

Education and Lifelong Learning Committee

Date: 8 June 2005
Time: 9:00 am – 12.35pm
Venue: Committee Room 1, National Assembly for Wales
Title : Minister's Report

This report updates the Committee on specific issues raised by members and on issues of current interest. **Annex A** sets out major engagements since the last report

1. ACCAC and ELWa Merger, Progress Report

The Department for Education and Lifelong Learning Implementation Project (DELLIP) continues to make good progress towards defining the structure of the new department. There are a number of fundamental issues that the project team is currently considering:

External advice - Proposals for external advice for the new department are currently being considered by the merger project team. I will bring these proposals to this committee in due course.

Accountability - One of the principal aims of the merger is to create more accountable and better co-ordinated government. Post April 2006, the strategic direction for post-16 learning in Wales and for school curriculum, examinations, assessment and vocational qualifications will be delivered directly by the Welsh Assembly Government and accountability for that policy and delivery will fall directly to me.

Regional structure - this has been at the forefront of considerations by the Implementation Project. We are working on a basic principle that to ensure continuity of business, there will be no significant change to the current ELWa regional structure in April 2006. However, a project group has been established to review the working of regional offices in the round for the whole of the Assembly Government. We are looking at a five-year timetable to achieve our final service and delivery goals

The need to rationalise existing local partnership arrangements has already been recognised and taken on board. My Deputy Minister is currently looking at this issue in the 14-19 context.

Departmental Structure – work continues to establish a structure for the new department, which is due to be finalised by June. The Permanent Secretary will be taking the necessary steps to advertise for the Head of the new Department at around the same time.

The Plenary debate on the WDA, ELWa and WTB merger consultation responses will take place on 8 June; the responses report was published on

the Assembly website on 24 May. The consultation on the draft legislation needed to enact the mergers was also published on 24 May.

Following the merger consultation, the key issues to emerge were:

- **Advisory Panels** – a limited number of panels should be established with clear remits
- **Delivery** – for those parts of the new department engaged in front line delivery an effective account management system should be established, supported by a robust customer relationship management system. There were differences of opinion about whether account managers should be a “one-stop-shop” or a “first-stop-shop”, but strong calls were made for a system which brings together all sources of advice for business, including skills. There were calls for strong links to be established between Departments.
- **Performance Indicators** – including the need to establish benchmarks, monitor delivery and undertake robust evaluation, which should form the basis for reviewing policy
- **Decision-making** – sufficient delegation of authority to officials at the appropriate level, to ensure that decisions could be made without delay
- **Retaining expertise** – concerns about the potential for losing staff with considerable experience and expertise at a time of change, and a perception that ASPB staff would lose their ability to respond to the needs of business within a civil service environment
- **Local and Regional delivery** – considerable interest in ensuring that services are delivered at an appropriate level, whether local, regional, all-Wales or international.

These issues will be taken forward by the Assembly Government in implementing the mergers over the coming months.

2. Children Act 2004: Draft Guidance on Local Co-operation.

I have recently issued for consultation draft guidance on the sections of the Children Act 2004 that relate to local co-operation. This has been tabled as a paper to note.

The Children Act 2004 strengthens current partnership arrangements for planning services to children and young people. Sections 25, 26 and 27 give a statutory basis for co-operation and planning between local authorities and their partners to improve the well being of children and young people aged 0-25.

Currently we require separate Children and Young People’s Framework Plans, Children’s Plans and Young People’s Plans that cover the period to 2008. Education services are dealt with in five different plans. From 2008 these will all form part of the new Children and Young People’s Plan. There

will be a separate consultation process on the new Single Education Plans to cover 2006-07 and 2007-08

A version of the consultation paper accessible to young people is being prepared with Funky Dragon, to be sent to local forums and relevant voluntary organisations.

A two-stage process is proposed. Consultation on the duties to co-operate and new leadership roles under Sections 25 and 27 will be completed on 30 September and final guidance will come into force in April 2006.

There will be further consultation on more detailed guidance on the unified plans for children and young people in 2006. This will build on initial consultation responses, with a view to issuing final planning guidance by the end of 2006. The first new unified Children and Young People's Plan will then cover the three years from 2008.

The Assembly Government wishes to see a joint approach to planning across local services that delivers real improvement in outcomes for children and young people, particularly for the vulnerable and those in need. Services will need to be tailored to the needs of the individual. This will make an important contribution to the aspirations for public services we set out in *Making the Connections*.

Section 27 requires each local authority to designate a lead director and lead member for children and young people's services who will co-ordinate development of local partnership planning arrangements. NHS Trusts will also designate lead executive and non-executive directors, and Local Health Boards lead officers and members, to handle arrangements for co-operation.

We will expect those with leadership roles to work within their own organisations and together to drive forward the improvement in partnership working locally. In the first instance leaders must promote the changes that will be needed to make joint working effective. They must work collectively to build successful partnerships that are based on trust, mutual respect and shared responsibility for all children and young people.

3. PE and School Sport Initiative: Estyn Report on Progress in the Implementation in Development Centre schools in Wales 2004-2005

Estyn has provided regular monitoring reports on the implementation of the Assembly's PE and School Sport Action Plan which is being taken forward by the Sports Council for Wales. I am pleased to report that the most recent report (May 2005) on Implementation of PESS in Development Centre schools in Wales is very positive and confirms that the initiative continues to make good progress.

The report concludes that the initiative is having an increasingly positive impact on the number of opportunities available to children, the quality of provision and standards in physical education in Development Centres (DCs) in Wales, with :

- *greatly improved teacher confidence and competence in teaching PE, particularly in primary schools, with raised expectations of pupils' performance;*
- *significant improvement in standards particularly in primary schools in dance, games and gymnastics;*
- *partnerships fostered by DCs have improved transition from KS2 to KS3 - with improved continuity and progression in PE between the Key Stages;*
- *headteachers reporting that the initiative has improved pupil's behaviour and attitudes in primary and secondary schools, producing benefits across the curriculum and in extra-curricula time;*
- *partnerships with other organisations flourishing and schools and pupils are benefiting from improved outcomes from co-operative work - in particular with Dragon Sport and the Healthy Schools' Scheme; and*
- *good progress has been made with the specialist projects being taken forward as part of the initiative - linked to health related exercise, gymnastics and ICT.*

Many LEAs are reported as seeing PESS as one of the most successful local and national initiatives. 44 DCs are now in place across Wales, 2 in every local authority area, with support from Welsh Assembly Government funding, and another 4 are preparing to start during 2005. The DCs draw together schools and local partners with the emphasis placed on sharing of staff expertise, facilities and the development of good practice. The initiative ensures a good range of support is targeted at teachers – and I am pleased to note that as at April 2005 some 3130 teachers had accessed training and development opportunities provided through the project.

To build on the initiative's continued success and improved outcomes achieved to date, funding has been extended to support the project for a further three years. Funding available in 2005-06 is £1.8m.

Estyn's report on PESS progress is available on the Estyn website:
<http://www.estyn.gov.uk/home.asp>

4. The Welsh Assembly Government Community Focused Schools Grant

I reported to the Committee at the meeting on 11 May in the context of the School of the Future report that the Welsh Assembly Government has made available £3m in 2005/06 and in each of the following two financial years to assist school develop a community focus.

Consultation on the criteria for the use of the grant and the proposed administration arrangements commenced on 13 May 2005 with the closing date for comments 24 June 2005. The key features proposed for the scheme are:

- that LEAs operate the grant scheme on behalf of the Assembly Government;

- that the £2m element of grant (of the total £3m available) in the Safer Communities Fund should be allocated to LEAs using a formula incorporating factors for youth population, crime and deprivation;
- that the remaining £1m grant should be specifically targeted at small and rural schools and allocated to LEAs using factors for rurality, school size and deprivation;
- that the eligibility criteria for schemes is that they are exemplar schemes that require 'pump-priming' funding and will lead to further community focused developments, are innovative and can be used as models of good practice for other schools or LEAs, or involve only 'start-up' costs (with any on-going running costs being met from other funding or from charges);
- that eligible schemes which support area based initiatives such as the Heads of the Valleys Initiative, Communities First and Objective 1 or involve youth work should be given particular consideration for support;
- in view of the strategic link between the community focused schools funding and the Welsh Assembly Government's aim for safer communities, LEAs should seek the endorsement of their Community Safety Partnership for the proposed allocation of the £2m element of the grant to ensure appropriate links to building safer communities, crime reduction etc;
- that LEAs be permitted to retain a maximum of £30,000 of their total allocation to assist their schools strategically. The use of any LEA retained funding will still need to meet the agreed eligibility criteria;
- that LEAs would have responsibility for managing their grant allocations, inviting schools to submit proposals, approving proposals against the eligibility criteria set by the Assembly Government, reporting to the Assembly Government on the use of the grant, monitoring outcomes and meeting audit requirements.

I will take decisions on the scheme in the light of the consultation responses. I aim to make the funding available to LEAs before the start of the new school year September 2005. In the meantime LEAs have been encouraged to start discussing potential schemes with their schools on the basis of the indicative allocations set out in the consultation document

5. Food in Schools

The Welsh Assembly Government recognises that a good diet is important both to school performance and health and is determined to help secure, maintain and improve the health of young people in Wales. Consequently a range of initiatives have already been implemented as part of the whole school approach to food and nutrition in school which includes: Welsh Network of Healthy School Schemes (WNHSS); primary school free breakfasts; fruit tuck shops; water coolers; Key Stage 1 school milk scheme, etc.

The whole school approach is one of the key themes of the Food and Fitness Action Plan discussed by Cabinet on 16th May. Cabinet agreed for the Action Plan to go out for consultation in July 2005. The action plan contains 7 recommendations:

- Extend Welsh Network of Healthy School Schemes;

- Improve the food and drink consumed throughout the school day;
- Provide high quality PE, health related exercise and practical cookery skills;
- Provide an environment that will encourage children and young people to access opportunities for physical activity and healthier foods;
- Develop skills to enable children and young people to take part in physical activity and prepare healthier foods;
- Develop and deliver training on food & fitness for those working with children and young people;
- Ensure that actions are evidence-based, or innovative with evaluation and that findings are shared.

Proposed action for schools will be addressed through the Welsh Network of Healthy School Schemes which promotes a whole school approach to health including diet, nutrition and physical activity.

A list of some of the other actions taken to support the whole school approach is attached at Annex B.

Food in schools was discussed at the Children & Young People's Cabinet Sub Committee on 23 May. As part of the work to support the provision of healthy school meals the Welsh Assembly Government intends:

- Undertaking a fact finding exercise to gather information on current practice in local authorities across Wales (May – October 2005);
- Establishing a Food in Schools Working Group (by July 2005);
- Identifying links to other policy areas to ensure a coherent approach;
- funding a study jointly with the Food Standards Agency (which is due to commence in the autumn) to examine what food choices pupils actually make and why;
- Undertaking a review of the Nutritional Standards for School Lunches (by April 2006);
- Produce a Food in Schools Action Plan and identify funding implications (post April 2006).

In recognition of the important role local authorities have to play in terms of influencing the provision of healthy meals in schools the Local Government Partnership Council will be discussing this issue at their next meeting on 9 June.

I recently provided members of the Education & Lifelong Learning Committee with a copy of the document "Food for Thought - a new approach to public sector food procurement - case studies".

I wanted to illustrate the encouraging examples of creative and innovative thinking by the organisations within these case studies, and how this has reaped real rewards, not just for the schools, but also to the local communities and businesses involved.

In particular, I wanted to bring the Committee's attention to the case studies which are having a direct impact on food provision in schools:

- Pembrokeshire County Council's "putting some thought into food" pilot;
- Caerphilly County Borough Councils "Farmers" pilot;

- Camarthenshire County Council's introduction of a Schools Meals Nutrition Strategy;
- Monmouthshire County Council's "Fresh food" pilot;
- RCT Council's "Lamb for lunch school meal" pilot.

These case studies clearly demonstrates that where a group of people are determined to make a difference then change will happen.

This is the kind of thinking the Welsh Assembly Government value and support, which will help in our continuing effort to improve the diet of our children, by encouraging the eating of healthy and nutritious food, produced locally to benefit the whole of Wales.

6. Children's Commissioner for Wales Review of the Operation of Complaints, Representations and Whistleblowing Procedures and Arrangements for the Provision of Advocacy Services in LEAs in Wales 'Children Don't Complain'

The Children's Commissioner for Wales Review of the Operation of Complaints, Representations and Whistleblowing Procedures and Arrangements for the Provision of Advocacy Services in LEAs in Wales 'Children Don't Complain' was launched on 12 May 2005. The Review looked at and focused on the arrangements operating within local authorities in Wales for dealing with complaints, representations and whistleblowing from children and the provision of advocacy services for young people to assist them in making a complaint/representations and accessing those procedures. Procedures within the Assembly Government or schools were not included in this Review.

Young people were consulted for their views on the issues covered in the Review. One of the key findings is that whilst local authority social services departments are under a statutory duty to have complaints procedures for children, other areas within local authorities, including education departments, did not have the same duty to establish similar procedures.

The children that took part in the workshops raised a number of issues of concern such as the perceived attitudes of adults, the lack of support and information and having child friendly procedures in making complaints and representations. The report makes a number of recommendations for local authorities to consider when preparing complaints procedures to address the issues raised.

The Assembly Government recognises the need for children and young people to be able to make complaints or representations about the services they receive. The report acknowledges the work being undertaken by the CRAIG Multi Agency Working Group, which was convened in March 2004 by the Welsh Assembly Government to contribute to the development of guidance that would provide local authorities with a framework for handling complaints from children and young people including social services, education and the NHS. The work of this Group is ongoing. Consultation on regulations and guidance on complaints covering the NHS and Social Services commenced on 16 May 2005.

We have also recently consulted on guidance for school governing bodies on the handling of complaints in schools in which pupils are involved as complainants, witnesses or are the subject of a complaint, and the involvement of pupils in hearing complaints. The guidance focuses on a number of issues such as the purpose, role and content of a pupil complaints procedures, the principles underpinning a pupil complaints procedure, confidentiality aspects, gathering evidence and talking to pupils, guidance on listening, advocacy support and the conduct of the governing body.

Many of these issues were raised as concerns by the children consulted by the Children's Commissioner in the 'Children Don't Complain' Review, and identified as being matters that schools need to address

The Children's Commissioner has sent a detailed response to the Pupil Complaints guidance consultation. Whilst he is generally supportive of the guidance he has raised some concerns over references in the document to the need for pupils to be truthful and honest in making complaints. I have advised the Commissioner that I take his concerns very seriously and I have asked officials to consider carefully the comments and to speak to his Office about this when finalising the guidance in the light of all the responses received.

The consultation period ended on 17 May and officials are in the process of analysing responses received. I expect advice and the draft final guidance to be submitted to me for approval in the Summer with the intention of issuing the final guidance early in the new school year September 2005

In terms of whistleblowing the Commissioner's report urges all local authorities to review their whistleblowing policies so that concerns raised about the welfare of children can be quickly addressed. As part of the Welsh Assembly's response to the recommendations in the Clywch Report I gave a commitment to look at whistleblowing in schools. My officials have begun researching this matter and will produce a consultation document on the establishment of whistleblowing policies in schools for staff and pupils which will be submitted to me for consideration in early Summer 2005.

7. Sustainable Development Grants

Last week at Wales Education 2005, I was very pleased to announce that 9 new projects would share over £150,000 in the latest round of funding under the Education for Sustainable Development and Global Citizenship (ESDGC) grant scheme. The grant supports innovative projects that test out new approaches to embedding sustainable development and global citizenship into the wider education sector in Wales.

For 2005-06 specific priority is to be given to those projects, which introduce these types of approaches into further and higher education, adult education and community based learning and youth support services. Also, whilst the primary purpose of the funding hitherto has been to support projects addressing education for sustainable development, we made it clear that

additional weight would be given to those proposals that also embraced global citizenship.

Some 55 proposals were received and the vast majority were of a quality that made them worthy of very serious consideration. Consequently, there was very keen competition for the available resources. My officials will be carefully monitoring and evaluating the successful proposals and will be working closely with the sponsors to ensure that, where successful, key lessons are learnt and, where appropriate, mainstreamed.

Details of the successful projects are at Annex C.

8. Vocational Skills Champion

I have recently written to a range of business organisations inviting them to submit the names of people who would be interested in becoming the Vocational Skills Champion for Wales. This will be a temporary position, until April 2007, and probably filled on a secondment basis. I hope to make the appointment in July.

One of the problems that has dogged learning, for both post- and pre-16, has been the relatively low reputation of vocational learning routes. Vocational qualifications on the whole generate significantly poorer financial returns to the learner than many other types of qualification. And, whether true or not, the common understanding is that high-achieving learners, universities and employers hold them in pretty low regard. This is harmful to learners and to our employers.

That this is not an inevitable fact of life is shown by the experience of some other countries, such as Germany, and by the very high esteem that some vocational routes are held. Competition for places on courses in medicine, veterinary science and law is, for example, very high indeed.

I want that to be the case for other vocational learning programmes as well. Lots of good work is going on in colleges, by other providers, through our 14-19 work and by ACCAC and Sector Skills Councils, but I want to pull that together and give it real purpose and direction. To help achieve this I have decided to appoint a Vocational Skills Champion to work with me and all our partners.

It is vital that the Champion has real credibility with the business community. After all, if employers do not value vocational qualifications highly then they are dead in the water. I am therefore inviting a wide range of business organisations to submit names to me of people who might be interested in taking up this challenging task.

I will also be making it a key requirement that the Champion has experience of vocational learning and is able to work constructively and in partnership with schools, colleges and all other learning providers. Only by employers, providers and other partners working together can we hope to make significant progress.

In essence, the role of the Champion will be to work with these partners to make a real improvement to the take-up of our vocational learning routes, improve the esteem in which they are held and the numbers of learners and employers who actively support and use them. I will ensure that the work of the Champion is fully integrated with our 14-19 agenda and other policy developments such as the Welsh Baccalaureate and the UK-wide programme of work on vocational qualification reform.

9. Learning Workers Project Evaluation

The final evaluation report on the Learning Workers Project has now been received and will shortly be published on the Learning Wales website. We established this project in the context of the *Skills and Employment Action Plan 2002* to see whether the demand for skills training could be increased by removing the barrier of cost. The project operated in Llanelli from September 2002 until March 2005 and provided free learning up to Level 3 for all those in employment in the town who did not already have a qualification at this level.

The evaluation report shows that, on the whole, the project has been very successful. It supported 1765 learners, over a third of whom had not participated in any learning since leaving full-time education. It was successful in engaging hard-to-reach learners; three quarters were aged over 25 and two thirds had left school at or before 16. Most learning was vocationally-related, much of it taking place in the workplace. The project generated little deadweight (67% of learners had no previous plans to do any learning) or displacement (only 8% of learners had planned to do learning similar to that which they undertook through the project). 97% of both learners and employers considered that the project had been beneficial.

The evaluation also identified some negative points, including: very little participation in basic skills learning; non-completion rates of 23%; only 1 in 5 employers had been converted to the attitude that training is an investment not a cost. The evaluators also recommended that in any future programme learners should receive an independent pre-learning needs assessment. Overall, though, the evaluation concludes that the project was well managed and good value for money.

We are working with ELWa to take forward the results of this evaluation, and further details are provided in the *Skills and Employment Action Plan 2005*. Across Wales, we will be introducing Workforce Learning Accounts later this year, which will provide flexible packages of support tailored to the needs of individual employers and based on a needs assessment. ELWa will also be introducing a limited number of Step-Up projects in Wales, on a similar basis to the Llanelli project.

10. Consultation on Regulations Requiring Schools in Wales to carry out a Review of School Staffing

1. The Welsh Assembly Government has issued a consultation on the draft Education (Review of Staffing Structure) (Wales) Regulations 2005.

2. The Regulations would place a duty on the governing body of a maintained school with a delegated budget, and on a local education authority in respect of a school without a delegated budget or a pupil referral unit, to review the staffing arrangements of the school or the pupil referral unit.
3. In conducting the review the governing body or Local Education Authority (LEA) would need to take into account the pay arrangements and the conditions of employment of school teachers set out in the School Teachers Pay and Conditions Document, and also the implications for the grading and remuneration of support staff.
4. These proposals flow from the 14th Report of the School Teachers' Review Body (STRB), which was published by DfES on 22 February 2005. One of the recommendations, now accepted, concerns the introduction of Teaching and Learning Responsibility (TLR) payments, which will replace the current management allowances system operating in schools across Wales and England.
5. The Secretary of State for Education has also accepted the STRB's recommendation that, from 1 September 2006, schools in Wales and England should be able to appoint teachers to the Excellent Teacher Scheme (ETS).
6. The introduction of these Regulations in Wales will ensure that schools and teachers in Wales are able to implement the new pay requirements fairly and consistently and on an equal footing with colleagues in England. In particular, schools can consider the implications of the most effective way of replacing the current management allowances system with TLRs.
7. The Regulations would require the head teacher to advise and assist the relevant body in relation to its review of the staffing structure. In conducting the review, the relevant body would have to consider any advice given by the head teacher. During the conduct of the review the relevant body would be required to consult all staff and representatives of recognised trade unions.
8. The consultation closes on Thursday 30 June.
9. Copies of the consultation paper and the draft Regulations are attached at Annexes D1 – D4.

Minister's Engagements 11th May -

11 May

MTG-AFASIC NafW

12 May

SPCH - Training and Development course for experienced headteachers in Wales, Miskin Manor Hotel, Vale of Glamorgan

SPCH-Spirit of Adventure Play Conference, Holiday Inn Hotel, Castle Street, Cardiff

16 May

MTG- Wales Association of Standing Advisory Councils on Religious Education, NafW

SPCH – Open Ynys Hywel Activity Centre, Cwmfelinfach

SPCH - Children's University National Conference, City Hall, Cardiff

17 May

MTG - Sheila Drury and Elizabeth Raikes (ELWa)

MTG- ELL Committee Party Spokespersons NafW

18 May

MTG- Chair Wales Employment Advisory Panel

Launch of joint Welsh Assembly/Jobcentre Plus ESF Economic Inactivity project pilots

SPCH- Chwarae Teg Worklife Balance Website

19 May

Fourth Ministerial Conference in the Bologna Process, Hotel Norge, Nedre Ole Bulls Plass 4, Bergen, Norway

20 May

Fourth Ministerial Conference in the Bologna Process, Hotel Norge, Nedre Ole Bulls Plass 4, Bergen, Norway

23 May

Visit to Adult Learners Week, Capel Farm Resource Centre, Tonrefail, Rhondda Cynon Taff

24 May

MTG- Susan Lewis, HM Chief inspector of Education & Training in Wales, NafW

25 May

MTG- Eleri Wyn Lewis Head of Education at the BBC, NafW

MTG- with Leaders of Carmarthenshire, Swansea and Neath Port Talbot Councils to discuss Wales Spatial Plan, NafW

Photoshoot- With Winners of Annual Tutors Awards, Mermaid Quay, Cardiff Bay

26 May

Photoshoot with Theresa Rees, NafW, Cathays Park

SPCH -The Wales Education Show, Cardiff International Arena, Mary Ann St, Cardiff

Visit to Countryside Open Access Project, The Old Station, Tintern, Monmouthshire

29 May

Visit- Literature in Wales stand at Hay Festival, Hay on Wye, Powys
MTG - Young People's Writing Squads for Cardiff and Powys

1 June

MTG- with Cllr John Davies WLGA, NafW

Visit - URDD Eisteddfod, Wales Millennium Centre, Cardiff Bay

6 June

Visit to Trerobart Primary School to present Basic Skills Award, Ynysybwl, Pontypridd

Presentation of Investors in People Award to Arts Council For Wales, Museum Place, Cardiff

MTG with Higher Education Wales, NafW

7 June

MTG with Amanda Wilkinson, Higher Education Wales, NafW

MTG- ELL Party Spokespersons' Meetings, NafW

MTG with Geraint Talfan Davies, Arts Council for Wales, NafW

Action taken to support whole school approach

1. Action taken by the Welsh Assembly Government includes publication of an action plan 'Health and Well Being for Children and Young People' in March 2003.
2. Approximately 1000 schools in Wales are being supported to work on health issues as part of the Welsh Network of Healthy School Schemes, and many of these are already considering actions related to nutrition and physical activity, for instance the introduction of fruit tuck shops. This scheme will be extended to all maintained schools by March 2010.
3. Healthy schools officers across Wales are helping schools with all aspects of nutrition. They have developed a Food in School Assessment Tool to help schools think about all of the issues relevant to a whole-school approach to food and nutrition. It is designed to encourage discussion with staff, pupils and caterers.
4. Guidance is available on all the main areas associated with implementing the free breakfast initiative; use of water coolers (Think Water); setting up of fruit tuck shops (Fruit tuck shops in primary schools) and healthy vending (Think Healthy Vending).
5. An important element of addressing the eating habits of children in schools is the content of lunch boxes. Some local areas have produced their own guidance for parents on healthy lunch boxes e.g. Pembrokeshire, Blaenau Gwent, Neath Port Talbot. FSA have guidance and sample menus on their website.
6. One of the top ten commitments in the Sustainable Development Action Plan indicates that '*We will work with Local Education Authorities and school governing bodies so that, as they come up for renewal, all specifications for contracts for school meals address issues of health and nutrition and food seasonality*'. This commitment was discussed at the Cabinet Sub Committee on Sustainable Development on 9 May when the difficulties of breaking into long standing contractual commitments was recognised.
7. The Children's NSF requires that all settings where meals are provided for children and young people have policies in place to promote healthy food options (including vending machines) as well as reducing the promotion and availability of snacks and drinks which are high in fat, salt or sugar.

EDUCATION FOR SUSTAINABLE DEVELOPMENT AND GLOBAL CITIZENSHIP GRANT SCHEME

The following is a brief summary of the successful bids:

Project 1 (Slaves to Slate): University of Wales, Bangor - £2,500. Is the production of a bilingual CD-ROM of teaching guidelines for teachers wishing to establish links with Jamaica. It will extend materials used in four local primary schools concerning the sugar and slate link between the two nations. Used with an interactive white board it can provide many other schools with relevant resource material.

Project 2 (Global Gang Heads for Cool Planet): Powys Environment and Development Education Centre - £17,390. Seeks to provide a thought provoking workshop for KS2 which raises the following issues; Global Citizenship, Lessons from West Africa about how to create your own entertainment and Fair trade as an example of links between the lives of people in Wales and other parts of the world.

Project 3 (Whole School Ecological Footprint Toolkit): Field Studies Council Rhyd y Creuau - £21,450. Building on a previously Welsh Assembly Government funded ecological project a further website toolkit will be developed to allow schools to calculate the “whole school” footprint. This will in turn encourage a wide range of environmental curriculum work.

Project 4 (Embedding ESDGC in youth work in Wales): Cyfanfyd £24,513 Another Welsh Assembly funded project identified a further need to embed education for sustainable development and global citizenship (ESDGC) into the youth sector. This project seeks to develop and consolidate partnerships and key stakeholders, including young peoples groups in order to maximise the potential and sustain the position of ESDGC in the youth work sector in Wales.

Project 5 (OCN Units in ESDGC): Glide Project – Red Café Youth and community Project £14,000. A recent meeting of SAG (Youth sub-group strategic advisory group) highlighted the need for OCN accredited learning for ESDGC using informal methods for disaffected young people. Using curriculum guidelines, this project seeks to address the issue by writing five OCN units that can be used throughout Wales to accredit informal methods of teaching ESDGC.

Project 6 (Mainstreaming SD and GC in the Higher education Curriculum): World Education Centre, Bangor £19,800. The aims of this project at Bangor University are to consolidate the ESDGC provision by generating 2 new modules; one that will be suitable for arts/humanities students, another for the science/health students; the revision of a Year 3 Sustainable module; a mapping exercise and examining the composition of a Sustainable Development degree.

Project 7 (Rolling out ESD & GC to Higher Education Continuing Professional development throughout Wales): University of Wales, Swansea and Partners £9,800. This project will roll out the Continuing Professional Development (CPD) and Induction materials developed in a project funded by the Welsh Assembly last year. It will develop the materials from that project and take them into all Higher Education institutions in Wales.

Project 8 (The ECO Ambassadors Project): University of Glamorgan £16,640. The project primarily focuses on an innovative and creative approach to developing the ideas of ESDGC across the generations. Year 12 students will be able to put theories into practice and an opportunity to gain a University accreditation.

Project 9 (Integrating ESDGC into FE curriculum): Ymlaen Ceredigion £24,134. Seeks to contribute to the development of vocational further education curriculum in ESDGC in rural Wales. It will following a review of courses and modules available to Ceredigion will seek opportunities for further inclusion of ESDGC in the curricula and incorporate it into the careers advice in the country. Coleg Ceredigion will be used as a case study that can be replicated throughout rural Wales.

The focus of this year's scheme was to seek to introduce innovative approaches within the following:

- further education;
- higher education;
- adult education and community based learning;
- youth support services; and
- to introduce innovative and creative approaches within the school sector (age 3-19).

Selection Criteria

In selecting successful projects, account was taken of:

- the extent to which the proposal delivers the one or more of the priorities identified above;
- evidence of its financial sustainability, if successful, once the initial grant support has ended;
- the transferability of the project to a wider application;
- the extent to which the project has clear and quantifiable objectives and targets which are SMART (Specific, Measurable, Achievable, Relevant and Time Based);
- value for money.

Related documents

School Teachers' Review Body (STRB) 14th Report
<http://www.teachernet.gov.uk/docbank/index.id=8220>

Secretary of State for Education and Skills's Parliamentary Statement of 22nd February 2005.
<http://www.teachernet.gov.uk/docbank/index.cfm?id=8207>

School Teachers Pay and Conditions Document 2004 (Updated April 2005).
http://www.teachernet.gov.uk/management/payandperformance/pay/2005/stp_cd_April_05/

Rewards and Incentives Group evidence to the School Teachers Review Body – September 2004
<http://www.teachernet.gov.uk/docbank/index.cfm?id=7415>

Rewards and Incentives Group supplementary evidence to the School Teachers Review Body – October 2004
<http://www.teachernet.gov.uk/doc/7506/STRB%20Supplementary%20Evidence.doc>

The Education Act 2002
<http://www.legislation.hmso.gov.uk/acts/acts2002/20020032.htm>

Welsh Assembly Government written evidence to the STRB September 2004
<http://www.learning.wales.gov.uk/pdfs/STRBevidence-e.pdf>.

Welsh Assembly Government supplementary written evidence to the STRB – January 2005.
http://www.learning.wales.gov.uk/scripts/fe/news_details.asp?NewsID=1639

Review of Schools' Staffing Structures

Consultation on:

- **The Education (Review of Staffing Structure) (Wales) Regulations 2005**

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Review of Schools' Staffing Structures

Consultation on:

- **The Education (Review of Staffing Structure) (Wales) Regulations 2005**

Summary

This consultation document invites comments on the draft Education (Review of Staffing Structure) (Wales) Regulations 2005, which can be found at Annex A.

The Education (Review of Staffing Structure) (Wales) Regulations 2005 would place a duty on the governing body of a maintained school with a delegated budget, and on a local education authority in respect of a school without a delegated budget or a pupil referral unit, to review the staffing arrangements of the school or the pupil referral unit.

The purpose of the review is to ensure that the management and deployment of, and allocation of responsibilities to, all staff at the school (or pupil referral unit) make effective use of resources.

In conducting the review the governing body or Local Education Authority (LEA) must take into account the pay arrangements and the conditions of employment of school teachers set out in the School Teachers Pay and Conditions Document, and also the implications for the grading and remuneration of support staff. The review must be determined on or before 31 December 2005.

The consultation period ends on **30 June 2005**. Responses to be sent to:

Gail Deane
Teaching and Leadership Division
Welsh Assembly Government
Cathays Park
Cardiff
CF10 3NQ.

Comments can also be made by e-mail to staffingreview@wales.gsi.gov.uk. Please enter "Review of Schools' Staffing Structures" in the subject box.

It should be noted that the responses to the consultation will be made public. Normally, the name and address (or part of the address) of the author are published along with the response. If you do not wish to be identified as the author of your response please state this expressly in your response.

Prior to public consultation, this document and the regulations were considered at an early stage by SWAP. Panel members were generally content with the approach proposed and for the need for the review of staffing structures in schools to enable governing bodies to implement impending pay legislation and requirements.

Pro-forma for responses

A separate consultation response form has been included.

Review of Schools' Staffing Structures

Consultation on:

- **The Education (Review of Staffing Structure) (Wales) Regulations 2005**

Background

1. Teachers' pay and conditions of service has not been devolved to the National Assembly for Wales and remain the responsibility of the Department for Education and Skills (DfES) for both Wales and England.

2. The 14th Report of the School Teachers' Review Body (STRB) was published by DfES on 22 February 2005. One area of the recommendations concerned the proposed introduction of Teaching and Learning Responsibility (TLR) payments, which would replace the current management allowances system operating in schools across Wales and England.

3. Subsequently, the Education (School Teachers' Pay and Conditions) (No.2) Order 2005 was made on 4 April and will make changes to the School Teachers' Pay and Conditions Document 2004 affecting Wales and England:-

- no new management allowances may be awarded to classroom teachers after 31 December 2005
- from 1 January 2006, relevant bodies can award TLR payments to classroom teachers
- there is provision for safeguarding the payment of a TLR for a limited period of up to 3 years if the relevant body subsequently decides to withdraw or reduce the award of a TLR, following a review of its pay policy or staffing structure or otherwise
- from 1 January 2006, all management allowances, if not replaced by a TLR of at least the same value, will be safeguarded until 31 December 2008 at the latest
- there is provision safeguarding of the salaries of teachers paid on the leadership pay spine (including the head teacher) or on the advanced skills teachers' pay spine, if the relevant pay ranges are reduced or posts are deleted or re-designated as a result of changes to the school's pay policy or staffing structure. Safeguarding is limited to a maximum of 3 years.

4. The Secretary of State for Education and Skills also accepted, for England, the STRB's recommendation that schools be required to review their staffing structure in consultation with staff and their representatives, and to publish their revised structure by 31 December 2005. The STRB proposed this so that schools can consider the implications of the most effective way of

replacing the current management allowances system with TLRs. However, the Secretary of State's Parliamentary Statement on 22 February 2005 made it clear that the introduction of the requirement for schools to review their staffing structures is, for Wales, a matter for the National Assembly for Wales to consider, because the legal basis for introducing such a requirement is different from pay matters and is a devolved power.

5. The STRB's recommendation, that from 1 September 2006, schools in Wales and England will be able to appoint teachers to the Excellent Teacher Scheme (ETS) was also accepted by the Secretary of State for Education. Guidance on the proposals for the ETS will issue from the Department for Education and Skills along with other pay guidance in the normal way, however, schools might wish to consider whether their school is likely to have any ETS posts as part of the review.

Proposals

6. The Welsh Assembly Government propose to utilise powers under section 21 of the Education Act 2002 to introduce regulations which would require governing bodies and local education authorities (in respect of a school without a delegated budget or a pupil referral unit) to review the staffing arrangements in schools in Wales. The purpose of the review is to ensure that the management and deployment of, and allocation of responsibilities to, all staff make effective use of resources.

7. In conducting the review the governing body or local education authority would need to take into account the pay arrangements and the conditions of employment of school teachers set out in the School Teachers' Pay and Conditions Document, and also the implications for the grading and remuneration of support staff.

8. The duty upon governing bodies to conduct the review of the staffing structure would not affect the general principles and the respective roles and responsibilities of governing bodies and head teachers set out in the Education (School Government) (Wales) Regulations 1999 as amended by the Education (School Government) (Terms of Reference) (Wales) Regulations 2000.

Timing

9. As noted in paragraph 3, from 1 January 2006 TLR payments can be made available and management allowances must cease to be awarded in all schools in Wales and England. A three-year period of transition begins on 1 January 2006, to be completed by 31 December 2008, during which time safeguarding procedures can be utilised to help protect teachers' salaries.

10. To meet this timescale, our proposed legislation requiring schools to review staffing structures indicates that the review must be determined and an implementation plan (showing how any changes to the staffing structure are intended to be implemented) prepared on or before 31 December 2005. It

would require that an implementation plan must include a timetable for implementation, and the date by which any changes to the staffing structure will be fully implemented. This would be by no later than 31 December 2008.

11. It should be emphasised that it is only the review process itself which would have to be completed by 31 December 2005. Schools would have three years after that date to bring any changes to their staffing structures into effect; and they do not have to start introducing TLRs from 1 January 2006, but at their own pace within this three year period. Schools' implementation of changes to staffing structures and introduction of TLRs would be linked to the rate at which management allowances will end in their schools taking into account staff turnover and safeguarding.

Advice and consultation

12. The head teacher would be required to advise and assist the relevant body in relation to its review of the staffing structure. In conducting the review, the relevant body would have to consider any advice given by the head teacher.

13. During the conduct of the review the relevant body would be required to consult all staff; representatives of recognised trade unions; and such other persons as the relevant body considers appropriate.

Head teacher's work/life balance

14. The regulations would also impose a duty on the relevant body, in managing the head teacher, to have regard to the desirability of the head teacher being able to achieve a satisfactory balance between the time required to discharge his or her professional duties and the time required to pursue personal interests outside work. This is an outstanding commitment from the National Agreement "Raising Standards and Tackling Workload", to which the Welsh Assembly Government is a signatory.

Advantages of introducing Regulations in Wales

15. To meet the timescale of the changes to pay legislation regarding TLRs, DfES have introduced legislation with a requirement on schools in England to review staffing structures by 31 December 2005. The introduction of similar regulations in Wales would ensure that schools and teachers in Wales would be able to implement the new pay requirements fairly and consistently and on an equal footing with colleagues in England.

16. A requirement in regulations for a staffing review will ensure that:-

- it is undertaken on a common basis across Wales and that individual staff are not disadvantaged
- schools are held accountable through a requirement to consult staff and unions

- a duty can be placed on governing bodies to have due regard to the work/life balance of head teachers, which can only be made in regulations
- schools in Wales are well prepared to meet the demands of the new pay legislation and requirements from 1 January 2006.

A copy of the draft regulations – the Education (Review of Staffing Structure) (Wales) Regulations 2005 – can be found at Annex A.

Draft guidance

17. It is the Assembly's intention to produce guidance for schools to accompany the regulations which will help head teachers and governing bodies review the staffing structures in their schools fairly and appropriately. A separate consultation will be undertaken on the guidance.

18. Guidance on pay legislation and new pay requirements, including the safeguarding arrangements, will be produced by DfES and distributed to schools in Wales and England in the normal way.

Conclusion

19. As the policy for teachers' pay and conditions of service has not been devolved to the National Assembly for Wales, it should be emphasised that schools in Wales will face these new pay requirements whether regulations were made in Wales or not. A review of a school's staffing structure is a sensible procedure which well-run schools would wish to undertake in order to best implement the revised pay structures and requirements.

The Education (Review of Staffing Structure) (Wales) Regulations 2005 are not yet available in Welsh. If you would like a copy of the Welsh text of the Regulations, please e-mail Helen.David@wales.gsi.gov.uk and a copy will be provided when available.)

NATIONAL ASSEMBLY FOR WALES

STATUTORY INSTRUMENTS

2005 No. (W.)

EDUCATION, WALES

Education (Review of Staffing Structure) (Wales) Regulations 2005

EXPLANATORY NOTE

(This note is not part of the Regulations)

These Regulations place a duty on the governing body of a maintained school with a delegated budget, and on the local education authority in respect of a school without a delegated budget or a pupil referral unit, to review the staffing arrangements at the school or the pupil referral unit. The purpose of the review is to ensure that the management and deployment of, and allocation of responsibilities to, all staff at the school (or pupil referral unit) make effective use of resources. In conducting the review the governing body or LEA must take into account the pay arrangements and the conditions of employment of school teachers set out in the Pay and Conditions Document, and also the implications for the grading and remuneration of support staff. The review must be determined and an implementation plan prepared on or before 31 December 2005.

The duty upon governing bodies to conduct the review of the staffing structure does not affect the general principles and the respective roles and responsibilities of governing bodies and head teachers set out in the Education (School Government) (Terms of Reference) (Wales) Regulations 2000.

These Regulations also impose a duty on the same bodies to have regard to the need for the head teacher, or the teacher in charge in the case of a pupil referral unit, to enjoy a reasonable work/life balance.

STATUTORY INSTRUMENTS

2005 No. (W.)

EDUCATION, WALES

Education (Review of Staffing Structure) (Wales) Regulations 2005

Made [] 2005

Coming into force [] 2005

The National Assembly for Wales, in exercise of the powers conferred on it by section 21(3) of the Education Act 2002⁽¹⁾ and in exercise of the powers conferred on the Secretary of State by paragraph 3 of Schedule 1 to the Education Act 1996⁽²⁾ and now vested in the National Assembly for Wales⁽³⁾, makes the following Regulations:

Title, commencement and application

1.—(1) The title of these Regulations is the Education (Review of Staffing Structure) (Wales) Regulations 2005 and they come into force on [July 2005].

(2) These Regulations apply in relation to Wales.

Interpretation

2.—(1) In these Regulations —

“the Document” (“*y Ddogfen*”) means the document containing provisions relating to the statutory conditions of employment of school teachers in England and Wales (the School Teachers’ Pay and Conditions Document, in force from time to time) and accompanying guidance prepared by the Secretary of State for Education and Skills, as in effect on the date on which the relevant body carries out its review pursuant to these Regulations⁽⁴⁾;

[“maintained school” (“*ysgol a gynhelir*”) has the meaning given to that expression in section 39(1) of the Education Act 2002;]

“pupil referral unit” (“*uned cyfeirio disgyblion*”) has the meaning given to that expression in section 19(2) of the Education Act 1996;

“relevant body” (“*corff perthnasol*”) means —

(1) 2002 c.32; for the definition of “regulations” see section 212(1).

(2) 1996 c.56.

(3) See the National Assembly for Wales (Transfer of Functions) Order 1999, S.I. 1999/672.

(4) The Document in effect as at the date of these Regulations is that published by The Stationery Office Limited (ISBN 0-11-2711-634) and entitled “School Teachers’ Pay and Conditions Document 2004 and Guidance on School Teachers’ Pay and Conditions” in effect pursuant to the Education (School Teachers’ Pay and Conditions) Order (No. 2) 2004 (S.I. 2004/2142 as amended by S.I. 2005/539 and 2005/xxx) made under section 122 of the Education Act 2002.

(a) in relation to a maintained school with a delegated budget, the governing body of the school, and

(b) in relation to a maintained school without a delegated budget, the local education authority that maintains the school;

“school teacher” (“*athro neu athrawes ysgol*”) has the meaning given to that expression in section 122 of the Education Act 2002;

“staffing structure” (“*strwythur staff*”) means the arrangements for the management and deployment of all staff at the school;

“support staff” (“*staff cymorth*”) means any member of a school’s staff other than a school teacher.

Duty of relevant body to review the school’s staffing structure

3.—(1) The relevant body must review the school’s staffing structure in accordance with this regulation.

(2) The relevant body must conduct the review with a view to ensuring that —

(a) the management and deployment of all staff, and

(b) the allocation of responsibilities and duties to all staff,

make effective use of its resources.

(3) In conducting the review, the relevant body must take into account —

(a) in relation to school teachers, the pay arrangements and the conditions of employment of teachers set out in the Document, and

(b) in relation to support staff, the implications for their grading and remuneration.

(4) In conducting the review, the relevant body must consider any advice given by the head teacher in accordance with regulation 4 below.

(5) During the conduct of the review the relevant body must consult —

(a) all staff;

(b) representatives of recognised trade unions; and

(c) such other persons as the relevant body considers appropriate.

(6) On or before 31 December 2005 the relevant body must –

(a) determine its review of the staffing structure, and

(b) prepare a plan (an “implementation plan”) showing how it intends to implement any changes to the staffing structure.

(7) An implementation plan must include –

(a) a timetable for implementation, and

(b) the date by which any changes to the staffing structure will be fully implemented, being no later than 31 December 2008..

(8) Where the relevant body is the governing body, the duty to review the school’s staffing structure is without prejudice to the general principles and the respective roles and responsibilities of governing bodies and head teachers set out in the Education (School Government) (Terms of Reference) (Wales) Regulations 2000(1).

(1) S.I. 2000/3027 (W.195) as amended by S.I. 2002/1396 (W.138).

Duty of the head teacher to advise relevant bodies

4. The head teacher must advise and assist the relevant body in relation to its review of the staffing structure under regulation 3.

Duty of relevant body with regard to the management of the head teacher

5. In managing the head teacher, the relevant body must have regard to the desirability of the head teacher being able to achieve a satisfactory balance between the time required to discharge his or her professional duties and the time required to pursue personal interests outside work.

Duty of local education authority in relation to pupil referral units

6. Paragraphs (1) to (7) of regulation 3, and regulations 4 and 5 apply in relation to pupil referral units with the substitution for the references to the relevant body with references to the local education authority which establishes and maintains the pupil referral unit.

Signed on behalf of the National Assembly for Wales under section 66(1) of the Government of Wales Act 1998(1).

Date

The Presiding Officer of the National Assembly

(1) 1998 c.38.

List of schools consulted

ANNEX B

Caia Park Nursery School	Prince Charles Road	Wrexham			LL13	8TH
Brynteg Nursery School	High Street	Abersychan	Pontypool	Torfaen	NP4	7DG
Ysgol Gynradd Beaumaris	Maeshyfryd	Beaumaris	Ynys Môn		LL58	8HL
Ysgol Gymuned Y Ffridd	Gwalchmai	Caergybi	Ynys Môn		LL65	4SG
Ysgol Henblas	Llangristiolus	Bodorgan	Ynys Môn		LL62	5DN
Ysgol Gymuned Fali	Y Fali	Ynys Môn			LL65	3EU
Ysgol Parc Y Bont	Llandaniel fab	Ynys Môn			LL60	6ES
Ysgol Gynradd Nefyn	Ffordd Dewi Sant	Nefyn	Pwllheli	Gwynedd	LL53	6EA
Ysgol Y Gelli	Ffordd Bethel	Caernarfon	Gwynedd		LL55	1DU
Ysgol Garndolbenmaen	Garndolbenmaen	Gwynedd			LL51	9SZ
Ysgol Morfa Nefyn	Morfa Nefyn	Pwllheli	Gwynedd		LL53	6AR
Ysgol Gynradd Talysarn	Talysarn	Caernarfon	Gwynedd		LL54	6RH
Ysgol Y Garnedd	Ffordd Penrhos	Bangor	Gwynedd		LL57	1LD
Ysgol Gynradd Brynchrug	Brynchrug	Tywyn	Gwynedd		LL36	9PR
Ysgol Gynradd Llanegryn	Llanegryn	Tywyn	Gwynedd		LL36	9SS
Ysgol Gynradd Talsarnau	Talsarnau	Gwynedd			LL47	6TA
Ysgol Maenofferen	Blaenau Ffestiniog	Gwynedd			LL41	3DL
Ysgol Llanystumdwy	Llanystumdwy	Criccieth	Gwynedd		LL52	0SP
Ysgol Yr Wyddfid	Llwynon Road	Great Orme	Llandudno	Conwy	LL30	2QF
Ysgol T. Gwynn Jones	Llanelian Road	Old Colwyn	Colwyn Bay		LL29	9AU
Ysgol Gynradd Cerrigydrudion	Ffordd Yr Alwen	Cerrigydrudion	Corwen		LL21	9SW
Ysgol Gynradd Cynfran	Dolwen Road	Llysfaen	Colwyn Bay	Conwy	LL29	8SS
Ysgol Ysbyty Ifan	Ysbyty Ifan	Betws Y Coed	Conwy		LL24	0NY
Ysgol San Sior	Church Walks	Llandudno	Conwy		LL30	2HL
Ysgol Y Faenol	John's Drive	Bodelwyddan	Nr. Rhyl	Denbighshire	LL18	5TG

Ysgol Gynradd Henllan	Ffordd Dinbych	Henllan	Dinbych	Sir Ddinbych	LL16	5AW
Ysgol Bryn Collen Llangollen	Pengwern	Llangollen	Denbighshire		LL20	8AR
Ysgol Trefnant	Henllan Road	Trefnant	Nr. Denbigh	Denbighshire	LL16	5UF
Custom House Lane C.P.	Mold Road	Connah's Quay	Deeside	Flintshire	CH5	4QL
Perth Y Terfyn Infants School	Halkyn Road	Holywell	Flintshire		CH8	7TZ
Shotton Infants School	Plymouth Street	Shotton	Deeside	Flintshire	CH5	1JD
Gwernymynydd C.P. School	Godre'r Coed	Gwernymynydd	Mold	Flintshire	CH7	4AF
Wat's Dyke Infants School	Mynydd Isa	Mold	Flintshire		CH7	6UL
Penarlag C.P. School	Carlines Avenue	Carlines Park	Ewloe	Flintshire	CH5	3RQ
St Winefrides R.C. School	Whitford Street	Holywell	Flintshire		CH8	7NJ
Ysgol Llanarmon Dyffryn Ceiriog	Llanarmon Dyffryn Ceiriog	Llangollen	Wrexham		LL20	7LB
Ysgol Maes Y Llan	Maes y Llan Lane	Ruabon	Wrexham		LL16	6AE
Park C.P. Infants School	School Road	Llay	Wrexham		LL12	0TR
Rhostyllen C.P. School	School Street	Rhostyllen	Wrexham		LL14	4AN
Wat's Dyke C.P. School	Garden Village	Wrexham			LL11	2TE
Ysgol Hooson	Pentredwr	Rhos	Wrexham		LL14	1DD
St Peter's CIW Voluntary Controlled Primary School	Chapel Lane	Rossett	Wrexham		LL12	0EE
St Mary's R.C. Primary School	Lea Road	Wrexham			LL13	7NA
Carreghofa C.P. School	Llanymynech	Powys			SY22	6PA
Ysgol Meifod	Meifod	Powys			SY22	6DF
Buttington Trewern C.P. School	Buttington	Welshpool	Powys		SY21	9TB
Oldford Infant School	Oldford	Welshpool	Powys		SY21	7SX
Mount Street C.P. Infants	Rhosferig Road	Brecon	Powys		LD3	7NG
Gurnos C.P. School	School Road	Lower Cwmtwrch	Swansea		SA9	1EQ

Hay-On-Wye C.P. School	Oxford Road	Hay-On-Wye	Powys		HR3	5BT
Ysgol Dafydd Llwyd	Park Lane	Y Drenewydd	Powys		SY16	1EG
Forden C.I.W. School	Forden	Welshpool	Powys		SY21	8NE
Rhayader C.I.W. School	Bryntirion	Rhayader	Powys		LD6	5DE
Glasbury C.I.W.(A) School	Glasbury-On-Wye	Hereford	Powys		HR3	5NU
Ysgol Gynradd Caerwedros	Caerwedros	Llandysul	Ceredigion		SA44	6BN
Ysgol Llanllwchaearn	Cross Inn	Llandysul	Ceredigion		SA44	6NG
Comins Coch C.P. School	Comins Coch	Aberystwyth	Ceredigion		SY23	3BQ
Ysgol Llwyn-Yr-Eos	Penparcau	Aberystwyth	Ceredigion		SY23	1SH
Ysgol Gynradd Llechryd	Llechryd	Cardigan	Ceredigion		SA43	2NL
Ysgol Gynradd Llandysul	Heol Llynfrfan	Llandysul	Ceredigion		SA44	4HP
Ysgol Gynradd Liangeitho	Liangeitho	Tregaron	Ceredigion		SY25	6TR
Ysgol Penrhyn Coch	Penrhyncoch	Aberystwyth	Ceredigion		SY23	3EH
Ysgol Gynradd Sirol Wdigg	Hill Street	Wdigg	Sir Benfro		SA64	0ET
Hakin C.P. Infant and Nursery School	Picton Road	Hakin	Milford Haven	Pembrokeshire	SA73	3EW
Pentlepoir C.P. School	Pentlepoir	Saundersfoot	Pembrokeshire		SA69	9BJ
Mount Airey C.P.	Augustine Way	Haverfordwest	Pembrokeshire		SA61	1PA
Ysgol Glannau Gwaun	West Street	Abergwaun	Fishguard		SA65	9AH
Burton V.C.P. School	Houghton	Milford Haven	Pembrokeshire		SA73	1NN
Haverfordwest Junior V.C. School	Barn Street	Haverfordwest	Pembrokeshire		SA61	1TD
Ysgol Ger y Llan	St Davids Road	Letterton	Haverford West	Pembrokeshire	SA62	5SL
St Marks V.A.P. School	St Issells Avenue	Merlins Bridge	Haverfordwest	Pembrokeshire	SA61	1JX
Ysgol Gynradd Mynyddcerrig	Mynyddcerrig	Pontyberem	Carmarthenshire		SA15	5BG
Carway C.P. School	Carway	Kidwelly	Carmarthenshire		SA17	4HE
Betws C.P. School	Betws Road	Betws	Ammanford	Carmarthenshire	SA18	2HE
Llansadwrn C.P. School	Llansadwrn	Llanwrda	Carmarthenshire		SA19	8LG

Dafen Primary School	Lon-Yr-Ysgol	Dafen	Llanelli	Carmarthenshire	SA14	8LL
Ysgol Yr Ynys	Ynys Las	Llwynhendy	Llanelli	Carmarthenshire	SA14	9BT
Brynamman Primary School	Brynceunant	Brynamman	Ammanford	Carmarthenshire	SA18	1AH
Ysgol Gymraeg Rhydaman	Lon yr Ysgol	Rhydaman	Sir Gaerfyrddin		SA18	2NS
Pwll C.P. Mixed School	School Road	Pwll	Llanelli		SA15	4AL
Burryport Junior School	Stepney Road	Burryport	Carmarthenshire		SA16	0BE
Ysgol Gymunedol Cae'r Felin Community school	Pencader	Carmarthen			SA39	9BS
Llangynog V.C.P. School	Llangynog	Carmarthen	Carmarthenshire		SA33	5BT
Cwm Primary School	Jersey Road	Bonymaen	Swansea		SA1	7DL
Grange Primary School	West Cross Avenue	West Cross	Swansea		SA3	5TS
Oystermouth Primary School	Newton Road	Mumbles	Swansea		SA3	4BE
Townhill Community Primary School	Townhill Road	Townhill	Swansea		SA1	6PT
Blaenymaes Primary School	Broughton Avenue	Blaenymaes	Swansea		SA5	5LW
Bishopston Primary School	Bishopston Road	Bishopston	Swansea		SA3	3EN
Gorseinon Junior School	Pontarddulais Road	Gorseinon	Swansea		SA4	4FE
Pontarddulais Primary School	Upper James Street	Pontarddulais	Swansea		SA4	8JD
Talycopa Primary School	Heol Hafdy	Llansamlet	Swansea		SA7	9RZ
St Joseph's Cathedral Infant School	Caepistyll Street	Swansea			SA1	2BE
Brynhafyd Primary School	Giants Grave Road	Briton Ferry	Neath		SA11	2ND
Creunant Primary School	School Road	Crynant	Neath		SA10	8NS
Duffryn Afan Primary School	Duffryn Rhondda	Port Talbot			SA13	3HF
Ysgol GG Rhos-Afan	Marine Drive	Port Talbot			SA12	7NN
Tonnau Primary	School Road	Tonna	Neath		SA11	3EJ
Rhydyfro Primary School	Waun Penlan	Pontardawe	Swansea		SA8	3BB
Cilfrwri Primary School	Main Road	Cilfrew	Neath		SA10	8LW

St Joseph's Junior School	Nobel Avenue	Port Talbot			SA12 6YN
Blaencaerau Junior School	Blaencaerau Road	Maesteg	Bridgend		CF34 0PP
Coychurch (Llangrallo) Primary School	Main Road	Coychurch	Bridgend		CF35 5HN
Pandy Infants School	Heol Persondy	Aberkenfig	Bridgend		CF32 9RF
Croesty Primary School	Coychurch Road	Pencoed	Bridgend		CF35 5LY
Blaenllynfi Infants School	Grosvenor Terrace	Caerau Maesteg	Bridgend		CF34 0RW
Cogan Primary School	Pill Street	Cogan	Nr. Penarth	Vale of Glamorgan	CF64 2JS
Llanfair C.P. School	The Herberts	St Mary Church	Nr. Cowbridge	Vale of Glamorgan	CF71 7LT
St Iltyd's Primary School	Station Road	Llantwit Major			CF61 1ST
Eagleswell Primary	Eagleswell Road	Llantwit Major	Vale of Glamorgan		CF61 2UE
St Helen's R.C. Infant & Nursery School	Maes-Y-Cwm Street	Barry	Vale of Glamorgan		CF63 4EH
Brynnau Primary School	William Street	Brynnau, Llanharan	Glamorgan		CF72 9QJ
Dolau County Primary School	Bridgend Road	Llanharan	Pontyclun	Rhondda, Cynon, Taff	CF72 9RP
Graig-Y-Wion Primary School	Albert Road	Graig	Pontypridd		CF37 1LA
Llanilltud Faerdref Primary	St Iltyd's Road	Church Village	Pontypridd		CF38 1DB
Cynon Infants School	Aberdare Road	Mountain Ash	Rhondda, Cynon, Taff		CF45 3PT
Parc Primary School	Tallis Street	Cwmparc	Treorchy		CF42 6LY
Trallwng Infants School	Bonvilston Road	Trallwn	Pontypridd		CF37 4RD
Trerobart Primary School	Crawshay Street	Ynysybwl	Pontypridd		CF37 3EF
Llwyn-crwn Primary School	Llwyn-Crwn Road	Beddau	Pontypridd		CF38 2BE

Cefn Primary School	Greenfield Avenue	Glyncoch	Pontypridd	Rhondda, Cynon, Taff	CF37 3BD
Tref-Y-Rhyg Primary School	The Avenue	Tonyrefail	Porth		CF39 8PS
Ysgol G.G. Bronllwyn	Colwyn Road	Gelli	Rhondda, Cynon, Taff		CF41 7NW
St Michael's R.C. Primary School	John Place	Treforest	Pontypridd	Rhondda, Cynon, Taff	CF37 1SP
Gwaunfarren Primary School	Alexandra Avenue	Merthyr Tydfil			CF47 9AF
Goetre Infants School	Rowan Way	Gurnos Estate	Merthyr Tydfil		CF47 9PB
Deri Primary School	Glynmarch Street	Deri	Bargoed	Caerphilly	CF81 9HZ
Gilfach Fargod Primary School	Vere Street	Gilfach	Bargoed		CF81 8LB
Ystrad Mynach Infants School	Lewis Street	Ystrad Mynach	Hengoed		CF82 7AQ
Greenhill Primary School	Penywrld	Gelligaer	Hengoed		CF82 8EU
Graig-Y-Rhacca Primary School	Addison Way	Machen	Caerphilly		CF83 8WW
Ysgol Gynradd Gymraeg Y Castell	Crescent Road	Caerphilly			CF83 1WH
Park Primary School Bargoed	Park Crescent	Bargoed			CF81 8PN
Garnlydan Primary School	Commonwealth Road	Garnlydan	Ebbw Vale	Blaenau Gwent	NP23 5ER
Pontyogof Primary School	Pontyogof	Ebbw Vale	Blaenau Gwent		NP23 5AZ
Blaen-Y-Cwm C.P. School	Blaenafon Road	Brynmawr	Blaenau Gwent		NP3 4BR
St Mary's Brynmawr C in W Voluntary Aided School	Intermediate Road	Brynmawr	Blaenau Gwent		NP3 4SE
Greenlawn Junior School	Glascod Road	New Inn	Pontypool	Torfaen	NP4 0ND
Brookfield Primary School	Victoria Street	Cwmbran	Torfaen		NP44 3JR
Griffithstown Junior School	Florence Place	Griffithstown	Pontypool	Torfaen	NP4 5DN
Henllys C.I.W. Primary School	Ty Canol Way	Cwmbran	Torfaen		NP44 6JA

Darenfelin Junior & Infants School	Darenfelin	Llanelli Hill	Nr. Abergavenny		NP7	0NR
Caldicot Green Lane Junior School	Green Lane	Caldicot	Newport	Monmouthshire	NP26	4HD
Llandogo C.P. School	Llandogo	Homifield Drive	Monmouth	Monmouthshire	NP5	4TJ
Ysgol Gymraeg Y Fenni	Old Hereford Road	Abergavenny			NP7	6EL
Our Lady & St Michael's School	R.C. Primary School	14 Pen Y Pound Road	Abergavenny	Monmouthshire	NP7	5UD
Malpas Court Primary School	Whittle Drive	Newport			NP9	6NS
Monnow Junior School	Darent Close	Newport			NP9	6SQ
Duffryn Infant School	Partridge Way	Duffryn	Newport		NP9	9WP
Ringland Primary	Dunstable Road	Newport			NP9	9LU
St David Lewis R.C. Primary School	Meon Close	Bettws	Newport		NP9	6DU
Birchgrove Primary School	Birchgrove Road	Birchgrove	Cardiff		CF14	1RR
Severn Junior School	Severn Road	Canton	Cardiff		CF11	9DZ
Cwrt-Yr-Ala Junior School	Cyntwell Avenue	Caerau	Cardiff		CF5	5QN
Llanishen Fach Primary School	Heol Uchaf	Rhiwbina	Cardiff		CF14	6SS
Bryn Celyn Primary School	Glyn Collen	Pentwyn	Cardiff		CF23	7ES
Ysgol Bro Eirwg	Ridgeway Road	Rumney	Cardiff		CF3	4AB
Creigiau Primary School	Tregarth Court	Creigiau	Cardiff		CF15	9NN
Herbert Thompson Primary	Plymouthwood Road	Ely	Cardiff		CF5	4XD
St Mary's R.C. Primary School	Wyndham Crescent	Canton	Cardiff		CF11	9EF
St John Lloyd R.C. Primary School	Bryn Bala Way	Trowbridge	Cardiff		CF3	1TA
Ysgol Y Moelwyn	Heol Wynne	Blaenau Ffestiniog	Gwynedd		LL41	3DW
Ysgol John Bright	Maesdu Road	Llandudno			LL30	1Df
Prestatyn High School	2 Princes Avenue	Prestatyn	Denbighshire		LL19	8RS
Ysgol Dinas Bran	Dinbren Road	Llangollen	Denbighshire		LL20	8TG
Ysgol Morgan Llwyd	Ffordd Cefn	Wrecsam			LL13	9NG

Llanfyllin High School	Llanfyllin	Powys			SY22 5BJ
Llandrindod High School	Dyffryn Road	Llandrindod Wells	Powys		LD1 6AW
Ysgol Maes-Y-Dderwen	Tudor Street	Ystradgynlais	Swansea		SA9 1AP
Ysgol Gyfun Aberaeron	Stryd Y Fro	Aberaeron	Ceredigion		SA46 0DT
Queen Elizabeth Maridunum	Llansteffan Road	Johnstown Road	Carmarthen	Carmarthenshire	SA31 3NT
Ysgol Gyfun Dyffryn Taf	North Road	Whitland	Carmarthenshire		SA34 0BD
Birchgrove Comprehensive School	Birchgrove Road	Birchgrove	Swansea		SA7 9NB
Dwr-Y-Felin Comprehensive School	Dwr Y Felin Road	Neath			SA10 7RE
Maesteg Comprehensive School	Liangynwyd	Maesteg			CF34 9RW
Llantwit Major School	Ham Lane East	Llantwit Major			CF61 1TQ
Ysgol Gyfun Cymer Rhondda	Heol Graigwen	Cymmer	Porth		CF39 9HA
St Ilan School	Pontygyndy Road	Caerphilly			CF83 3HD
West Monmouth Comprehensive School	Blaendare Road	Pontypool	Torfaen		NP4 5YG
Caldicot Comprehensive School	Mill Lane	Caldicot	Monmouthshire		NP26 5XA
Bettws High School	Bettws Lane	Newport			NP9 5XL
St Teilo's C.I.W. High School	Llanedeyrn Road	Pen-y-lan	Cardiff		CF23 9DT
Corpus Christi Catholic High School	Ty Draw Road	Lisvane	Cardiff		CF23 6XL
Ysgol Coedmenai	Treborth	Bangor	Gwynedd		LL57 2RX
St Christopher's School	Stockwell Grove	Wrexham			LL13 7BW
Ysgol Hendre Special School	Main Road	Bryncoch	Neath		SA10 7TY
Ysgol Hen Felin	Gelligaled Park	Ystrad	Rhondda		CF41 7SZ
Woodlands High School	Vincent Road	Ely	Cardiff		CF5 5AQ
Canolfan Brynffynnon	Ffordd Brynffynnon	Y Felinheli	Caernarfon	Gwynedd	LL56 8SW
Bridgend Pupil Referral Unit	Heol Persondy	Aberkenfig	Bridgend		CF32 9RF
Glanynant Learning Centre (PRU)	Hanbury Street	Glanynant	Pengum	Blackwood	NP12 3XP

Review of Schools' Staffing Structure - Consultation Response Form

Consultation on:

- the Education (Review of Staffing Structure) (Wales) Regulations 2005

The closing date for this consultation is **Thursday 30th June 2005**.

It should be noted that the responses to the consultation will be made public. Normally, the name and address (or part of the address) of the author are published along with the response. If you do not want to be identified as the author of your response please state this expressly in your response.

Please tick if you want us to keep your response confidential []

Contact name:.....

Organisation:.....

Address :

.....

.....

Postcode:

E-mail address:

Question 1.

Do you agree that schools should be required to undertake a review of their staffing structure as set out in the draft legislation at Annex A to enable them to meet the new pay requirements from 1 January 2006?

Please tick.

- Strongly agree Agree Neither agree or disagree
 Disagree Strongly disagree

Comments

Question 2

Do you agree that draft guidance would provide a useful tool to enable schools in Wales to undertake a review of their staffing structure?

Please tick.

- Strongly agree Agree Neither agree or disagree
 Disagree Strongly disagree

Comments

Question 3

Do you agree with the timescales proposed in this consultation, bearing in mind that the new pay requirements referred to will come into effect on 1 January 2006?

Please tick.

- Strongly agree Agree Neither agree or disagree
 Disagree Strongly disagree

Comments

Question 4

Please provide any general comments you feel are relevant to this consultation.

Next steps

Please return completed forms **by Thursday 30th June 2005** by either:

- Completing the response form and sending it to:
Gail Deane
Teaching and Leadership Division
Welsh Assembly Government
Cathays Park
Cardiff.
CF10 3NQ
- Or responding via e-mail, addressing the questions above to staffingreview@wales.gsi.gov.uk.
- Or by completing the electronic response form on the Welsh Assembly Government's website at www.learning.wales.gov.uk

We are proposing to publish the outcome of this consultation and a summary of the findings will be published on the Welsh Assembly Government's website at www.learning.wales.gov.uk.

Thank you for taking the time to participate in this consultation exercise.

Dogfennau cysylltiedig

14^{eg} Adroddiad y Corff Adolygu Athrawon Ysgol (STRB)
<http://www.teachernet.gov.uk/docbank/index.id=8220>

Datganiad Seneddol yr Ysgrifennydd Gwladol dros Addysg a Sgiliau
dyddiedig 22 Chwefror 2005.
<http://www.teachernet.gov.uk/docbank/index.cfm?id=8207>

Dogfen Cyflog ac Amodau Athrawon Ysgol 2004 (Wedi'i diweddarau Ebrill
2005).
[http://www.teachernet.gov.uk/management/payandperformance/pay/2005/stp
cd_April_05/](http://www.teachernet.gov.uk/management/payandperformance/pay/2005/stp
cd_April_05/)

Tystiolaeth y Grŵp Gwobrwyon a Chymhellion i'r Corff Adolygu Athrawon
Ysgol – Medi 2004
<http://www.teachernet.gov.uk/docbank/index.cfm?id=7415>

Tystiolaeth atodol y Grŵp Gwobrwyon a Chymhellion i'r Corff Adolygu
Athrawon Ysgol – Hydref 2004
[http://www.teachernet.gov.uk/doc/7506/STRB%20Supplementary%20Eviden
ce.doc](http://www.teachernet.gov.uk/doc/7506/STRB%20Supplementary%20Eviden
ce.doc)

Deddf Addysg 2002
<http://www.legislation.hmso.gov.uk/acts/acts2002/20020032.htm>

Tystiolaeth ysgrifenedig Llywodraeth Cynulliad Cymru i'r STRB - mis Medi
2004
<http://www.learning.wales.gov.uk/pdfs/STRBevidence-e.pdf>.

Tystiolaeth ysgrifenedig atodol Llywodraeth Cynulliad Cymru i'r STRB mis
Ionawr 2005.
http://www.learning.wales.gov.uk/scripts/fe/news_details.asp?NewsID=1639

Adolygu Strwythurau Staffio Ysgolion

Ymgynghori ar:

- **Rheoliadau Addysg (Adolygu Strwythur Staffio) (Cymru) 2005**

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Adolygu Strwythurau Staffio Ysgolion

Ymgynghori ar:

- **Rheoliadau Addysg (Adolygu Strwythur Staffio) (Cymru) 2005**

Crynodeb

Mae'r ddogfen ymgynghori hon yn gwahodd sylwadau ar Reoliadau Addysg (Adolygu Strwythur Staffio) (Cymru) 2005, sydd i'w cael yn Atodiad A.

Byddai Rheoliadau Addysg (Adolygu Strwythur Staffio) (Cymru) 2005 yn gosod dyletswydd ar gorff llywodraethu ysgol a gynhelir sydd â chyllideb ddirprwyedig, ac ar awdurdod addysg lleol mewn perthynas ag ysgol heb gyllideb ddirprwyedig neu uned cyfeirio disgyblion, i adolygu trefniadau staffio'r ysgol neu'r uned cyfeirio disgyblion.

Diben yr adolygiad yw sicrhau bod rheoli a lleoli'r holl staff yn yr ysgol (neu'r uned cyfeirio disgyblion) a dyrannu cyfrifoldebau iddynt yn gwneud defnydd effeithiol o adnoddau.

Wrth gynnal yr adolygiad rhaid i'r corff llywodraethu neu'r Awdurdod Addysg Lleol (AALI) gymryd i ystyriaeth drefniadau cyflog ac amodau cyflogaeth athrawon ysgol a nodir yn y Ddogfen Cyflog ac Amodau Athrawon Ysgol, a hefyd y goblygiadau ar gyfer graddio a thalu staff cymorth. Rhaid i'r adolygiad gael ei benderfynu ar 31 Rhagfyr 2005 neu cyn hynny.

Daw'r cyfnod ymgynghori i ben ar **30 Mehefin 2005**. Dylid anfon ymatebion at:

Gail Deane
Yr Is-adran Addysgu ac Arweinyddiaeth
Llywodraeth Cynulliad Cymru
Parc Cathays
Caerdydd
CF10 3NQ.

Gellir cyflwyno sylwadau hefyd dros e-bost at staffingreview@wales.gsi.gov.uk. Nodwch "Adolygu Strwythurau Staffio Ysgolion" yn y blwch pwnc.

Dylid nodi y caiff yr ymatebion i'r ymgynghoriad eu cyhoeddi. Fel arfer, cyhoeddir enw a chyfeiriad (neu ran o gyfeiriad) yr awdur ynghyd â'r ymateb. Os nad ydych am gael eich enwi fel awdur eich ymateb nodwch hyn yn benodol yn eich ymateb.

Cyn ymgynghori â'r cyhoedd, cafodd y ddogfen hon a'r rheoliadau eu hystyried yn gynnar gan SWAP. Yn gyffredinol roedd aelodau'r panel yn fodlon ar yr ymagwedd a gynigiwyd ac ar yr angen i'r adolygiad o strwythurau staffio ysgolion alluogi cyrff llywodraethu i weithredu deddfwriaeth a gofynion arfaethedig ynghylch cyflog.

Profforma ar gyfer ymatebion

Cynhwyswyd ffurflen ymateb ymgynghori ar wahân.

Adolygu Strwythurau Staffio Ysgolion

Ymgynghori ar:

- **Rheoliadau Addysg (Adolygu Strwythur Staffio) (Cymru) 2005**

Cefndir

1. Nid yw cyflog ac amodau gwasanaeth athrawon wedi'i ddirprwyo i Gynulliad Cenedlaethol Cymru ac mae'n dal yn gyfrifoldeb yr Adran Addysg a Sgiliau (DfES) ar gyfer Cymru a Lloegr.
2. Cyhoeddwyd 14^{eg} Adroddiad y Corff Adolygu Athrawon Ysgol (STRB) gan DfES ar 22 Chwefror 2005. Yr oedd un o feysydd yr argymhellion yn ymwneud â'r bwriad i gyflwyno taliadau Cyfrifoldeb Addysgu a Dysgu (TLR), a fyddai'n disodli'r system bresennol o lwfansau rheoli sydd ar waith mewn ysgolion ledled Cymru a Lloegr.
3. O ganlyniad, gwnaed Gorchymyn Addysg (Cyflog ac Amodau Athrawon Ysgol)(Rhif 2) 2005 ar 4 Ebrill a bydd yn gwneud newidiadau i Ddogfen Cyflog ac Amodau Athrawon Ysgol 2004 sy'n effeithio ar Gymru a Lloegr:-
 - ni ellir dyfarnu unrhyw lwfansau rheoli newydd i athrawon dosbarth ar ôl 31 Rhagfyr 2005
 - o 1 Ionawr 2006, gall cyrff perthnasol ddyfarnu taliadau TLR i athrawon dosbarth
 - ceir darpariaeth ar gyfer diogelu talu TLR am gyfnod cyfyngedig o hyd at 3 blynedd os bydd y corff perthnasol wedyn yn penderfynu tynnu dyfarniad TLR yn ôl neu ei leihau, yn sgil adolygu ei bolisi tâl neu ei strwythur staffio neu fel arall
 - o 1 Ionawr 2006, caiff pob lwfans rheoli, os na chaiff ei ddisodli gan TLR o'r un gwerth o leiaf, ei ddiogelu tan 31 Rhagfyr 2008 fan bellaf
 - ceir darpariaeth sy'n diogelu cyflogau athrawon a delir ar y golofn gyflog arweinyddiaeth (gan gynnwys y pennaeth) neu ar y golofn gyflog athrawon uwch-sgiliau, os bydd yr amrediadau cyflog perthnasol yn cael eu lleihau neu os bydd swyddi yn cael eu dileu neu eu hailddynodi o ganlyniad i newidiadau i bolisi cyflog neu strwythur staffio ysgol. Cyfyngir diogelu i uchafswm o 3 blynedd.
4. Derbyniodd yr Ysgrifennydd Gwladol dros Addysg a Sgiliau hefyd, yn achos Lloegr, argymhelliad yr STRB ei bod yn ofynnol i ysgolion adolygu eu strwythur staffio gan ymgynghori â staff a'u cynrychiolwyr, ac i gyhoeddi eu strwythur diwygiedig erbyn 31 Rhagfyr 2005. Cynigiodd yr STRB hyn er mwyn i ysgolion ystyried goblygiadau'r ffordd fwyaf effeithiol o ddisodli system bresennol o lwfansau rheoli â TLRs. Er hynny, fe'i gwnaed yn glir yn

Natganiad Seneddol yr Ysgrifennydd Gwladol ar 22 Chwefror 2005 mai mater i Gynulliad Cenedlaethol Cymru yw cyflwyno'r gofyniad i ysgolion adolygu eu strwythurau staffio, am fod y sylfaen gyfreithiol ar gyfer cyflwyno gofyniad o'r fath yn wahanol i afterion cyflog ac yn bwer datganoledig.

5. Cafodd argymhelliad yr STRB y bydd athrawon yng Nghymru a Lloegr, o 1 Medi 2006, yn gallu penodi athrawon i'r Cynllun Athrawon Rhagorol (ETS) ei dderbyn hefyd gan yr Ysgrifennydd Gwladol dros Addysg. Caiff canllawiau ar y cynigion ar gyfer yr ETS eu cyhoeddi gan yr Adran Addysg a Sgiliau ynghyd â chanllawiau tâl eraill yn y ffordd arferol, er hynny, efallai y bydd ysgolion am ystyried a yw'n debygol y bydd gan eu hysgol unrhyw swyddi ETS fel rhan o'r adolygiad.

Cynigion

6. Mae Llywodraeth Cynulliad Cymru yn bwriadu defnyddio pwerau o dan adran 21 o Ddeddf Addysg 2002 i gyflwyno rheoliadau a fyddai'n ei gwneud yn ofynnol i gyrff llywodraethu ac awdurdodau addysg lleol (mewn perthynas ag ysgol heb gyllideb ddirprwyedig neu uned cyfeirio disgyblion) adolygu trefniadau staffio ysgolion yng Nghymru. Diben yr adolygiad yw sicrhau bod rheoli a lleoi yr holl staff a dyrannu cyfrifoldebau iddynt yn gwneud defnydd effeithiol o adnoddau.

7. Wrth gynnal yr adolygiad byddai angen i'r corff llywodraethu neu'r awdurdod addysg lleol gymryd i ystyriaeth y trefniadau tâl ac amodau cyflogaeth athrawon ysgol a nodir yn y Ddogfen Cyflog ac Amodau Athrawon Ysgol, a hefyd y goblygiadau ar gyfer graddio a thalu staff cymorth.

8. Ni fyddai'r ddyletswydd ar gyrff llywodraethu i gynnal yr adolygiad o'r strwythur staffio yn effeithio ar yr egwyddorion cyffredinol a phriod swyddogaethau a chyfrifoldebau cyrff llywodraethu a phenaethiaid a nodir yn Rheoliadau Addysg (Llywodraethu Ysgolion) (Cymru) 1999 fel y'u diwygiwyd gan Reoliadau Addysg (Llywodraethu Ysgolion) (Cylch Gwaith) (Cymru) 2000.

Amseru

9. Fel y nodwyd ym mharagraff 3, o 1 Ionawr 2006 ymlaen gellir trefnu bod taliadau TLR ar gael a rhaid i lwfansau rheoli beidio â chael eu dyfarnu ym mhob ysgol yng Nghymru a Lloegr. Mae cyfnod trosglwyddo tair blynedd yn dechrau ar 1 Ionawr 2006, i'w gwblhau erbyn 31 Rhagfyr 2008, ac yn ystod y cyfnod hwn gellir defnyddio gweithdrefnau diogelu i helpu i ddiogelu cyflogau athrawon.

10. Er mwyn bodloni'r amserlen hon, mae ein deddfwriaeth arfaethedig sy'n ei gwneud yn ofynnol i ysgolion adolygu strwythurau staffio yn nodi bod rhaid i'r adolygiad gael ei benderfynu a bod rhaid paratoi cynllun gweithredu (yn dangos sut y bwriedir gweithredu unrhyw newidiadau i'r strwythur staffio) ar 31 Rhagfyr 2005 neu cyn hynny. Byddai'n ei gwneud yn ofynnol i i gynllun gweithredu gynnwys amserlen ar gyfer gweithredu, a'r dyddiad erbyn pryd y bydd unrhyw newidiadau yn y strwythur staffio yn cael eu gweithredu yn llawn. Byddai hyn erbyn 31 Rhagfyr 2008 fan bellaf.

11. Dylid pwysleisio mai dim ond y broses adolygu ei hun a fyddai'n gorfod cael ei chwblhau erbyn 31 Rhagfyr 2005. Byddai gan ysgolion dair blynedd ar ôl y dyddiad hwnnw i roi effaith i unrhyw newidiadau yn eu strwythurau staffio; ac nid oes rhaid iddynt ddechrau cyflwyno TLRs o 1 Ionawr 2006, ond yn ôl eu pwysau o fewn y cyfnod hwn o dair blynedd. Byddai'r ffordd y mae ysgolion yn mynd ati i weithredu newidiadau i strwythurau staffio a chyflwyno TLRs yn gysylltiedig â pha mor gyflym y bydd lwfansau rheoli yn dod i ben yn eu hysgolion gan gymryd i ystyriaeth trosiant staff a diogelu.

Cyngor ac ymgynghori

12. Byddai'n ofynnol i'r pennaeth gynghori a helpu'r corff perthnasol mewn perthynas â'i adolygiad o'r strwythur staffio. Wrth gynnal yr adolygiad, byddai'n rhaid i'r corff perthnasol ystyried unrhyw gyngor a roddir gan y pennaeth.

13. Wrth gynnal yr adolygiad byddai'n ofynnol i'r corff perthnasol ymgynghori â'r holl staff; cynrychiolwyr undebau llafur cydnabyddedig; a'r cyfryw bersonau eraill ag sy'n briodol ym marn y corff perthnasol.

Cydbwysedd rhwng bywyd a gwaith i'r pennaeth

14. Byddai'r rheoliadau hefyd yn gosod dyletswydd ar y corff perthnasol, wrth reoli'r pennaeth, i roi sylw i'r dymunoldeb bod y pennaeth yn gallu sicrhau cydbwysedd priodol rhwng yr amser y mae arno ei angen i gyflawni ei ddyletswyddau proffesiynol a'r amser y mae ei angen i ddilyn diddordebau personol y tu allan o'r gwaith. Mae hwn yn ymrwymiad sylweddol o'r Cytundeb Cenedlaethol "Raising Standards and Tackling Workload", y mae Llywodraeth Cynulliad Cymru wedi'i lofnodi.

Manteision cyflwyno Rheoliadau yng Nghymru

15. Er mwyn bodloni amserlen y newidiadau i ddeddfwriaeth gyflog ynghylch TLRs, mae DfES wedi cyflwyno deddfwriaeth gyda gofyniad ar ysgolion yn Lloegr i adolygu strwythurau staffio erbyn 31 Rhagfyr 2005. Byddai cyflwyno rheoliadau tebyg yng Nghymru yn sicrhau y byddai ysgolion ac athrawon yng Nghymru yn gallu gweithredu'r gofynion tâl newydd yn deg ac yn gyson ac yn gyfartal â chydweithwyr yn Lloegr.

16. Bydd gofyniad mewn rheoliadau ar gyfer adolygiad staffio yn sicrhau:

- ei fod yn cael ei gynnal ar sail gyffredin ledled Cymru ac na fydd staff unigol o dan anfantais
- bod ysgolion yn cael eu dal yn gyfrifol trwy ofyniad i ymgynghori â staff ac undebau
- y gellir gosod dyletswydd ar gyrrff llywodraethu i roi sylw dyledus i gydbwysedd rhwng gwaith a bywyd i benaethiaid, na ellir ei wneud ond trwy reoliadau
- bod ysgolion yng Nghymru wedi'u paratoi yn dda i fodloni galwadau'r deddfwriaeth gyflogau newydd a'i gofynion o 1 Ionawr 2006.

Ceir copi o'r rheoliadau drafft – Rheoliadau Addysg (Adolygu Strwythur Staffio) (Cymru) 2005 – yn Atodiad A.

Canllawiau drafft

17. Mae'n fwriad gan y Cynulliad gynhyrchu canllawiau i ysgolion i gyd-fynd â'r rheoliadau a fydd yn helpu penaethiaid a chyrrff llywodraethu i adolygu strwythurau staffio eu hysgolion yn deg ac yn briodol. Cynhelir ymgynghoriad ar wahân ar y canllawiau.

18. Caiff canllawiau ar ddeddfwriaeth gyflogau a gofynion newydd o ran cyflog, gan gynnwys y trefniadau diogelu, eu cynhyrchu gan DfES a'u dosbarthu i ysgolion yng Nghymru a Lloegr yn y ffordd arferol.

Casgliad

19. Gan nad yw'r polisi ar gyfer cyflog ac amodau gwasaaneth athrawon wedi'i ddirprwyo i Gynulliad Cenedlaethol Cymru, dylid pwysleisio y bydd ysgolion yng Nghymru yn wynebu'r gofynion cyflog newydd hyn p'un a gafodd rheoliadau eu gwneud yng Nghymru neu beidio. Mae adolygiad o strwythur staffio ysgol yn weithdrefn synhwyrol y byddai ysgolion sy'n cael eu rhedeg yn dda am ei chynnal er mwyn gweithredu'r strwythurau a'r gofynion tâl diwygiedig.

Nid yw Rheoliadau Addysg (Adolygu'r Strwythur Staffio) (Cymru) 2005 ar gael eto yn Gymraeg. Os hoffech gael copi o destun Cymraeg y Rheoliadau e-bostiwch Helen.David@wales.gsi.gov.uk a darperir copi pan fydd ar gael.)

NATIONAL ASSEMBLY FOR WALES

STATUTORY INSTRUMENTS

2005 No. (W.)**EDUCATION, WALES**

Education (Review of Staffing Structure) (Wales) Regulations 2005

EXPLANATORY NOTE*(This note is not part of the Regulations)*

These Regulations place a duty on the governing body of a maintained school with a delegated budget, and on the local education authority in respect of a school without a delegated budget or a pupil referral unit, to review the staffing arrangements at the school or the pupil referral unit. The purpose of the review is to ensure that the management and deployment of, and allocation of responsibilities to, all staff at the school (or pupil referral unit) make effective use of resources. In conducting the review the governing body or LEA must take into account the pay arrangements and the conditions of employment of school teachers set out in the Pay and Conditions Document, and also the implications for the grading and remuneration of support staff. The review must be determined and an implementation plan prepared on or before 31 December 2005.

The duty upon governing bodies to conduct the review of the staffing structure does not affect the general principles and the respective roles and responsibilities of governing bodies and head teachers set out in the Education (School Government) (Terms of Reference) (Wales) Regulations 2000.

These Regulations also impose a duty on the same bodies to have regard to the need for the head teacher, or the teacher in charge in the case of a pupil referral unit, to enjoy a reasonable work/life balance.

STATUTORY INSTRUMENTS

2005 No. (W.)

EDUCATION, WALES

Education (Review of Staffing Structure) (Wales) Regulations 2005

Made [] 2005

Coming into force [] 2005

The National Assembly for Wales, in exercise of the powers conferred on it by section 21(3) of the Education Act 2002⁽¹⁾ and in exercise of the powers conferred on the Secretary of State by paragraph 3 of Schedule 1 to the Education Act 1996⁽²⁾ and now vested in the National Assembly for Wales⁽³⁾, makes the following Regulations:

Title, commencement and application

1.—(1) The title of these Regulations is the Education (Review of Staffing Structure) (Wales) Regulations 2005 and they come into force on [July 2005].

(2) These Regulations apply in relation to Wales.

Interpretation

2.—(1) In these Regulations —

“the Document” (“*y Ddogfen*”) means the document containing provisions relating to the statutory conditions of employment of school teachers in England and Wales (the School Teachers’ Pay and Conditions Document, in force from time to time) and accompanying guidance prepared by the Secretary of State for Education and Skills, as in effect on the date on which the relevant body carries out its review pursuant to these Regulations⁽⁴⁾;

[“maintained school” (“*ysgol a gynhelir*”) has the meaning given to that expression in section 39(1) of the Education Act 2002;]

“pupil referral unit” (“*uned cyfeirio disgyblion*”) has the meaning given to that expression in section 19(2) of the Education Act 1996;

“relevant body” (“*corff perthnasol*”) means —

(1) 2002 c.32; for the definition of “regulations” see section 212(1).

(2) 1996 c.56.

(3) See the National Assembly for Wales (Transfer of Functions) Order 1999, S.I. 1999/672.

(4) The Document in effect as at the date of these Regulations is that published by The Stationery Office Limited (ISBN 0-11-2711-634) and entitled “School Teachers’ Pay and Conditions Document 2004 and Guidance on School Teachers’ Pay and Conditions” in effect pursuant to the Education (School Teachers’ Pay and Conditions) Order (No. 2) 2004 (S.I. 2004/2142 as amended by S.I. 2005/539 and 2005/xxx) made under section 122 of the Education Act 2002.

(a) in relation to a maintained school with a delegated budget, the governing body of the school, and

(b) in relation to a maintained school without a delegated budget, the local education authority that maintains the school;

“school teacher” (“*athro neu athrawes ysgol*”) has the meaning given to that expression in section 122 of the Education Act 2002;

“staffing structure” (“*strwythur staff*”) means the arrangements for the management and deployment of all staff at the school;

“support staff” (“*staff cymorth*”) means any member of a school’s staff other than a school teacher.

Duty of relevant body to review the school’s staffing structure

3.—(1) The relevant body must review the school’s staffing structure in accordance with this regulation.

(2) The relevant body must conduct the review with a view to ensuring that —

(a) the management and deployment of all staff, and

(b) the allocation of responsibilities and duties to all staff,

make effective use of its resources.

(3) In conducting the review, the relevant body must take into account —

(a) in relation to school teachers, the pay arrangements and the conditions of employment of teachers set out in the Document, and

(b) in relation to support staff, the implications for their grading and remuneration.

(4) In conducting the review, the relevant body must consider any advice given by the head teacher in accordance with regulation 4 below.

(5) During the conduct of the review the relevant body must consult —

(a) all staff;

(b) representatives of recognised trade unions; and

(c) such other persons as the relevant body considers appropriate.

(6) On or before 31 December 2005 the relevant body must –

(a) determine its review of the staffing structure, and

(b) prepare a plan (an “implementation plan”) showing how it intends to implement any changes to the staffing structure.

(7) An implementation plan must include –

(a) a timetable for implementation, and

(b) the date by which any changes to the staffing structure will be fully implemented, being no later than 31 December 2008..

(8) Where the relevant body is the governing body, the duty to review the school’s staffing structure is without prejudice to the general principles and the respective roles and responsibilities of governing bodies and head teachers set out in the Education (School Government) (Terms of Reference) (Wales) Regulations 2000(1).

(1) S.I. 2000/3027 (W.195) as amended by S.I. 2002/1396 (W.138).

Duty of the head teacher to advise relevant bodies

4. The head teacher must advise and assist the relevant body in relation to its review of the staffing structure under regulation 3.

Duty of relevant body with regard to the management of the head teacher

5. In managing the head teacher, the relevant body must have regard to the desirability of the head teacher being able to achieve a satisfactory balance between the time required to discharge his or her professional duties and the time required to pursue personal interests outside work.

Duty of local education authority in relation to pupil referral units

6. Paragraphs (1) to (7) of regulation 3, and regulations 4 and 5 apply in relation to pupil referral units with the substitution for the references to the relevant body with references to the local education authority which establishes and maintains the pupil referral unit.

Signed on behalf of the National Assembly for Wales under section 66(1) of the Government of Wales Act 1998(1).

Date

The Presiding Officer of the National Assembly

(1) 1998 c.38.

Rhestr o ysgolion yr ymgynghorwyd â hwy

ATODIAD B

Caia Park Nursery School	Prince Charles Road	Wrexham				LL13	8TH
Brynteg Nursery School	High Street	Abersychan		Pontypool	Torfaen	NP4	7DG
Ysgol Gynradd Beaumaris	Maeshyfryd	Beaumaris		Ynys Môn		LL58	8HL
Ysgol Gymuned Y Ffridd	Gwalchmai	Caergybi		Ynys Môn		LL65	4SG
Ysgol Henblas	Llangristiolus	Bodorgan		Ynys Môn		LL62	5DN
Ysgol Gymuned Fali	Y Fali	Ynys Môn				LL65	3EU
Ysgol Parc Y Bont	Llandaniel fab	Ynys Môn				LL60	6ES
Ysgol Gynradd Nefyn	Ffordd Dewi Sant	Nefyn		Pwllheli	Gwynedd	LL53	6EA
Ysgol Y Gelli	Ffordd Bethel	Caernarfon		Gwynedd		LL55	1DU
Ysgol Garndolbenmaen	Garndolbenmaen	Gwynedd				LL51	9SZ
Ysgol Morfa Nefyn	Morfa Nefyn	Pwllheli		Gwynedd		LL53	6AR
Ysgol Gynradd Talysarn	Talysarn	Caernarfon		Gwynedd		LL54	6RH
Ysgol Y Garnedd	Ffordd Penrhos	Bangor		Gwynedd		LL57	1LD
Ysgol Gynradd Brynchrug	Brynchrug	Tywyn		Gwynedd		LL36	9PR
Ysgol Gynradd Llanegryn	Llanegryn	Tywyn		Gwynedd		LL36	9SS
Ysgol Gynradd Talsarnau	Talsarnau	Gwynedd				LL47	6TA
Ysgol Maenofferen	Blaenau Ffestiniog	Gwynedd				LL41	3DL
Ysgol Llanystumdwy	Llanystumdwy	Criccieth		Gwynedd		LL52	0SP
Ysgol Yr Wyddfif	Llwynon Road	Great Orme		Llandudno	Conwy	LL30	2QF
Ysgol T. Gwynn Jones	Llanelian Road	Old Colwyn		Colwyn Bay		LL29	9AU
Ysgol Gynradd Cerrigydrudion	Ffordd Yr Alwen	Cerrigydrudion		Corwen		LL21	9SW
Ysgol Gynradd Cynfran	Dolwen Road	Llysfaen		Colwyn Bay	Conwy	LL29	8SS
Ysgol Ysbyty Ifan	Ysbyty Ifan	Betws Y Coed		Conwy		LL24	0NY
Ysgol San Sior	Church Walks	Llandudno		Conwy		LL30	2HL
Ysgol Y Faenol	John's Drive	Bodelwyddan		Nr. Rhyl	Denbighshire	LL18	5TG

Ysgol Gynradd Henllan	Ffordd Dinbych	Henllan	Dinbych	Sir Ddinbych	LL16	5AW
Ysgol Bryn Collen Llangollen	Pengwern	Llangollen	Denbighshire		LL20	8AR
Ysgol Trefnant	Henllan Road	Trefnant	Nr. Denbigh	Denbighshire	LL16	5UF
Custom House Lane C.P.	Mold Road	Connah's Quay	Deeside	Flintshire	CH5	4QL
Perth Y Terfyn Infants School	Halkyn Road	Holywell	Flintshire		CH8	7TZ
Shotton Infants School	Plymouth Street	Shotton	Deeside	Flintshire	CH5	1JD
Gwernymynydd C.P. School	Godre'r Coed	Gwernymynydd	Mold	Flintshire	CH7	4AF
Wat's Dyke Infants School	Mynydd Isa	Mold	Flintshire		CH7	6UL
Penarlag C.P. School	Carlines Avenue	Carlines Park	Ewloe	Flintshire	CH5	3RQ
St Winefrides R.C. School	Whitford Street	Holywell	Flintshire		CH8	7NJ
Ysgol Llanarmon Dyffryn Ceiriog	Llanarmon Dyffryn Ceiriog	Llangollen	Wrexham		LL20	7LB
Ysgol Maes Y Llan	Maes y Llan Lane	Ruabon	Wrexham		LL16	6AE
Park C.P. Infants School	School Road	Llay	Wrexham		LL12	0TR
Rhostyllen C.P. School	School Street	Rhostyllen	Wrexham		LL14	4AN
Wat's Dyke C.P. School	Garden Village	Wrexham			LL11	2TE
Ysgol Hooson	Pentredwr	Rhos	Wrexham		LL14	1DD
St Peter's CIW Voluntary Controlled Primary School	Chapel Lane	Rossett	Wrexham		LL12	0EE
St Mary's R.C. Primary School	Lea Road	Wrexham			LL13	7NA
Carreghofa C.P. School	Llanymynech	Powys			SY22	6PA
Ysgol Meifod	Meifod	Powys			SY22	6DF
Buttington Trewern C.P. School	Buttington	Welshpool	Powys		SY21	9TB
Oldford Infant School	Oldford	Welshpool	Powys		SY21	7SX
Mount Street C.P. Infants	Rhosferig Road	Brecon	Powys		LD3	7NG
Gurnos C.P. School	School Road	Lower Cwmtwrch	Swansea		SA9	1EQ

Hay-On-Wye C.P. School	Oxford Road	Hay-On-Wye	Powys		HR3	5BT
Ysgol Dafydd Llwyd	Park Lane	Y Drenewydd	Powys		SY16	1EG
Forden C.I.W. School	Forden	Welshpool	Powys		SY21	8NE
Rhayader C.I.W. School	Bryntirion	Rhayader	Powys		LD6	5DE
Glasbury C.I.W.(A) School	Glasbury-On-Wye	Hereford	Powys		HR3	5NU
Ysgol Gynradd Caerwedros	Caerwedros	Llandysul	Ceredigion		SA44	6BN
Ysgol Llanllwchaearn	Cross Inn	Llandysul	Ceredigion		SA44	6NG
Comins Coch C.P. School	Comins Coch	Aberystwyth	Ceredigion		SY23	3BQ
Ysgol Llwyn-Yr-Eos	Penparcau	Aberystwyth	Ceredigion		SY23	1SH
Ysgol Gynradd Llechryd	Llechryd	Cardigan	Ceredigion		SA43	2NL
Ysgol Gynradd Llandysul	Heol Llynnyfran	Llandysul	Ceredigion		SA44	4HP
Ysgol Gynradd Liangeitho	Liangeitho	Tregaron	Ceredigion		SY25	6TR
Ysgol Penrhyn Coch	Penrhyncoch	Aberystwyth	Ceredigion		SY23	3EH
Ysgol Gynradd Sirol Wdigg	Hill Street	Wdigg	Sir Benfro		SA64	0ET
Hakin C.P. Infant and Nursery School	Picton Road	Hakin	Milford Haven	Pembrokeshire	SA73	3EW
Pentlepoir C.P. School	Pentlepoir	Saundersfoot	Pembrokeshire		SA69	9BJ
Mount Airey C.P.	Augustine Way	Haverfordwest	Pembrokeshire		SA61	1PA
Ysgol Glannau Gwaun	West Street	Abergwaun	Fishguard		SA65	9AH
Burton V.C.P. School	Houghton	Milford Haven	Pembrokeshire		SA73	1NN
Haverfordwest Junior V.C. School	Barn Street	Haverfordwest	Pembrokeshire		SA61	1TD
Ysgol Ger y Llan	St Davids Road	Letterton	Haverford West	Pembrokeshire	SA62	5SL
St Marks V.A.P. School	St Issells Avenue	Merlins Bridge	Haverfordwest	Pembrokeshire	SA61	1JX
Ysgol Gynradd Mynyddcerrig	Mynyddcerrig	Pontyberem	Carmarthenshire		SA15	5BG
Carway C.P. School	Carway	Kidwelly	Carmarthenshire		SA17	4HE
Betws C.P. School	Betws Road	Betws	Ammanford	Carmarthenshire	SA18	2HE
Llansadwrn C.P. School	Llansadwrn	Llanwrda	Carmarthenshire		SA19	8LG

Dafen Primary School	Lon-Yr-Ysgol	Dafen	Llanelli	Carmarthenshire	SA14	8LL
Ysgol Yr Ynys	Ynys Las	Llwynhendy	Llanelli	Carmarthenshire	SA14	9BT
Brynamman Primary School	Brynceunant	Brynamman	Ammanford	Carmarthenshire	SA18	1AH
Ysgol Gymraeg Rhydaman	Lon yr Ysgol	Rhydaman	Sir Gaerfyrddin		SA18	2NS
Pwll C.P. Mixed School	School Road	Pwll	Llanelli		SA15	4AL
Burryport Junior School	Stepney Road	Burryport	Carmarthenshire		SA16	0BE
Ysgol Gymunedol Cae'r Felin Community school	Pencader	Carmarthen			SA39	9BS
Llangynog V.C.P. School	Llangynog	Carmarthen	Carmarthenshire		SA33	5BT
Cwm Primary School	Jersey Road	Bonymaen	Swansea		SA1	7DL
Grange Primary School	West Cross Avenue	West Cross	Swansea		SA3	5TS
Oystermouth Primary School	Newton Road	Mumbles	Swansea		SA3	4BE
Townhill Community Primary School	Townhill Road	Townhill	Swansea		SA1	6PT
Blaenymaes Primary School	Broughton Avenue	Blaenymaes	Swansea		SA5	5LW
Bishopston Primary School	Bishopston Road	Bishopston	Swansea		SA3	3EN
Gorseinon Junior School	Pontarddulais Road	Gorseinon	Swansea		SA4	4FE
Pontarddulais Primary School	Upper James Street	Pontarddulais	Swansea		SA4	8JD
Talycopa Primary School	Heol Hafdy	Llansamlet	Swansea		SA7	9RZ
St Joseph's Cathedral Infant School	Caepistyll Street	Swansea			SA1	2BE
Brynhafyd Primary School	Giants Grave Road	Briton Ferry	Neath		SA11	2ND
Creunant Primary School	School Road	Crynant	Neath		SA10	8NS
Duffryn Afan Primary School	Duffryn Rhondda	Port Talbot			SA13	3HF
Ysgol GG Rhos-Afan	Marine Drive	Port Talbot			SA12	7NN
Tonnau Primary	School Road	Tonna	Neath		SA11	3EJ
Rhydyfro Primary School	Waun Penlan	Pontardawe	Swansea		SA8	3BB
Cilfrwri Primary School	Main Road	Cilfrew	Neath		SA10	8LW

St Joseph's Junior School	Nobel Avenue	Port Talbot			SA12 6YN
Blaencaerau Junior School	Blaencaerau Road	Maesteg	Bridgend		CF34 0PP
Coychurch (Llangrallo) Primary School	Main Road	Coychurch	Bridgend		CF35 5HN
Pandy Infants School	Heol Persondy	Aberkenfig	Bridgend		CF32 9RF
Croesty Primary School	Coychurch Road	Pencoed	Bridgend		CF35 5LY
Blaenllynfi Infants School	Grosvenor Terrace	Caerau Maesteg	Bridgend		CF34 0RW
Cogan Primary School	Pill Street	Cogan	Nr. Penarth	Vale of Glamorgan	CF64 2JS
Llanfair C.P. School	The Herberts	St Mary Church	Nr. Cowbridge	Vale of Glamorgan	CF71 7LT
St Iltyd's Primary School	Station Road	Llantwit Major			CF61 1ST
Eagleswell Primary	Eagleswell Road	Llantwit Major	Vale of Glamorgan		CF61 2UE
St Helen's R.C. Infant & Nursery School	Maes-Y-Cwm Street	Barry	Vale of Glamorgan		CF63 4EH
Brynnau Primary School	William Street	Brynnau, Llanharan	Glamorgan		CF72 9QJ
Dolau County Primary School	Bridgend Road	Llanharan	Pontyclun	Rhondda, Cynon, Taff	CF72 9RP
Graig-Y-Wion Primary School	Albert Road	Graig	Pontypridd		CF37 1LA
Llanilltud Faerdref Primary	St Iltyd's Road	Church Village	Pontypridd		CF38 1DB
Cynon Infants School	Aberdare Road	Mountain Ash	Rhondda, Cynon, Taff		CF45 3PT
Parc Primary School	Tallis Street	Cwmparc	Treorchy		CF42 6LY
Trallwng Infants School	Bonvilston Road	Trallwn	Pontypridd		CF37 4RD
Trerobart Primary School	Crawshay Street	Ynysybwl	Pontypridd		CF37 3EF
Llwyn-crwn Primary School	Llwyn-Crwn Road	Beddau	Pontypridd		CF38 2BE

Cefn Primary School	Greenfield Avenue	Glyncoch	Pontypridd	Rhondda, Cynon, Taff	CF37 3BD
Tref-Y-Rhyg Primary School	The Avenue	Tonyrefail	Porth		CF39 8PS
Ysgol G.G. Bronllwyn	Colwyn Road	Gelli	Rhondda, Cynon, Taff		CF41 7NW
St Michael's R.C. Primary School	John Place	Treforest	Pontypridd	Rhondda, Cynon, Taff	CF37 1SP
Gwaunfarren Primary School	Alexandra Avenue	Merthyr Tydfil			CF47 9AF
Goetre Infants School	Rowan Way	Gurnos Estate	Merthyr Tydfil		CF47 9PB
Deri Primary School	Glynmarch Street	Deri	Bargoed	Caerphilly	CF81 9HZ
Gilfach Fargod Primary School	Vere Street	Gilfach	Bargoed		CF81 8LB
Ystrad Mynach Infants School	Lewis Street	Ystrad Mynach	Hengoed		CF82 7AQ
Greenhill Primary School	Penywrld	Gelligaer	Hengoed		CF82 8EU
Graig-Y-Rhacca Primary School	Addison Way	Machen	Caerphilly		CF83 8WW
Ysgol Gynradd Gymraeg Y Castell	Crescent Road	Caerphilly			CF83 1WH
Park Primary School Bargoed	Park Crescent	Bargoed			CF81 8PN
Garnlydan Primary School	Commonwealth Road	Garnlydan	Ebbw Vale	Blaenau Gwent	NP23 5ER
Pontyogof Primary School	Pontyogof	Ebbw Vale	Blaenau Gwent		NP23 5AZ
Blaen-Y-Cwm C.P. School	Blaenafon Road	Brynmawr	Blaenau Gwent		NP3 4BR
St Mary's Brynmawr C in W Voluntary Aided School	Intermediate Road	Brynmawr	Blaenau Gwent		NP3 4SE
Greenlawn Junior School	Glascod Road	New Inn	Pontypool	Torfaen	NP4 0ND
Brookfield Primary School	Victoria Street	Cwmbran	Torfaen		NP44 3JR
Griffithstown Junior School	Florence Place	Griffithstown	Pontypool	Torfaen	NP4 5DN
Henllys C.I.W. Primary School	Ty Canol Way	Cwmbran	Torfaen		NP44 6JA

Darenfelin Junior & Infants School	Darenfelin	Llanelli Hill	Nr. Abergavenny		NP7	0NR
Caldicot Green Lane Junior School	Green Lane	Caldicot	Newport	Monmouthshire	NP26	4HD
Llandogo C.P. School	Llandogo	Homifield Drive	Monmouth	Monmouthshire	NP5	4TJ
Ysgol Gymraeg Y Fenni	Old Hereford Road	Abergavenny			NP7	6EL
Our Lady & St Michael's School	R.C. Primary School	14 Pen Y Pound Road	Abergavenny	Monmouthshire	NP7	5UD
Malpas Court Primary School	Whittle Drive	Newport			NP9	6NS
Monnow Junior School	Darent Close	Newport			NP9	6SQ
Duffryn Infant School	Partridge Way	Duffryn	Newport		NP9	9WP
Ringland Primary	Dunstable Road	Newport			NP9	9LU
St David Lewis R.C. Primary School	Meon Close	Bettws	Newport		NP9	6DU
Birchgrove Primary School	Birchgrove Road	Birchgrove	Cardiff		CF14	1RR
Severn Junior School	Severn Road	Canton	Cardiff		CF11	9DZ
Cwrt-Yr-Ala Junior School	Cyntwell Avenue	Caerau	Cardiff		CF5	5QN
Llanishen Fach Primary School	Heol Uchaf	Rhiwbina	Cardiff		CF14	6SS
Bryn Celyn Primary School	Glyn Collen	Pentwyn	Cardiff		CF23	7ES
Ysgol Bro Eirwg	Ridgeway Road	Rumney	Cardiff		CF3	4AB
Creigiau Primary School	Tregarth Court	Creigiau	Cardiff		CF15	9NN
Herbert Thompson Primary	Plymouthwood Road	Ely	Cardiff		CF5	4XD
St Mary's R.C. Primary School	Wyndham Crescent	Canton	Cardiff		CF11	9EF
St John Lloyd R.C. Primary School	Bryn Bala Way	Trowbridge	Cardiff		CF3	1TA
Ysgol Y Moelwyn	Heol Wynne	Blaenau Ffestiniog	Gwynedd		LL41	3DW
Ysgol John Bright	Maesdu Road	Llandudno			LL30	1Df
Prestatyn High School	2 Princes Avenue	Prestatyn	Denbighshire		LL19	8RS
Ysgol Dinas Bran	Dinbren Road	Llangollen	Denbighshire		LL20	8TG
Ysgol Morgan Llwyd	Ffordd Cefn	Wrecsam			LL13	9NG

Llanfyllin High School	Llanfyllin	Powys			SY22 5BJ
Llandrindod High School	Dyffryn Road	Llandrindod Wells	Powys		LD1 6AW
Ysgol Maes-Y-Dderwen	Tudor Street	Ystradgynlais	Swansea		SA9 1AP
Ysgol Gyfun Aberaeron	Stryd Y Fro	Aberaeron	Ceredigion		SA46 0DT
Queen Elizabeth Maridunum	Llansteffan Road	Johnstown Road	Carmarthen	Carmarthenshire	SA31 3NT
Ysgol Gyfun Dyffryn Taf	North Road	Whitland	Carmarthenshire		SA34 0BD
Birchgrove Comprehensive School	Birchgrove Road	Birchgrove	Swansea		SA7 9NB
Dwr-Y-Felin Comprehensive School	Dwr Y Felin Road	Neath			SA10 7RE
Maesteg Comprehensive School	Llangynwyd	Maesteg			CF34 9RW
Llantwit Major School	Ham Lane East	Llantwit Major			CF61 1TQ
Ysgol Gyfun Cymer Rhondda	Heol Graigwen	Cymmer	Porth		CF39 9HA
St Ilan School	Pontygyndy Road	Caerphilly			CF83 3HD
West Monmouth Comprehensive School	Blaendare Road	Pontypool	Torfaen		NP4 5YG
Caldicot Comprehensive School	Mill Lane	Caldicot	Monmouthshire		NP26 5XA
Bettws High School	Bettws Lane	Newport			NP9 5XL
St Teilo's C.I.W. High School	Llanedeyrn Road	Pen-y-lan	Cardiff		CF23 9DT
Corpus Christi Catholic High School	Ty Draw Road	Lisvane	Cardiff		CF23 6XL
Ysgol Coedmenai	Treborth	Bangor	Gwynedd		LL57 2RX
St Christopher's School	Stockwell Grove	Wrexham			LL13 7BW
Ysgol Hendre Special School	Main Road	Bryncoch	Neath		SA10 7TY
Ysgol Hen Felin	Gelligaled Park	Ystrad	Rhondda		CF41 7SZ
Woodlands High School	Vincent Road	Ely	Cardiff		CF5 5AQ
Canolfan Brynffynnon	Ffordd Brynffynnon	Y Felinheli	Caernarfon	Gwynedd	LL56 8SW
Bridgend Pupil Referral Unit	Heol Persondy	Aberkenfig	Bridgend		CF32 9RF
Glanynant Learning Centre (PRU)	Hanbury Street	Glanynant	Pengum	Blackwood	NP12 3XP

Adolygu Strwythur Staffio Ysgolion Ffurflen Ymateb i'r Ymgynghoriad

Ymgynghoriad ar:

- Rheoliadau Addysg (Adolygu Strwythur Staffio) (Cymru) 2005

Y dyddiad cau ar gyfer yr ymgynghoriad hwn yw **dydd Iau 30 Mehefin 2005**.

Dylid nodi y bydd yr ymatebion i'r ymgynghoriad yn cael eu cyhoeddi. Fel arfer, mae enw a chyfeiriad (neu ran o gyfeiriad) yr awdur yn cael eu cyhoeddi gyda'r ymateb. Os nad ydych am gael eich enwi fel awdur eich ymateb, a fydddech cystal â nodi hynny'n glir yn eich ymateb.

Ticiwch y blwch os hoffech i ni gadw eich ymateb yn gyfrinachol [] .

Enw cyswllt.....

Sefydliad.....

Cyfeiriad:

.....

.....

.....

Cod Post:

Cyfeiriad e-bost:

Cwestiwn 1

A ydych yn cytuno y dylai fod yn ofynnol i ysgolion gynnal adolygiad o'u strwythur staffio fel y'i nodir yn y ddeddfwriaeth ddrafft yn Atodiad A i'w galluogi i fodloni'r gofynion newydd o ran cyflog o 1 Ionawr 2006?

Ticiwch

- Cytuno'n gryf Cytuno Ddim yn cytuno nac yn anghytuno
 Anghytuno Anghytuno'n gryf

Sylwadau

Cwestiwn 2

A ydych yn cytuno y byddai canllawiau yn offeryn defnyddiol i alluogi ysgolion yng Nghymru i gynnal adolygiad o'u strwythur staffio?

Ticiwch

- Cytuno'n gryf Cytuno Ddim yn cytuno nac yn anghytuno
 Anghytuno Anghytuno'n gryf

Sylwadau

Cwestiwn 3

A ydych yn cytuno â'r amserlenni a gynigiwyd yn yr ymgynghoriad hwn, gan gofio y daw'r gofynion newydd o ran cyflog y cyfeirir atynt i rym ar 1 Ionawr 2006?

Ticiwch

- Cytuno'n gryf Cytuno Ddim yn cytuno nac yn anghytuno
 Anghytuno Anghytuno'n gryf

Sylwadau

Cwestiwn 4

Rhowch unrhyw sylwadau cyffredinol sy'n berthnasol yn eich barn chi i'r ymgynghoriad hwn:

Y Camau Nesaf

Dychwelwch y ffurflenni ar ôl eu llenwi erbyn **dydd Iau 30 Mehefin 2005** naill ai trwy:

- lenwi'r ffurflen ymateb a'i hanfon at :

Gail Deane

Yr Is-adran Addysgu ac Arweinyddiaeth

Llywodraeth Cynulliad Cymru

Parc Cathays

Caerdydd

CF10 3NQ

- Neu ymateb dros e-bost, gan gyfeirio'r cwestiynau uchod at staffingreview@wales.gsi.gov.uk.
- Neu drwy lenwi'r ffurflen ymateb electronig ar wefan Llywodraeth Cynulliad Cymru yn www.dysgu.cymru.gov.uk.

Rydyn yn bwriadu cyhoeddi canlyniad yr ymgynghoriad hwn a chyhoeddi crynodeb o'r canfyddiadau ar wefan Llywodraeth Cynulliad Cymru yn www.dysgu.cymru.gov.uk.

Diolch am roi o'ch amser i lenwi'r ffurflen hon.