools.
A local Welsh-medium school would reduce journey times for many pupils and families currently travelling to Ysgol Caer Elen. This may improve convenience for families and reduce the need for longer daily journeys.	
A Welsh-medium school within Milford Haven could strengthen the visibility and use of the Welsh language within the local community, supporting wider opportunities for children and families to engage with Welsh language and culture.	
The proposed new school will accommodate childcare provision. It is hoped that this will be in the form of a Cylch Meithrin under the auspices of Mudiad Ysgolion Meithrin.	

5.1.3 Impact of the proposal

Standards and progress overall, of specific groups and in skills; wellbeing and attitudes to learning.
The proposal is expected to have a positive impact on learner outcomes by increasing access to Welsh-medium education within the Milford Haven area, providing opportunities for more pupils to develop Welsh language skills alongside literacy, numeracy and digital competence. The establishment of local provision is also anticipated to enhance wellbeing and engagement by reducing travel times for many learners and increasing opportunities for participation in school and community activities.
Quality of teaching, the breadth, balance and appropriateness of the curriculum, and the provision of skills.
The proposal would enable the development of a broad and balanced Welsh-medium curriculum aligned with the principles of Curriculum for Wales, ensuring learners have access to high-quality teaching and opportunities to develop key skills across all Areas of Learning and Experience. The phased growth of the school would allow curriculum provision and staffing to expand appropriately in line with pupil numbers.

Tracking, monitoring and the provision of learning support, personal development and safeguarding.
Appropriate systems for tracking pupil progress, identifying additional learning needs, supporting personal development and ensuring effective safeguarding arrangements would be established from the outset and developed alongside the growth of the school. The proposal is not expected to adversely affect the quality of learner support or safeguarding arrangements currently available within existing schools.
Quality and effectiveness of leaders and managers, self-evaluation processes and improvement planning, professional learning, and use of resources.
The proposal would provide an opportunity to establish strong leadership, governance and improvement arrangements from inception, supported by robust self-evaluation and improvement planning processes. It would also facilitate effective deployment of resources across the Welsh-medium sector, while allowing professional collaboration between Welsh-medium schools to support school improvement and staff development.
Likely impact of the proposals on the ability of the school to deliver the full curriculum.
The proposal is expected to support the ability of both schools to deliver the full curriculum. Reducing the admission number at Ysgol Caer Elen would help address accommodation pressures arising from projected growth in secondary pupil numbers, whilst the new school would be resourced and developed incrementally to ensure it can deliver the full primary curriculum effectively as it grows.
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 proposal would make a significant contribution towards the objectives of the Welsh in Education Strategic Plan (WESP) and the Welsh Government's <i>Cymraeg 2050</i> strategy by expanding Welsh-medium education provision within the Milford Haven area. It would increase the availability and accessibility of Welsh-medium places, create a new Welsh-medium educational pathway for families in the area, and support the long-term growth of Welsh-medium education across Pembrokeshire.

5.2 Key School Information

Location	The preferred site for the new school is in the grounds of the existing Milford Haven Community Primary School (Junior site). This is subject to receiving appropriate planning permission.
Category	Community School
Admissions Arrangements	Pembrokeshire County Council will be the admissions authority for the school and therefore its admissions policy and oversubscription criteria will apply. The school will admit pupils of both sexes and there will be no provision for selection by either aptitude or ability.
Governance Arrangements	If the proposal is approved, a temporary governing body will be established prior to the opening of the new school. It will be the responsibility of the temporary governing body to prepare for the opening of the new school by taking the necessary actions such as appointing a headteacher, agreeing a staffing structure and adopting policies. When the new school is opened, it will initially be managed by a temporary governing body until a permanent body is established.
Age Range	3-11
Capacity / Admission Number	The Capacity and Admission Number of the proposed new school will be as follows; Capacity = 210 Admission Number = 30
Number of Nursery Places	30 Nursery Places
Language Category	Category 3 - Welsh Medium
Proposed accommodation	The new school will occupy a single site in Milford Haven. The accommodation will be fully accessible throughout and comply with the Area Guidance for Wales area standards. It is proposed that the new school will have appropriate childcare facilities. This will provide the opportunity for a Cylch Meithrin to be located on the school site.

ALN Provision	The school will not have provision recognised by the Local Authority as being reserved for children with Additional Learning Needs
School Transport	Transport arrangements will be in accordance with the law and the Council's policy. 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. 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. 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.
Alternative Schools	Schools listed in Section 3.7 may be regarded by families as alternatives.
Implementation of proposal	September 2032 (on a seedling basis)

5.3 Pupil Projections

The projections outlined below demonstrate the potential growth in pupil numbers accessing Welsh-medium primary education from within the Milford Haven area. Since the opening of Ysgol Caer Elen in September 2018, there has been a significant increase in the number of pupils from the Milford Haven cluster accessing Welsh-medium education. In January 2018, 82 pupils from the area attended Welsh-medium provision at Ysgol Glan Cleddau or Ysgol Hafan y Mor. Since the opening of Ysgol Caer Elen in September 2018, there has been a further increase to 94 pupils accessing Welsh-medium provision by January 2019 i.e 14.6%

Since 2020, the number of pupils from the Milford Haven area accessing Welsh-medium education at Ysgol Caer Elen has consistently exceeded 120, with numbers ranging between 121 and 133 pupils. This demonstrates that demand is not attributable to a short-term increase in pupil numbers but has been sustained over a number of years. The establishment of a dedicated Welsh-medium school in Milford Haven would therefore respond to an established pattern of demand, provide access to Welsh-medium education within the local area and assist in alleviating capacity pressures within the primary provision at Ysgol Caer Elen.

Further evidence of demand can be seen following the opening of Ysgol Bro Penfro, a new Welsh-medium school in Pembroke, in September 2024. In 2025, seven pupils from the Milford Haven catchment area were on roll at Ysgol Bro Penfro, increasing to 15 pupils in 2026. This emerging pattern provides further evidence of demand from families within the Milford Haven area for access to Welsh-medium education.

Pupil numbers from Milford Haven catchment attending Ysgol Caer Elen

PLASC Year	JAN 2019	JAN 2020	JAN 2021	JAN 2022	JAN 2023	JAN 2024	JAN 2025	JAN 2026
Number on Roll	93	125	133	123	125	132	127	121

Pupil projections in relation to Ysgol Caer Elen (primary only) are as follows:

PLASC YEAR	JAN 2027	JAN 2028	JAN 2029	JAN 2030	JAN 2031
Ysgol Caer Elen	507	522	531	532	536

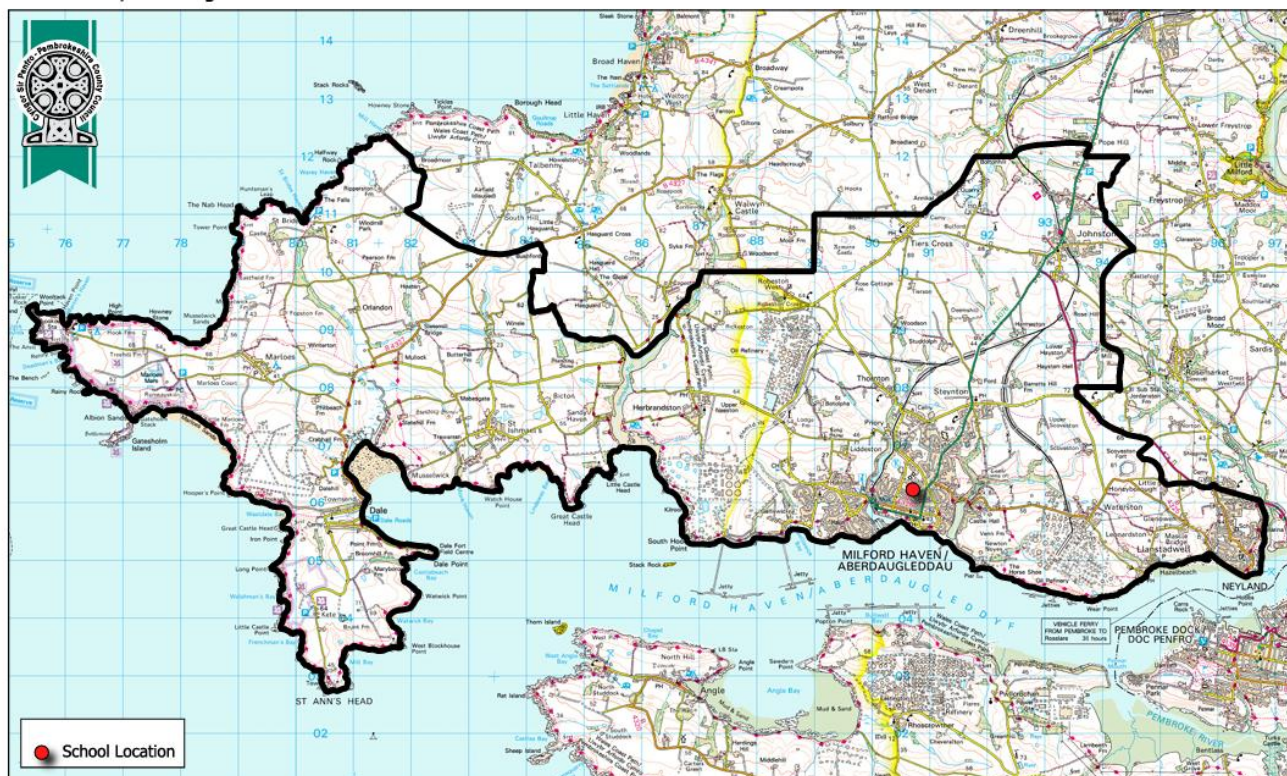
Proposed School Catchment

A schools 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

The catchment area for the new Welsh medium school will align with the Milford Haven secondary catchment area and is shown in the catchment map below

School Name / Enw'r Ysgol: Milford Haven New Welsh Medium School



5.4 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.

5.4.1 Community Impact Assessment

An assessment of community impact is attached at **APPENDIX 3**.

5.4.2 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**.

5.4.3 Welsh in Education

A Welsh Language Impact Assessment is provided at **APPENDIX 5**. The proposal will have a positive impact on the Welsh language.

5.4.4 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.

5.4.5 Staff Impact

The temporary governing body will be responsible for determining the school's staffing structure and making appointments in accordance with relevant legislation, regulations and employment procedures. Staffing arrangements will be designed to support the delivery of high-quality Welsh-medium education and to meet the needs of learners as the school develops.

As the school will be established on a seedling basis, staffing provision will be introduced incrementally in line with pupil numbers and organisational requirements. This phased approach will ensure that the school is appropriately staffed and resourced throughout its development, enabling it to deliver effective teaching, learning and learner support from its opening and as it grows over time.

5.5 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.

5.5.1 Pupil costs

The current costs per pupil for Ysgol Caer Elen are as follows, please note this is a Middle school and as such, the budget statement consolidates all Primary and Secondary pupils together:

	2026/27		
	Pupils Jan 2026	Cost per pupil (net of SEN)	Average cost per pupil (net of SEN)
	FTE	£	£
Ysgol Caer Elen	925	5690	5583

Note: Based on 2026/27 Education Budget Statement (Section 52 of the School Standards and Framework Act 1998)

5.5.2 Revenue Savings

It is not anticipated that revenue savings will arise as a result of this proposal. Funding currently provided to Ysgol Caer Elen for pupils in the Welsh stream of the Primary element will be re-allocated to the proposed new school, in accordance with the agreed formula methodology.

5.5.3 Capital Investment

The proposed capital investment will be delivered through the Sustainable Communities for Learning Programme as part of the wider Milford Haven schools redevelopment scheme. Approval of the Strategic Outline Business Case (SOC) was received in December 2025, with the Outline Business Case (OBC) scheduled for submission in December 2026. Whilst it is anticipated that the Full Business Case will be approved in Autumn 2027, work will not commence on the new Welsh Medium school until pupils from Milford Haven Primary School have decanted into the new English Medium primary school on the secondary site (subject to planning permission).

The investment will support the development of modern, fit-for-purpose educational facilities, including new Welsh-medium provision within the Milford Haven area. This will contribute to the objectives of the Local Authority's Welsh in Education Strategic Plan (WESP) and the Welsh Government's *Cymraeg 2050* strategy by increasing access to Welsh-medium education and supporting the continued growth of Welsh-language provision across Pembrokeshire.

5.5.4 Title of land and buildings

The proposed site (current Milford Haven CP School) is in the ownership of Pembrokeshire County Council.

5.6 Risks and Counter measures

	Risk	Counter Measure
1	Failure to obtain relevant approvals from the County Council in respect of the statutory school organisation process.	- Ensure that all options are considered in light of the School Organisation Code 2026. - Ensure sufficient time is allocated to undertake process. - Undertake consultation with appropriate statutory consultees.
2	Failure to obtain relevant business case approvals from Welsh Government and Council	- Ensure that feasibility study is undertaken and that due diligence is given to all matters, including site selection and various planning and ecology matters; - Ensure that all remaining aspects of business case are completed fully and accurately; - Ensure that the internal County Council business case is completed promptly and includes the required level of detail; - Ensure that all queries arising from submission of business cases are responded fully without delay.

3	Key partners or stakeholders are not involved in the early planning process of the project.	– Engage and consult with stakeholders. – Ensure all parties are aware and have agreed delivery timescales. – Ensure stakeholders are identified at an early stage and are fully involved.
4	Failure to manage risk of projects.	– Project Board to oversee and manage risks. – Risk register to be established. – Risk workshops to be set up.
5	Key deadlines to be identified at an early stage to avoid delays and abortive costs.	– Project Board is established and key milestone dates are identified and agreed. – Resources allocation/ responsibility identified. – Reviewed on a regular basis and updated and communicated to all stakeholders.
6	Unable to achieve agreed spending profile	– Closely monitor programme to ensure works progress according to spend profile – Accountants to hold regular meetings with Project Manager to ensure costs are contained within budget and that spend profiles are met.

6. Alternative Options Considered

As part of our bid for capital funding for this project, we established a number of investment objectives. These are as follows:

Investment Objectives	
1.	To meet the Council's aspiration to extend Welsh medium primary education provision in order to meet demand, in line with its Welsh in Education Strategic Plan.
2.	To maximise financial viability and effectiveness and to provide a cost effective and efficient model of delivery by removing unnecessary duplication, aligning capacity with demand thereby ensuring that available resources are targeted towards teaching and learning.
3.	To continue to offer a rich and stimulating curriculum so that the highest standards for all are achieved.

Section 5 of this document outlines the Council's proposal, i.e. the preferred option. Alternative options considered as part of developing this proposal are outlined below, all of which have been discounted. This table should be read in conjunction with the investment objectives outlined above.

Option	Description	Comment
1	Maintain status quo	- No contribution made to address Welsh medium need in the area - Does not address aspirations set out in Welsh in Education Strategic Plan - Pupils required to travel to Haverfordwest to access Welsh medium education - Does not address Investment Objectives DISCOUNT
2b	Extend and Medium refurbishment of Milford Haven Community Primary (MHCP) Junior site, including a 24 place Cylch / Flying Start provision	- Utilises current junior primary buildings with medium refurbishment. - Some risk that medium refurbishment will be insufficient in meeting all condition issues, but less than for the infant site - Allows infant site to be re-used for other purposes or sold for a capital receipt – however need to be cognisant of St Francis Catholic School access - New access from Marble Hall will result in significantly less congestion along Prioryville. DISCOUNT
3b	Extend and retrofit of MHCP Infants site, including a 24 place Cylch / Flying Start provision	- Utilises current junior primary buildings with retro-fit. - Retro-fit likely to resolve all building issues and will achieve Net Zero Carbon status - Allows infant site to be re-used for other purposes or sold for a capital receipt – however need to be cognisant of St Francis Catholic School access

Option	Description	Comment
		New access from Marble Hall will result in significantly less congestion along Prioryville. DISCOUNT
4	New build school on existing MHCP Infants site, including a 24 place Cylch / Flying Start provision	• Utilises current infant primary site for a new build. • Will achieve Net Zero Carbon status • Allows junior site to be re-used for other purposes or sold for a capital receipt • Need to be cognisant of maintaining appropriate access to St Francis Catholic School DISCOUNT
5	New build school on existing MHCP Junior site, including a 24 place Cylch / Flying Start provision	• Utilises current junior primary site for a new build. • Will achieve Net Zero Carbon status • Allows infant site to be re-used for other purposes or sold for a capital receipt – however need to be cognisant of St Francis Catholic School access PREFERRED
6a	New build school on new site in Milford Haven (Marble Hall), including a 24 place Cylch / Flying Start provision	• Utilises PCC land adjacent to current primary school site, but used by local football club • A suitable site, but subject to successful negotiations to relocate the football club to an alternative site. However, this could be costly. DISCOUNT

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 (001/2026). The process and timetable will be as follows:

Date	Process	
13 th October 2026	Consultation Document Published	
24 th November 2026	Closing date for receipt of observations on the proposal	
At least 2 weeks prior to publishing a Statutory Notice	Publication of Consultation Report - Consultation Report presented to Council <i>Council to decide whether to approve publishing a statutory notice</i> <i>If approved – proceed to Statutory Notice</i> <i>If not approved – proposal ends</i>	
Within 26 weeks of the end of the consultation period	Publish Statutory Notice <i>The Statutory Notice (SN) will be published on the County Council's 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> <i>The SN will be published on a school day and will allow a period of 28 days for receipt of objections. 15 of these days (excluding the day of publication must be school days)</i>	
28 days after date of Statutory Notice	Closing date for receipt of objections to proposal	
Within 28 days of the end of the Objection Period	<u>Objections received</u> If objections are received, the proposer must publish a summary of the objections and their responses – the Objection Report	<u>No objections received</u> If no objections are received, see next step.
Within 16 weeks of the end of the Objection period	Final Council Decision	
September 2032	Implementation of proposal	

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 website.

Details of affected schools

Name of School	Category	Lang. Category	Age Range	Nursery Pupils January 2026	Total NOR Jan 2026	Condition Grade	Suitability Grade
Coastlands School	Community	Category 1	3-11	20	106	B	B
Gelliswick Church In Wales VC School	Voluntary Controlled	Category 1	3-11	72	487	B	A
Milford Haven Community Primary School	Community	Category 1	3-11	70	487	Junior Site: C Infant Site B	Junior Site: B Infant Site C
St Francis Catholic Primary School	Voluntary Aided	Category 1	3-11	27	136	C	B
Johnston Community Primary School	Community	Category 1	3-11	30	250	B	A
Neyland Community School	Community	Category 1	3-11	41	302	B	A
Milford Haven School	Community	Category 1	11-16		959	C	C
Ysgol Bro Penfro	Community	Category 3	3-11	39	164	A	A
Ysgol Caer Elen	Community	Category 3	3-16	99	588	B	A

School	Capacity	Admission Number	Actual Number on roll (Net of Part Time and Unit Pupils)				Pupil Forecasts (Net of Part Time and Unit Pupils)				
	2026	2026/2027	2026	2025	2024	2023	2027	2028	2029	2030	2031
Coastlands School	107	15	86	88	88	86	90	88	85	92	89
Gelliswick Church In Wales VC School	480	68	395	387	379	406	394	380	374	383	391
Milford Haven Community Primary School	643	96	417	451	483	533	401	387	382	388	377
St Francis Catholic Primary School	138	19	109	121	120	126	108	115	118	116	116
Johnston Community Primary School	210	30	197	196	194	198	190	191	191	189	193
Neyland Community School	300	47	247	250	263	265	248	245	232	228	219
Milford Haven School	1262	252	959	1045	1098	1075	943	904	843	811	820
Ysgol Bro Penfro	210	30	125	123			145	151	159	159	163
Ysgol Caer Elen	420*	90	489	461	456	446	507	522	531	532	536

Note:

- Penrhyn VC established January 2018
- Ysgol Hafan y Môr established September 2016, PLASC data available from January 2017
- Ysgol Caer Elen established September 2018, PLASC data available from January 2019
- *Please refer to section 3.3 re – Ysgol Caer Elen Capacity and temporary admission number.*
- Ysgol Bro Penfro established September 2024, PLASC data available from January 2025

Extract from Estyn report

School	Date of most recent Estyn inspection	Estyn Judgements	Comments
Coastlands School	November 2024	<u>Coastlands CP School Inspection Report 2024</u> The Estyn inspection report for Coastlands CP in 2024 highlights how welcoming and inclusive the school is, where most pupils make strong progress within a positive and nurturing learning environment. At the time the recently appointed headteacher and dedicated staff have established strong relationships with pupils, parents and the wider community, while partnerships with local schools support an engaging curriculum and staff development. Most pupils develop good literacy and numeracy skills, demonstrate confident digital skills and benefit from a strong focus on creativity, Welsh language and culture. However, assessment information is not used consistently enough to provide appropriate challenge for all pupils, and there are insufficient opportunities to develop writing and numeracy skills across the curriculum. Leaders and governors support school improvement effectively, although pupil registration processes currently do not meet statutory requirements.	
Gelliswick Church In Wales VC School	June 2026	<u>Gelliswick Church in Wales Voluntary Controlled Primary School Inspection Report 2026</u> The 2026 Estyn inspection report for Gelliswick Church in Wales Voluntary Controlled School describes the school as caring and inclusive, with strong leadership, effective governance and high aspirations that support most pupils, including those with ALN and those affected by poverty, to make strong progress. Pupils behave well, demonstrate positive attitudes to learning and benefit from a broad and engaging curriculum, with strengths in speaking and listening, reading and writing.	

School	Date of most recent Estyn inspection	Estyn Judgements	Comments
		Effective ALN provision, strong partnerships with families and external agencies, and stimulating learning environments support pupils' learning, well-being and attendance. Areas identified for further development include providing more opportunities for purposeful play as pupils progress through the younger classes, enabling older pupils to develop their ideas and think more deeply about their learning, and improving older pupils' Welsh speaking skills.	
Milford Haven Community Primary School	November 2022 Follow Up: May 2024	<u>Milford Haven Community Primary School Inspection Report 2022</u> <u>Milford Haven Community Primary Follow Up Inspection Report 2024</u> The 2022 Estyn inspection of Milford Haven Community Primary School identified an inclusive and nurturing environment where pupils generally behaved well, felt safe and cared for, and benefited from effective support for their well-being. However, pupils' progress was inconsistent, particularly in literacy, numeracy, ICT and Welsh. Estyn also identified weaknesses in curriculum planning, the quality and expectations of teaching, opportunities for independent learning, and the effectiveness of leadership, monitoring and governance. Following the inspection, the school was placed in special measures and was subject to follow-up monitoring by Estyn. At the follow-up visit in May 2024, Estyn judged that the school had made sufficient progress against the recommendations from the core inspection. Consequently, His Majesty's Chief Inspector of Education and Training in Wales removed the school from the list of schools requiring special measures.	

School	Date of most recent Estyn inspection	Estyn Judgements	Comments												
St Francis Catholic Primary School	February 2020	St Francis V.R.C School Inspection Report 2020<table><tr><th>Inspection area</th><th>Judgement</th></tr><tr><td>Standards</td><td>Good</td></tr><tr><td>Wellbeing and attitudes to learning</td><td>Good</td></tr><tr><td>Teaching and learning experiences</td><td>Good</td></tr><tr><td>Care, support and guidance</td><td>Good</td></tr><tr><td>Leadership and management</td><td>Good</td></tr></table>	Inspection area	Judgement	Standards	Good	Wellbeing and attitudes to learning	Good	Teaching and learning experiences	Good	Care, support and guidance	Good	Leadership and management	Good	
Inspection area	Judgement														
Standards	Good														
Wellbeing and attitudes to learning	Good														
Teaching and learning experiences	Good														
Care, support and guidance	Good														
Leadership and management	Good														
Johnston Community Primary School	May 2017	Johnston CP School Inspection Report 2017<table><tr><td>The school's current performance</td><td>Adequate</td></tr><tr><td>The school's prospects for improvement</td><td>Adequate</td></tr></table>	The school's current performance	Adequate	The school's prospects for improvement	Adequate									
The school's current performance	Adequate														
The school's prospects for improvement	Adequate														
Neyland Community School	March 2023	Neyland Community School													
Milford Haven School	November 2025	Milford Haven School Inspection Report 2025													

School	Date of most recent Estyn inspection	Estyn Judgements	Comments
Ysgol Bro Penfro	N/A	No inspection reports available for this school.	
Ysgol Caer Elen	February 2023	Ysgol Caer Elen Inspection Report 2023	

COMMUNITY IMPACT ASSESSMENT

Impact Area	+/-
Information on the proportion of learners from within the catchment area that attend the school Analysis of pupil data demonstrates sustained demand for Welsh-medium education amongst families residing within the Milford Haven catchment area. In January 2026, 121 pupils from the Milford Haven catchment area attended Ysgol Caer Elen, whilst a further 15 pupils attended Ysgol Bro Penfro. This demonstrates that a significant number of learners currently travel outside their community to access Welsh-medium education. The proposal would provide Category 3 Welsh-medium provision within the catchment area for the first time, increasing accessibility and parental choice whilst supporting the Council's commitment to expanding Welsh-medium education	Positive Impact
Information on the proportion of pupils from outside the catchment area that attend the school It is anticipated that the new Welsh medium school will predominately serve the Milford Haven catchment area, with it not anticipating a large number of pupils from outside the catchment area applying to attend. The proposal will impact on the catchment area for Ysgol Caer Elen as the Milford Haven catchment area currently falls under the Ysgol Caer Elen catchment, however, it is anticipated that future learners from the Milford Haven catchment area will attend the new Welsh medium school, although it will be started on a seedling basis so there will be no opportunity for existing pupils to transfer to the new school. Any impact on existing Welsh-medium schools is expected to occur gradually over time and should allow capacity to be managed more effectively across the Welsh-medium sector. It will also allow the catchment area of Ysgol Caer Elen to be reviewed to incorporate areas of the County which currently do not fall into a Welsh medium catchment area.	Neutral

Impact Area	+/-
Information on the proportion of learners currently within thresholds for school transport provision (2 miles for primary school and 3 miles for secondary school) that attend the school and how they will be impacted by the proposal. Many learners currently accessing Welsh-medium education travel from Milford Haven, Neyland, Johnston and surrounding communities to Haverfordwest each day. The establishment of a local Welsh-medium school would reduce travel distances for a significant proportion of learners and may reduce dependence on home-to-school transport. Transport arrangements would continue to be provided in accordance with the Council's School Transport Policy and the requirements of the Learner Travel (Wales) Measure 2008. The proposal is therefore expected to improve accessibility for many families whilst maintaining appropriate transport support where required	Positive
Information about the distance and travelling time (for all modes of transport) involved in attending an alternative school of the same language category; At present, the nearest Welsh-medium primary schools available to Milford Haven families are Ysgol Caer Elen in Haverfordwest and Ysgol Bro Penfro in Pembroke. The proposal would establish Welsh-medium provision within Milford Haven itself, significantly reducing travel distances and journey times for many families. This improved accessibility may encourage additional families to choose Welsh-medium education and remove a potential barrier to accessing Welsh-medium provision.	Positive
Impact on health and wellbeing e.g., if learners would be less able to walk or cycle to school;	Positive

Impact Area	+/-
Reduced travel times have the potential to improve learner wellbeing by allowing more time for family life, extracurricular activities and community engagement. The proposal may also increase opportunities for learners to travel to school using sustainable and active travel methods, including walking and cycling, where appropriate. In addition, access to modern educational facilities and local provision may enhance learners' sense of belonging, participation and engagement within their own community	
Information about any wider implications the changes would have on public transport provisions The proposal is not expected to have a significant impact on the wider public transport network. Any changes to transport demand are likely to emerge gradually as the school develops on a seedling basis and pupil numbers increase over time. Existing public transport services serving the Milford Haven area are therefore not expected to be materially affected by the proposal	No material impact anticipated
Information on wider community safety issues No significant adverse impacts on community safety have been identified. Traffic management, pedestrian access, safeguarding arrangements and highway safety considerations will be fully considered during the planning and design stages of the project. The proposal itself is not expected to create additional risks for learners, staff or the wider community	No change
Information about any other facilities or services the school accommodates or provides e.g. school clubs, youth club, community library, playgroup. The proposed new Welsh-medium primary school will provide a range of facilities and services that support both learners and the wider community. In addition to delivering Category 3 Welsh-medium education for pupils aged 3-11, the school is expected to include childcare provision and provide	Positive impact

Impact Area	+/-
opportunities for a Cylch Meithrin to operate from the site. As the school develops, it is anticipated that learners will have access to a variety of extracurricular opportunities, including sports activities, cultural events, Welsh-language clubs and curriculum enrichment activities. The school also has the potential to support wider community use through educational, cultural and recreational activities delivered through the medium of Welsh. The establishment of local Welsh-medium provision within Milford Haven will create new opportunities for learners, families and community groups to engage with Welsh language and culture, helping to strengthen the school's role as a community asset and supporting the objectives of the Council's Welsh in Education Strategic Plan and Cymraeg 2050.	
Impact on other schools within the Community The establishment of a new Welsh-medium primary school in Milford Haven may influence future admission patterns at neighbouring schools, particularly where families who may previously have chosen English-medium provision or travelled to Ysgol Caer Elen or Ysgol Bro Penfro choose the new local Welsh-medium option instead. As the proposal responds to demonstrated demand for Welsh-medium education from within the Milford Haven catchment area, some redistribution of future pupil numbers across local schools may occur. However, the proposed school will open on a seedling basis and no existing pupils will be required to transfer from their current schools. Any impact on neighbouring schools is therefore expected to occur gradually through future admissions and is not anticipated to affect the viability or sustainability of any existing school. The proposal is expected to have a positive impact on Ysgol Caer Elen by helping to manage future capacity pressures and supporting the long-term growth and sustainability of Welsh-medium education across Pembrokeshire County Council.	Minor negative impact although any impact will be gradual due to the seedling nature of the school.

Impact Area	+/-
Impact on the Use of the Welsh Language in the Community Consideration of the likely impact of the proposal on the Welsh language is set out in Appendix 5 (Welsh Language Impact Assessment). The proposal to establish a new 3-11 Welsh-medium primary school in Milford Haven has been developed with regard to the objectives of <i>Cymraeg 2050</i>, the Welsh in Education Strategic Plan (WESP), and the requirements of the School Organisation Code. The assessment considers the potential impact on Welsh language use within the community, opportunities to learn and use Welsh, and access to Welsh-medium education. Community Welsh Language Profile Milford Haven and the wider south Pembrokeshire area are characterised by comparatively low levels of Welsh language ability when compared with many communities in north Pembrokeshire and the Welsh national average. For many families, opportunities to use Welsh outside formal educational settings are limited and English remains the predominant language of everyday social interaction. In this context, educational provision plays a particularly important role in promoting the Welsh language, supporting language acquisition, and creating opportunities for children and families to engage with Welsh in meaningful ways. Community Language Use The establishment of a dedicated Welsh-medium primary school is expected to have a positive impact on the use of Welsh within the local community. The new school will create a focal point for Welsh language education and culture in Milford Haven, increasing opportunities for children and families to use Welsh both within and beyond the school day. Through school activities, cultural events, community engagement initiatives, and partnerships with Welsh language organisations,	Positive

Impact Area	+/-
the proposal has the potential to strengthen the visibility and use of Welsh locally and contribute to the development of a stronger Welsh-speaking community. The school is also expected to increase opportunities for parents and carers to engage with Welsh language learning and activities, supporting wider community participation and helping to normalise the use of Welsh in everyday settings. Access to Welsh-medium Provision The proposal will significantly improve access to Welsh-medium education within the Milford Haven area by providing dedicated Welsh-medium primary provision closer to local communities. At present, some learners travel outside their immediate area to access Welsh-medium education. The establishment of a local Welsh-medium school is expected to make Welsh-medium education more accessible and attractive to families who may not previously have considered this option, thereby supporting increased learner participation in Welsh-medium education. The proposal will also provide a clear and sustainable pathway for learners wishing to pursue Welsh-medium education and support the Council's strategic objectives for increasing the number of learners educated through the medium of Welsh. Potential Negative Impacts and Mitigation Some concerns may arise regarding the impact of the proposal on neighbouring English-medium schools through changes in pupil distribution. However, these impacts are not expected to adversely affect opportunities for children and families to access Welsh language learning. Rather,	

Impact Area	+/-
the proposal broadens parental choice and increases the availability of Welsh-medium provision within the area. There may also be a transitional period while the new school establishes its role within the community. To mitigate this, the Council and the school will work closely with parents, community groups, childcare providers and Welsh language organisations to promote engagement, support enrolment, and maximise opportunities for community use of Welsh. Overall Assessment Overall, the proposal is considered likely to have a positive impact on the use of the Welsh language in the community. By establishing a dedicated Welsh-medium primary school in Milford Haven, the proposal will increase access to Welsh-medium education, create additional opportunities for children and families to use Welsh, strengthen the visibility of the language within the community, and contribute positively to local and national objectives for increasing the number of Welsh speakers.	

How does the proposal fit with Well-being goals for Pembrokeshire/Wales

Prosperous

The proposal will contribute towards a more prosperous Pembrokeshire by increasing access to Welsh-medium education within the Milford Haven area and providing families with greater educational choice. The establishment of a new Welsh-medium primary school will support the development of bilingual skills from an early age, helping learners develop capabilities that are increasingly valued by employers and within the Welsh economy. In addition, future capital investment through the Sustainable Communities for Learning Programme will support modern

	educational infrastructure and provide economic benefits through construction activity and local employment opportunities.
Resilient	The proposal will strengthen the resilience and sustainability of Welsh-medium education across Pembrokeshire. Current demand for Welsh-medium provision within the Milford Haven area is being met through schools located outside the community, primarily Ysgol Caer Elen. The establishment of a new Welsh-medium school will create additional capacity, reduce reliance on a single provider and support the long-term sustainability of the Welsh-medium sector by ensuring that provision is available closer to where families live
Healthier	The proposal is expected to have a positive impact on the health and wellbeing of learners and families. By reducing travel distances for many pupils currently accessing Welsh-medium education outside the Milford Haven area, learners may have increased opportunities to participate in extracurricular activities, spend time with family and engage in community life. The proposed modern learning environment and opportunities for active travel, where appropriate, will further support pupil wellbeing and healthy lifestyles
Equal	The proposal will promote equality by improving access to Welsh-medium education for families residing within the Milford Haven catchment area. At present, some families may be discouraged from choosing Welsh-medium education due to the need for longer journeys to access provision. By establishing a local Welsh-medium school, the proposal will help reduce these barriers and provide increased opportunities for children from all backgrounds to access Welsh-medium education within their own community.
Cohesive communities	The proposed school has the potential to become an important community asset within Milford Haven and the surrounding area. In addition to providing educational provision, the school may support community activities, childcare provision, cultural events and opportunities for family engagement. By bringing Welsh-medium

	education into the heart of the community, the proposal will help strengthen local connections and support community cohesion
Vibrant culture & thriving Welsh language	The proposal is expected to make a significant contribution towards a vibrant culture and thriving Welsh language. The establishment of a new Category 3 Welsh-medium primary school will increase opportunities for children and families to use Welsh in educational and community settings. The proposal directly supports the objectives of the Council's Welsh in Education Strategic Plan and contributes to the ambitions of Cymraeg 2050 by increasing access to Welsh-medium education and strengthening the visibility and use of Welsh within the Milford Haven area
Globally responsible	The proposal supports the principle of sustainable educational planning by locating provision closer to where families live and reducing the need for some learners to travel longer distances to access Welsh-medium education. Future investment through the Sustainable Communities for Learning Programme will also provide opportunities to develop modern, energy-efficient and environmentally sustainable school facilities. Through supporting sustainable communities and promoting educational opportunities for future generations, the proposal contributes positively to the goal of a globally responsible Wales

Appraising sustainability of the proposal	
Long term How the proposal balances the short term with safeguarding the ability to meet long term needs	The proposal has been developed to address the long-term demand for Welsh-medium education within the Milford Haven area. Evidence demonstrates sustained growth in the number of learners accessing Welsh-medium education from the catchment area, together with increasing capacity pressures at Ysgol Caer Elen. Establishing a new Welsh-medium primary school will create additional capacity, improve

	accessibility and provide a sustainable long-term solution for meeting future demand whilst supporting the strategic growth of Welsh-medium education across Pembrokeshire.
Prevention How the proposal may prevent problems occurring or getting worse	The proposal represents a preventative approach to school planning by responding to identified pressures before they impact adversely on the quality and sustainability of existing provision. Without intervention, increasing demand for Welsh-medium education is likely to place further pressure on available places at Ysgol Caer Elen. The proposal will help prevent future capacity constraints, reduce reliance on temporary accommodation arrangements and ensure sufficient Welsh-medium places are available to meet future parental demand.
Integration Considering how the proposal fits with the objectives of other public bodies	The proposal supports a number of local and national strategic objectives. It aligns with the Council's Welsh in Education Strategic Plan, the aspirations of Cymraeg 2050, the Sustainable Communities for Learning Programme and the Well-being of Future Generations (Wales) Act 2015. By increasing access to Welsh-medium education, improving educational infrastructure and supporting community wellbeing, the proposal contributes to a range of interconnected educational, social, cultural and economic outcomes
Collaboration How the proposal fits with working with other organisations or other parts of the Council.	The development of the proposal has involved engagement with a range of stakeholders, including schools, governing bodies, elected members, Welsh Government, childcare providers, learners, parents and local communities. Ongoing collaboration will continue throughout the consultation process and, if approved, during the development and implementation of the new school to ensure stakeholder views inform decision-making and project delivery.

Involvement How people have been involved and how have we ensured that those people reflect the diversity of Pembrokeshire.	The proposal places importance on involving those affected by the change. Formal consultation will provide opportunities for learners, parents, staff, existing and potential governors, local residents and other stakeholders to express their views. Learner engagement will be undertaken through age-appropriate consultation activities, ensuring that the voices of children and young people are considered as part of the decision-making process. This approach supports meaningful participation and helps ensure that the development of the new school reflects the needs of the communities it will serve.
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Equality Impact Assessment – Autumn 2026

Protected Characteristics	Current Situation	Proposal	Impact
Age	Pupils wishing to attend Welsh Medium education from the age of 3 -11 currently have to travel to Haverfordwest or Pembroke. Analysis of Census data indicates that there are approximately 1,414 children aged 5-9 and 1,722 children aged 10-15 residing within the Milford Haven area LSOAs. Families wishing to access Welsh-medium education currently travel outside the immediate community, principally to Ysgol Caer Elen and Ysgol Bro Penfro.	The proposal will provide Welsh medium education for children age 3-11 within their local catchment area.	Positive
Disability	Whilst Learners with disabilities can access Welsh-medium education through existing provision in a relatively new school building which complies with relevant legislative requirements, traveling to schools outside the area may present additional challenges for some pupils and families.	The proposal is expected to have a positive impact on learners with Additional Learning Needs (ALN) who do not need to access specialist facilities. The new school will be designed and operated in accordance with the Additional Learning Needs and Education Tribunal (Wales) Act 2018 and Pembrokeshire County Council's inclusion policies. As a new school, opportunities will exist to create accessible learning environments, inclusive teaching practices and targeted support arrangements from the	Positive

Protected Characteristics	Current Situation	Proposal	Impact
		outset. Learners requiring specialist support will continue to access appropriate provision in line with their individual needs and statutory plans.	
Race	Access to Welsh-medium education is available regardless of race or ethnicity.	Access to Welsh-medium education is available regardless of race or ethnicity.	No change
Religion & Belief	Parents may choose community, faith-based or Welsh-medium education according to preference.	No adverse impact has been identified. The proposal relates solely to the medium of education and does not alter access to faith-based education or affect the availability of denominational schools within Pembrokeshire. Parents will continue to have access to a range of educational choices in accordance with their preferences and beliefs.	Neutral. The proposal does not remove or reduce access to faith-based education. Parents will continue to have access to faith schools and English-medium provision alongside the proposed Welsh-medium school.
Sex	All pupils from the Milford Haven catchment area access mixed sex schools	No change in the proposal.	No change

Protected Characteristics	Current Situation	Proposal	Impact
Marriage or civil partnership	The new 3 – 11 Welsh Medium School, and all other alternative schools meet with the requirements to comply with the Equality Act 2010 within their Strategic Equality Plans.		No change
Pregnancy & maternity			No change
Sexual Orientation			No change
Gender reassignment			No change

WELSH LANGUAGE IMPACT ASSESSMENT – Summer 2026

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

Impact Area	+/-
Links to the targets within the Welsh in Education Strategic Plan (WESP) and any future actions that will be needed in consequence of the change to continue to comply with the plan or meet targets in the plan; The proposal directly supports the objectives of Pembrokeshire's Welsh in Education Strategic Plan (WESP) by increasing the availability of Category 3 Welsh-medium education in an area where demand has been consistently demonstrated. As at January 2026, 136 pupils resident within the Milford Haven catchment area were attending Welsh-medium primary provision outside the catchment area, demonstrating existing demand for local Welsh-medium education. The establishment of a new Welsh-medium primary school in Milford Haven will increase local access to Welsh-medium education, support learner progression through the Welsh-medium sector and contribute towards local and national targets for Welsh-medium participation. Ongoing monitoring of admissions, learner progression and Welsh-medium childcare provision will be required to ensure the proposal continues to support delivery of WESP objectives.	Positive
Compliance with the Welsh language Policy Making Standards and in general with the relevant Local Authority Standards Compliance Notice The proposal supports the Council's obligations under the Welsh Language Standards by increasing opportunities for learners and families to access educational provision through the medium of Welsh. The establishment of a new Welsh-medium school will contribute to the promotion of Welsh language use and support the Council's wider responsibilities to facilitate and encourage the use of Welsh in service delivery and community life.	Positive

To meet policy making standards this consultation document considers the effects of the proposal on the Welsh language. Views are sought (within the response form) from respondents on the effects the proposals will have on the Welsh language, and whether the proposal can be changed to be more positive or avoid/reduce negative effects. Respondents are also asked about their Welsh language skills and main language.

Section 5 of this document outlines the Council's proposal, i.e. the preferred option. Alternative options considered as part of developing this proposal are also outlined (Section 6), all of which have been discounted.

The potential effects of the proposal on the Welsh language are considered in this document to support those consulted to answer the questions in the response form.

In summary, the proposal to establish a new 3–11 Welsh-medium primary school in the Milford Haven area is expected to have a significant positive effect on the Welsh language. It would increase the availability and accessibility of Welsh-medium education in an area where local provision is currently limited, provide additional opportunities for children and families to learn and use Welsh, and reduce geographical barriers associated with accessing Welsh-medium education. The proposal therefore supports the principle of treating Welsh no less favourably than English and contributes directly towards the objectives of Pembrokeshire County Council's Welsh in Education Strategic Plan and the wider national ambition to increase the number and use of Welsh speakers.

Potential but manageable adverse effects include having insufficient Welsh-speaking staff, possible movement of pupils or staff from existing Welsh-medium settings, and ensuring that sufficient Welsh-medium early-years provision develops alongside the school. These impacts can be mitigated through workforce planning, monitoring pupil demand and movement, provision of Welsh-medium childcare and proactive support for families.

The following information describes what could be done to minimise or mitigate any negative impacts identified or to increase positive effects on the Welsh language

Proactively promote the 3-11 Welsh-medium education before the school opens with clear information for parents about Welsh-medium provision at the school, and how it links with early years and secondary education. This would help to support retention within Welsh-medium education and provide information on education choices for parents. Establish clear transition arrangements with Welsh-medium secondary provision and monitor progression rates.

Supporting Welsh-language activities outside normal teaching hours e.g. classes for parents, cultural activities and community events to help to sustain the Welsh language, maximising the use of the school and increasing opportunities to learn and use Welsh in everyday life. As the school develops, it is anticipated that learners will have access to a variety of extracurricular opportunities, including sports activities, cultural events, Welsh-language clubs and curriculum enrichment activities. The school also has the potential to support wider community use through educational, cultural and recreational activities delivered through the medium of Welsh.

Provide clear bilingual information, engagement sessions and Welsh-learning opportunities specifically for parents and carers. This could include support for parents and carers who choose Welsh-medium education but do not speak Welsh. e.g. conversational Welsh lessons, and signposting to practical resources.

Develop a workforce plan in advance of opening the school, including recruitment initiatives, working with university partnerships, Welsh-language professional learning, sabbatical schemes and development of existing employees and monitoring of the origin of staff recruited.

Monitor applications and pupil origins to assess the proportion representing new Welsh-medium take-up compared with transfers from existing provision.

Develop additional Welsh-medium childcare/Cylch Meithrin capacity alongside the school and strengthen transition arrangements into nursery/reception. The school is expected to include childcare provision and provide opportunities for a Cylch Meithrin to operate from the site. Ensure Welsh-language requirements are built into procurement, IT, signage, communications, admissions, consultation, community use from the outset. Review catchment and transport arrangements to ensure that Welsh-medium education is genuinely accessible and that avoidable barriers do not disadvantage families choosing Welsh-medium provision.	
Local catchment areas (regardless of language provision) and issues around travel distances; There is currently no Welsh-medium primary school within the Milford Haven catchment area. Many learners travel to Ysgol Caer Elen in Haverfordwest, and a smaller number attend Ysgol Bro Penfro in Pembroke. The proposal will provide local Welsh-medium provision within the catchment area, reducing travel distances and journey times for many current and future learners whilst improving accessibility to Welsh-medium education Existing patterns of parental preference demonstrate a clear demand for Welsh-medium education within the Milford Haven area. As at January 2026, 136 learners residing within the Milford Haven catchment area were attending Welsh-medium primary provision outside the area, including 121 learners attending Ysgol Caer Elen and 15 learners attending Ysgol Bro Penfro. The establishment of local Welsh-medium provision would support these learners and future cohorts by providing access to Welsh-medium education closer to home.	
The relevant local planning authority development plan in terms of Technical Advice Note (TAN 20)177 and due regard and consideration of Areas of Linguistic Sensitivity; The proposal supports the objectives of Technical Advice Note (TAN) 20 by increasing opportunities to learn and use Welsh within the community. While Milford Haven is not identified	Positive

as one of Pembrokeshire's strongest Welsh-speaking areas, the proposal will support the growth of Welsh language use and strengthen opportunities for Welsh-medium education within the locality. The proposal is therefore considered compatible with planning policies that seek to support and sustain the Welsh language	
Links to the relevant local authority 5-year Welsh Language Promotion Strategy; The proposal supports the aims of the Council's Welsh Language Promotion Strategy by increasing access to Welsh-medium education and creating additional opportunities for learners, families and the wider community to engage with Welsh language and culture. Establishing a Welsh-medium primary school within Milford Haven will help increase the visibility (e.g. physical presence, signage, communications and community activities) and everyday use of Welsh across the community.	Positive
Links to the aims of Cymraeg 2050; The proposal contributes directly to the ambitions of Cymraeg 2050 by increasing the availability and accessibility of Welsh-medium education. The creation of a new Category 3 Welsh-medium primary school will support the development of future Welsh speakers and increase opportunities for children and families to use Welsh both within and beyond the classroom	Positive
General links to the goals of the Well-being of Future Generations (Wales) Act 2015; The proposal supports the Well-being Goal of <i>A Wales of Vibrant Culture and Thriving Welsh Language</i> by expanding access to Welsh-medium education in an area where demand has continued to grow. It also contributes to <i>A More Equal Wales</i> by increasing parental choice and reducing barriers to accessing Welsh-medium education. The proposal further supports <i>Cohesive Communities</i> by creating a local educational facility capable of supporting community participation, cultural activities and Welsh language development.	Positive

Socio-economic considerations (comparison of the ward/Lower Layer Super Output Area (LSOA) data on deprivation with the data on Welsh speakers); Census 2021 data for the Lower Super Output Areas within the Milford Haven catchment area demonstrates that Welsh language ability among school-age children remains below the county average, although younger age groups show stronger levels of Welsh language acquisition than older generations. Within the identified LSOAs, 19.4% of children aged 5-9 years and 21.7% of children aged 10-15 years can speak Welsh. This reduces to around 5-6% amongst residents aged 35-64 years, reflecting the historic lack of local Welsh-medium educational provision in the area. The data therefore suggests that increasing access to Welsh-medium education locally has the potential to improve the intergenerational transmission and community use of Welsh over time. <table><tr><th>Age Group</th><th>Milford Haven Area Welsh Speakers</th><th>Population</th><th>% Welsh Speaking</th></tr><tr><td>5-9 years</td><td>274</td><td>1,414</td><td>19.4%</td></tr><tr><td>10-15 years</td><td>373</td><td>1,722</td><td>21.7%</td></tr><tr><td>16-19 years</td><td>144</td><td>963</td><td>15%</td></tr><tr><td>20-25 years</td><td>111</td><td>1,135</td><td>9.8%</td></tr><tr><td>25-34 years</td><td>254</td><td>2,734</td><td>9.3%</td></tr><tr><td>35-49 years</td><td>230</td><td>3,837</td><td>6%</td></tr><tr><td>50-64 years</td><td>246</td><td>4,783</td><td>5.1%</td></tr><tr><td>Total</td><td>1,894</td><td>23,131</td><td>8.2%</td></tr></table> Source: Census 2021 LSOA analysis for Milford Haven catchment area	Age Group	Milford Haven Area Welsh Speakers	Population	% Welsh Speaking	5-9 years	274	1,414	19.4%	10-15 years	373	1,722	21.7%	16-19 years	144	963	15%	20-25 years	111	1,135	9.8%	25-34 years	254	2,734	9.3%	35-49 years	230	3,837	6%	50-64 years	246	4,783	5.1%	Total	1,894	23,131	8.2%	Positive
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Mitigating factors (including cross-boundary and regional issues).	Positive																																				

No significant adverse impacts requiring mitigation have been identified. Existing Welsh-medium provision at Ysgol Caer Elen and Ysgol Bro Penfro will remain available and the proposal will increase overall Welsh-medium capacity within the county. The Authority will continue to monitor admissions patterns and Welsh-medium provision across Pembrokeshire to ensure a coordinated and sustainable approach to Welsh-medium education.	
Information on the language category of the school The proposed school will be designated as a Category 3 Welsh-medium primary school. Welsh will be the principal language of teaching and learning, with learners expected to achieve full fluency in Welsh and English over time. This represents a significant increase in Welsh-medium educational provision within the Milford Haven area.	Positive
Information on the language category of any alternative school or any other education institution that learners may attend Alternative schools serving the area include predominantly Category 1 English-medium schools. Families wishing to access Welsh-medium education may continue to choose Ysgol Caer Elen or Ysgol Bro Penfro, both of which provide Category 3 Welsh-medium provision. The proposal increases parental choice by providing an additional Welsh-medium option within the Milford Haven area	Neutral
Assessment of the likely impacts on any other school or education institution likely to be affected by the proposals, irrespective of school category or medium of provision; The proposal may result in some future redistribution of pupil numbers across schools within the Milford Haven area and within the Welsh-medium sector. However, the school will be established on a seedling basis and no existing pupils will be required to transfer. The proposal	Positive for existing WM schools but potentially negative for EM schools affected by the proposal.

is expected to have a positive impact on Ysgol Caer Elen by helping to alleviate future capacity pressures and support the long-term sustainability of Welsh-medium provision. A limited impact on neighbouring schools may arise over time as some parents choose Welsh-medium education within Milford Haven rather than travelling to existing Welsh-medium schools elsewhere in the county. However, the proposed school will open using a phased seedling model and pupil numbers will build gradually over several years. No significant adverse impact on the viability, sustainability or operational effectiveness of neighbouring schools has been identified. The establishment of an additional Welsh-medium school will create increased demand for teachers, teaching assistants, administrative staff and other employees able to work effectively through Welsh, with potential movement of staff from existing education settings. The availability of sufficient Welsh-speaking teachers will be supported by measures such as university partnerships and, Welsh-language sabbatical programmes.	
Information about standards in the Welsh language in the schools which are the subject of the proposal and any alternative school or other education institution learners may attend The proposed school will deliver a Category 3 Welsh-medium curriculum and will be expected to promote high standards of Welsh language development and usage. Existing Welsh-medium schools serving the area already provide established Welsh language immersion and progression pathways. The proposal is expected to strengthen overall Welsh-medium capacity and opportunities for learners to develop Welsh language skills.	Neutral
Information about after school activities which provide additional opportunities to use Welsh in the schools which are the subject of the proposals and any alternative school or other education institution learners may attend (e.g. the Urdd, Mentrau Iaith clubs) The proposal provides opportunities to develop extracurricular Welsh-language activities including sports clubs, cultural activities, educational visits, Urdd participation and community-	Neutral

based events. Establishing a Welsh-medium school within Milford Haven will increase opportunities for learners to use Welsh beyond the classroom and strengthen engagement with Welsh-language organisations and activities.	
Information about facilities for members of the community to learn Welsh, or undertake activities through the medium of Welsh, at the schools which are the subject of the proposals if provided and where any alternative facilities could be provided The proposal is expected to increase opportunities to use Welsh both within the school environment and across the wider community. The establishment of a Welsh-medium school will create opportunities to work in partnership with organisations such as Mudiad Meithrin, Mentrau Iaith, Urdd Gobaith Cymru and local community groups to promote the use of Welsh through cultural, educational and recreational activities. The school may also provide opportunities for family learning, Welsh learner support and community events that encourage increased use of Welsh beyond the school day.	Neutral
Whether it might be appropriate to provide additional after school facilities at any alternative school to further secure standards in the Welsh language The proposal creates additional Welsh-medium provision and is expected to increase opportunities for learners to access Welsh-language extracurricular activities. It is therefore not considered necessary to provide additional Welsh-language facilities at alternative schools specifically as a mitigation measure.	Neutral
How parents' and learners' engagement with any alternative school or other education institution and any specific language enhancement it offers could be supported (e.g. how learners will be helped to participate in activities provided by the Urdd, Mentrau Iaith); The establishment of local Welsh-medium provision will improve opportunities for parental engagement and learner participation in Welsh-language activities by reducing travel barriers. The school will be encouraged to work collaboratively with organisations such as the Urdd,	Neutral

Menter Iaith Pembrokeshire and Welsh-medium childcare providers to promote additional opportunities to use Welsh beyond the classroom.	
Observations provided by the local authority's Welsh-medium education forum. The Fforwm Cymraeg has not provided an observation to this proposal.	Neutral

Establishment of a new 3-11 Welsh Medium Primary School in the Milford Haven area.



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

	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) 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?

4). Please provide any other comments on the proposal.

About you:

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

Preschool parent	
Staff	
Parent/Carer/Guardian	
Governor	
Local resident	
Other (please state below)	

5). Which school/s or other educational institution are you primarily interested in, in this consultation?

(Please tick all that apply)

Ysgol Caer Elen	
Ysgol Bro Penfro	
Milford Haven CP School	
St Francis Catholic Primary School	
Gelliswick VC School	
Coastlands CP School	
Johnston CP School	
Neyland CP School	
Milford Haven School	

6). Are you? (Please tick only one)

15 or under	
16-24	
25-34	
35-44	
45-54	
55-64	
65-74	
75 +	
I prefer not to say	

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

Male	
Female	
Non-binary	
I prefer to use another term	
I prefer not to say	

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

White	
Gypsy or Irish Traveller	
Roma	
Mixed/Multiple ethnic group	
Asian	
Black/African/Caribbean	
I prefer not to say	

Other	
-------	--

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

No religion	
Christian (all denominations)	
Buddhist	
Hindu	
Jewish	
Muslim	
Sikh	
I prefer not to say	
Other	

10). 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	
No	
I prefer not to say	

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

Yes, a lot	
Yes, a little	
Not at all	
I prefer not to say	

12). 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	
No	
I prefer not to say	

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

Understand spoken Welsh	
Speak Welsh	
Read Welsh	
Write Welsh	
None of the above	
I prefer not to say	

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

Welsh	
English	
I prefer not to say	
Other	

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 24th November 2026.

Letter to:	Steven Richards-Downes Director of Education County Hall Haverfordwest SA61 1TP
Email:	EducationConsultations@pembrokeshire.gov.uk
Online:	www.pembrokeshire.gov.uk/haveyoursay

Thank you for your time