



Objection Report
on the Proposed Amalgamation of
Ysgol Glan Gele and Ysgol Sant Elfod,
Abergele, Conwy



July 2025

Mae'r ddogfen hon ar gael yn Gymraeg hefyd.

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1. Statutory Notice

Publication of the Statutory Notice

On 28th April 2025, following Cabinet approval (18th February 2025), Conwy County Borough Council issued a Closure Notice, stating that Conwy County Borough Council propose to establish a new English Medium, mixed sex school for Abergele to be maintained by Conwy County Borough Council on the sites of the existing Ysgol Glan Gele and Ysgol Sant Elfod schools, for children aged 3-11 from 1st September 2026.

As a result of the proposals outlined Ysgol Glan Gele and Ysgol Sant Elfod would be discontinued from 31st August 2026.

This started a notice period of 28 days which allowed any interested stakeholder the opportunity to submit their views on the proposal.

The notice period began on the 28th of April 2025 and ended on the 25th of May 2025.

The consultation has been conducted in accordance with the School Standards and Organisation (Wales) Act 2013 and the School Organisation Code, which details the required actions that must be undertaken as part of the process.

This document will set out the steps taken during the Notice Period, refer to responses received and will aim to answer and tackle queries that have been put to the Authority.

Conwy sent copies of the Statutory Notice by email link giving details of how to make any comments on the proposal. The Statutory Notice was displayed at the school gates of Ysgol Glan Gele and Ysgol Sant Elfod and was also published on the Conwy County Borough Council webpages bilingually along with all other documentation regarding the Proposal.

A reminder was also sent via e-mail on the 14th of May 2025 reminding stakeholders of the closing date for any comments/objections.

The table below sets out the list of recipients who received a copy of the Consultation Document, in accordance with the School Organisation Code.

Name/Organisation
Parents, carers and guardians, teachers & staff of Ysgol Glan Gele & Ysgol Sant Elfod
Governors of Ysgol Glan Gele & Ysgol Sant Elfod
Headteacher & Governors of Ysgol Emrys ap Iwan, Ysgol St George and Ysgol Glan Morfa
Church in Wales Diocese of St Asaph & Roman Catholic Diocese of Wrexham
Denbighshire County Council Education Services
Gwynedd County Council Education Services
Welsh Minister for Education & Skills
Welsh Government Schools Management and Effectiveness Division
Assembly Member & Member of Parliament representing area subject to proposals
Local Conwy Councillor for Abergele
Abergele Community Council
Estyn
Teaching & Staff Trade Unions
GWE
Police & Crime Commissioner for North Wales
Conwy CYPP
Conwy Community First
Flying Start Conwy

2. Objections

Under section 49 of the 2013 Act when objections have been received proposers must publish a summary of the statutory objections and the proposer's response to those objections ("the Objection Report"). This must take place:

(a) in the case of a local authority that is required to determine its own proposals under section 53 of the Act, before the end of 7 days beginning with the day of its determination: and

(b) in all other cases, before the end of 28 days beginning with the end of the objection period.

The notice period began on the 28th of April 2025 and ended at midnight on the 25th of May 2025.

In total 10 responses were received to the proposal via e-mail and the online form.

The Statutory Notice web page on Conwy's website was viewed 60 times between the 28th of April 2025 and ended at midnight on the 25th of May 2025.

3. Authority Response to the objections/comments

The comments received have been shown in the following table, along with Conwy's response.

Objection / Comment	Authority Response
<i>Will staff keep their jobs or have to reapply if it goes ahead?</i>	The governing body will draft a new staffing structure, and any changes will be consulted on with staff and unions. It is anticipated that current staff from both schools will be slotted into relevant and appropriate positions within the new structure. However, leadership roles could be restructured, and the headteacher position will be advertised once a decision to amalgamate is made.
<p>As this response mentioned identifiable individuals, it has been summarised for this report into the following key areas:</p> <p>Rationale: The amalgamation appears to be a cost-saving measure rather than prioritizing the needs of pupils, staff, and parents.</p> <p>Staffing: Staffing structures will need to change, potentially resulting in job losses. Leadership positions are uncertain, adding pressure and increased responsibility.</p> <p>Building Condition: Both sites are old and require significant refurbishment, with current capacity already stretched and funding low.</p> <p>Budgets: Redundancies have led to larger class sizes, particularly in Elfod, which is not beneficial for pupils. There is a call for increased budget allocation to ensure the sites are adequate and up to standard for the increased numbers.</p> <p>Awel y Mynydd is cited as an example of misjudgement in pupil numbers, leading to additional expenses for building extensions.</p>	<p>The rationale behind this proposal is to provide the children in both schools with a seamless transition through the school for their education from age three through to eleven. Conwy Council is committed to considering a move to a primary school, from separate infant and junior schools, when an opportunity arises.</p> <p>The governing body will draft a new staffing structure, and any changes will be consulted on with staff and unions. Savings will be made through efficiencies as resources may be shared throughout the primary school. The proposal is about creating a single primary school with a distinct vision for the pupils in Abergele, ensuring that education for Abergele is appropriately and effectively planned and managed in the current economic climate and supporting the vision of the Curriculum for Wales. Any reductions in school budget would be subject to existing CCBC transitional funding arrangements.</p> <p>Maintenance and refurbishment of school buildings is an ongoing challenge for Conwy and work is undertaken on a priority basis using data and information from relevant departments. Both schools are currently Grade B (Operational, with minor essential maintenance requirements) and funds have been allocated over the past 2 years for key improvements</p>

	identified by the headteachers at Ysgol Glan Gele and Ysgol Sant Elfod and future work will be considered in line with our Capital Repair and Maintenance Programme.
<i>I feel this will be disruptive and I don't think having one headteacher to cover both sites is a good idea. Does this also mean one SENCO? First priority is that the children will have consistency and full support when needed. Funding is already a problem with each school individually.</i>	It would be the responsibility of the headteacher and Governing Body to agree a staffing structure that supports the needs of the pupils, but this will be done with the support of Conwy. As the school sites will remain the same, disruption is expected to be minimal. This proposal is about creating a single primary school with a distinct vision for the pupils in Abergele, ensuring that education is appropriately and effectively planned and managed in the current economic climate and supporting the vision of the Curriculum for Wales. Any reductions in school budget would be subject to existing CCBC transitional funding arrangements.
<i>I think this is a brilliant idea. I think this should have been done many years ago when my older children attended also.</i> <i>Alot of the children and us parents are always reluctant when our children leave Ysgol Glan Gele as its such a nuturing place. Hopefully with amalgamation this nurturing side will also spread to the upper years (Ysgol Sant Elfod) for the children aswell.</i>	The Governing Body would look to appoint a headteacher that will maintain and build on the existing successes at both schools and provide a strong sense of school community for all.
<i>Due to the level of debt in relation to both schools, it is a concern that once the schools merge, there will be further redundancies to adjust the school's need and budget.</i> <i>Other schools in the area that have merged have then gone into special measures.</i> <i>It would be difficult to provide continuity and consistency for a headteacher across two physical sites. There is bound to be "favouritism" towards one school.</i> <i>There are already good transition processes in place to ensure that there is a smooth link between pupils leaving Year 2 and starting Year 3.</i>	Each situation is different and experiences of previous amalgamations will differ to future amalgamations. Managing the school budget is the responsibility of each school and their governing body. If the schools were to be merged the new school would receive transitional protection, as agreed by Cabinet (January 2024) to ensure a smooth transition of funding to maintain educational standards and avoid undue financial strain on the newly merged school. The Governing Body would look to appoint a headteacher that will maintain

<p><i>Given the nature of the catchment area, expecting parents to buy new uniform for a "new brand" of school is unfair. People are already struggling in the current economic climate.</i></p>	<p>the good transition processes already in place and ensure consistency and fairness for all pupils at the new school.</p> <p>Welsh Government has issued guidance on uniform changes, emphasizing the importance of cost and affordability when introducing new uniforms. The guidance advises governing bodies to prioritise cost and affordability when introducing new uniforms. It also recommends a transitional period for old uniforms, allowing them to be worn for a period before a total changeover. This guidance aims to mitigate the socio-economic implications of uniform changes.</p>
<p><i>Thank you for invitingg us to make any comments. I have a child in both schools and wish they had merged years ago as it has been tricky coordinating children with very different calendars of events.</i></p> <p><i>Some points I would like to highlight are as follows:</i></p> <ol style="list-style-type: none"> <i>1. Glan Gele use much more initiative to organise events for the children such as mud day, theatre performance, beach school. Please can this continue and also support juniors with more of this.</i> <i>2. Glan Gele do much more forest and beach school, please can this continue and cross over to juniors.</i> <i>3. Blue uniform or red uniform would be great. We prefer Glan Gele logo with the castle.</i> <i>3. Seesaw app is fantastic at Glan Gele. There is minimal contact in St elfod from teachers. Please could seesaw be introduced for juniors. This helps with parent engagement and keeping up to date with kids work, events.</i> <i>4. More parent events at juniors like Glan Gele coffee drop in/assemblies</i> 	<p>Thank you for raising these points.</p> <p>If the amalgamation is approved, this report will be shared with the Temporary Governing Body who will take these comments into consideration when planning for the new school.</p> <p>We hope that one school will provide a number of benefits to pupils, staff and parents/carers, including streamlined policies and structures with a single point of contact, continuity of curriculum and educational progress of learners between ages 3 and 11 and a greater sense of school community for all.</p> <p>As mentioned, the governing body will draft a new staffing structure, and any changes will be consulted on with staff and unions.</p>

<p>5. <i>I hope this merge will help with the coordination of dates across juniors and infants e.g. after school clubs, summer fairs, film nights etc. It has been tricky at times with children in seperate schools.</i></p> <p>6. <i>Same uniform. It will be nice for my kids to have the same uniform and feel they are in the same school. It's a tricky transition from Gele to elfod and this should support transition.</i></p> <p>7. <i>I feel Elfod needs to increase more play based activities. It's a difficult transition from Glan Gele and feel Elfod remove all play/toys and more is needed to support play.</i></p> <p>8. <i>I hope this does not involve staff cuts and budget cuts. Many schools in Denbighshire have bespoke newbuilds and I feel our children are missing out on this. The quality of teaching is good in both schools and this is important to maintain.</i></p>	
<p>As this response mentioned identifiable individuals, it has been summarised for this report into the following key areas:</p> <p>Financial Concerns: There are worries about potential financial issues of merged schools and their impact on staff.</p> <p>Leadership Concerns: Concerns exist about changes in leadership and its potential effects on staff dynamics.</p> <p>Preference for New Leadership: Many believe that new leadership would be beneficial to address these concerns.</p>	<p>Any reductions in school budget would be subject to existing CCBC transitional funding arrangements.</p> <p>The governing body will draft a new staffing structure, and any changes will be consulted on with staff and unions. It is anticipated that current staff from both schools will be slotted into relevant and appropriate positions within the new structure. However, leadership roles could be restructured, and the headteacher position will be advertised if a decision to amalgamate is made.</p> <p>Any staff changes will follow set guidelines and ensure that all processes are fair and transparent.</p>

4. ESTYN Feedback

ESTYN did not provide any feedback at this stage but did respond during the initial consultation to say that “Estyn considers that the proposal is likely to, at least, maintain the standard of education provision in the area.”

ESTYN's full response at the consultation stage can be viewed on the following webpage: <https://www.conwy.gov.uk/en/Resident/Education-and-Families/Education-Consultations/documents/Consultation-Ysgol-Glan-Gele-Ysgol-Sant-Elod/Consultation-Report-Proposed-Amalgamation-Abergele.pdf>

5. Cabinet Decision

Conwy County Borough Council Cabinet Members met on the 18th February 2025 to discuss the proposed amalgamation of Ysgol Glan Gele and Ysgol Sant Elfod and gave approval to formally publish the Statutory Notice (for the amalgamation of Ysgol Glan Gele and Ysgol Sant Elfod).

This started a notice period of 28 days which allowed any interested stakeholder the opportunity to submit their views on the proposal.

The notice period began on the 28th of April 2025 and ended at midnight on the 25th of May 2025.

The decision on whether to formally amalgamate Ysgol Glan Gele and Ysgol Sant Elfod will go before Conwy Cabinet 12th of August 2025.