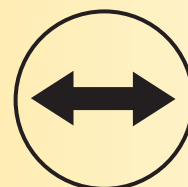


Consultation on Regulations Relating to the Review of the School Staffing Structure in Wales

Date of Issue: **19 May 2005**

Action Required: **Responses by 30 June 2005**

Consultation
Document



School
Governance and
Management



www.dysgu.cymru.gov.uk
www.learning.wales.gov.uk

Adran Hyfforddiant ac Addysg
Department for Training and Education



Llywodraeth Cynulliad Cymru
Welsh Assembly Government

- Title of document:** Review of Schools' Staffing Structures Consultation on:
• The Education (Review of Staffing Structure) (Wales) Regulations 2005
- Audience:** **10% of head teachers at schools in Wales;** General Teaching Council for Wales; Professional Associations and Teaching and Support Staff Unions; Local Education Authorities; Estyn; Diocesan Organisations; other interested parties.
- In line with recent Schoos Workload Advisory Panel (SWAP) guidance a list of schools consulted is attached at annex B.
- Overview:** This consultation seeks views on the draft Education (Review of Staffing Structure) (Wales) Regulations 2005.
- Action Required:** Any comments which consultees might have on this document should be sent to the Welsh Assembly Government by **30 June 2005**. Comments can be made in writing to Gail Deane at the address below. Comments can also be made by e-mail to staffingreview@wales.gsi.gov.uk. Please enter "Review of School Staffing Structures" in the subject box.
- Further information:** Further information about this consultation can be obtained from Gail Deane at the address below or by e-mailing gail.deane@wales.gsi.gov.uk. (Please do not use this e-mail address for consultation responses.)
- Additional copies:** This consultation document is available on the Internet at www.learning.wales.gov.uk and can be copied from there. Alternatively, more copies of this consultation document are available from: Helen David at the address below or by telephone on 029 2080 1483 or by e-mailing Helen.david@wales.gsi.gov.uk. (Please do not use this e-mail for consultation responses).
- Postal address:** Teaching and Leadership Division, Welsh Assembly Government, Cathays Park, Cardiff, CF10 3NQ.

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**

Contents

Summary	1
Background	3
Proposals – Regulations and draft guidance	4
Timing	4
Advice and Consultation	5
Head Teachers' Work Life Balance	5
Advantages of introducing the Regulations	5
Draft guidance	6
Conclusion	6
 Annex A – Draft Education (Review of Staffing Structure) (Wales) Regulations 2005	 7
Annex B – List of schools consulted	11

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	Maeshyfyrd	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	Llanddaniel 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
Penarllog 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
Carreghafa 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 Llwyfran	Llandysul	Ceredigion		SA44	4HP
Ysgol Gynradd Llangeitho	Llangeitho	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	Letterson	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	Cardmarthenshire		SA15	5BG
Carway C.P. School	Carway	Kidwelly	Cardmarthenshire		SA17	4HE
Betws C.P. School	Betws Road	Betws	Ammanford	Cardmarthenshire	SA18	2HE
Llansadwrn C.P. School	Llansadwrn	Llanwrda	Cardmarthenshire		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
Cilfrw 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	CF64	2JS
Llanfair C.P. School	The Herberts	St Mary Church		Nr. Cowbridge	CF71	7LT
St Illtyd'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	Brynna, Llanharan		Glamorgan	CF72	9QJ
Dolau County Primary School	Bridgend Road	Llanharan		Pontyclun	CF72	9RP
Graig-Y-Wion Primary School	Albert Road	Graig		Pontypridd	CF37	1LA
Llanilltud Faerdref Primary	St Illtyd'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
Llwyncrwn 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 Fargoed 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
Pontygof Primary School	Pontygof	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	Homfield 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