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## Consultation – summary of responses

School term dates: Proposals  
for reforming how school term  
dates are set for all maintained  
schools in Wales



## School term dates: Proposals for reforming how school term dates are set for all maintained schools in Wales

|                            |   |
|----------------------------|---|
| <b>Audience</b>            | Local authorities in Wales including their respective directors of education; governing bodies of voluntary aided and foundation schools in Wales; diocesan authorities; teaching unions; ESTYN; the WLGA/ADEW; the Children’s Commissioner for Wales; Pupil Voice Wales and other children and young people’s representative bodies.   |
| <b>Overview</b>            | This document summarises the responses received to a consultation on the Welsh Government’s proposals to reform the way in which school term dates are set for all maintained schools in Wales.   |
| <b>Action required</b>     | None – for information only.  |
| <b>Further information</b> | Enquiries about this document should be directed to:<br>Schools Governance and Organisation Branch<br>Schools Management and Effectiveness Division<br>Department for Education and Skills<br>Welsh Government<br>Cathays Park<br>Cardiff<br>CF10 3NQ<br><br>e-mail: <a href="mailto:SMED2@wales.gsi.gov.uk">SMED2@wales.gsi.gov.uk</a> |
| <b>Additional copies</b>   | This document can be accessed from the Welsh Government’s website at <a href="http://www.wales.gov.uk/consultations">www.wales.gov.uk/consultations</a>   |
| <b>Related documents</b>   | Education Act 2002 (English only)<br><a href="http://www.legislation.gov.uk/ukpga/2002/32/contents">www.legislation.gov.uk/ukpga/2002/32/contents</a>   |

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# **1. Background**

## **Background to proposals for reforming how school term dates are set for all maintained schools in Wales**

1. The Welsh Government is committed to find ways to help those families who experience problems as a result of variations in school term dates throughout Wales, and therefore school holidays. These problems include difficulties with finding childcare, as well as meeting additional childcare costs.
2. Our proposal is to harmonise school term dates for all maintained schools in Wales, with variations occurring very occasionally and only where they can be justified. Currently, variations in term dates can happen between different local authorities (LAs), as well as between different types of school within a single LA area.
3. We think that this can be done by making the organisations which currently have responsibility for setting term dates for all maintained schools in Wales work together, so that they agree school term dates on a Wales-wide basis. Where this does not happen, or there is good reason to think that the school term dates which have been agreed need to be altered, we would like the Welsh Ministers to be able to step in to make sure that appropriate term dates are set.

### **The current position**

4. The current position is that LAs set term dates for community, community special, voluntary controlled and nursery schools, while school governing bodies do the same for voluntary aided and foundation schools. This is due to the provisions of section 32 of the Education Act 2002.
5. There is no legal responsibility placed on either LAs or the governing bodies of voluntary aided and foundation schools to work together to harmonise term dates across Wales.
6. In addition, the current law does not allow the Welsh Ministers to exercise control over or intervene in the setting of school term dates and school holidays.

### **The consultation proposals**

7. The consultation proposed that the current law is amended to enable harmonisation of term dates to be achieved, and set out 5 proposals for change:
  - a) placing a responsibility on all LAs and the governing bodies of voluntary aided and foundation schools in Wales to work together to take all reasonable steps to reach agreement regarding term dates;
  - b) giving the Welsh Ministers the discretion to effectively “set” school term dates for all maintained schools in Wales, should they believe that this is required;

- c) making it necessary for LAs and relevant governing bodies to demonstrate that they have agreed term dates, if they have been able to reach agreement;
  - d) not limiting the Welsh Ministers' powers to set school term dates to cases where agreement on term dates has not been reached, and allowing the Welsh Ministers to be able to set different term dates for different types of school or LA areas (or parts of areas) if they believe this to be necessary; and
  - e) giving the Welsh Ministers a regulation-making power to allow them to prescribe the detail of how a consultation on the use of their term date-setting powers is to be carried out.
8. Welsh Government officials, on behalf of the Welsh Ministers, undertook a 12-week web-based consultation on these proposals to reform the way in which school term dates are set in Wales. The consultation ran from 3 September to 26 November 2012, and included a child-friendly version of the consultation document.
9. A copy of the consultation documents can be accessed at:

<http://wales.gov.uk/consultations/education/schooltermdates/;jsessionid=30146D7A4679311807DD82E63F3F4FF1?status=closed&lang=en>

## 2. The consultation

### The consultation process

1. The consultation document published by the Welsh Government on its website asked for feedback on the consultation proposals to reform the way in which school term dates are set.
2. Respondents were invited to consider specific questions about the proposals, and were encouraged to make any other points relating to them that they considered necessary. They were also asked to consider the potential impact of the proposals on equality issues.
3. As well as the consultation document being published on the Welsh Government's website, the consultation exercise was promoted via direct electronic mailings to local and diocesan authorities, governing bodies of foundation and voluntary aided schools, teaching unions and other interested parties such as the Welsh Local Government Association and Her Majesty's Inspectorate for Education and Training in Wales. A child-friendly version of the consultation document was also produced, and various child-centred organisations such as the Children's Commissioner and Pupil Voice Wales were also contacted directly via electronic mail.

### Responses received

4. In total, we received 55 responses to the consultation which included two responses from children/young people to the child – friendly version of the consultation document. One of the responses, from the Catholic Education Service, was from outside Wales and reflected the views of many of the governing bodies of voluntary aided schools within Wales who responded to the consultation.
5. The 55 responders can be categorised as follows:

|                             |    |
|-----------------------------|----|
| Local Authorities/Consortia | 13 |
| Diocesan Authorities        | 3  |
| Unions                      | 8  |
| Schools                     | 13 |
| Representative bodies       | 5  |
| Individuals                 | 11 |
| Children/young persons      | 2  |

### Findings from consultation

6. An analysis of the responses to this consultation is set out in the following pages.

7. This report does not address any consultation responses which were outside the scope of this consultation. Where appropriate, these responses were passed on to the relevant branch within the Department for Education and Skills to be considered and taken forward.

### 3. Overview of consultation responses

1. The consultation document asked 6 specific questions on the proposals for changes to how school term dates are set, and 2 more general questions.
2. Unless stated otherwise, throughout this report percentages are expressed as a measure of those answering each question, not a measure of all respondents. All such percentages have been rounded up or down to the nearest whole number.

#### **Q1. Do you agree with our first proposal that local authorities and the governing bodies of voluntary aided and foundation schools in Wales should have responsibility to take all reasonable steps to reach agreement regarding term dates for each school year?**

3. There was broad agreement with this proposal. Of the 48 respondents who answered this question, 37 respondents agreed with the proposal, 6 respondents did not agree, and 5 neither agreed nor disagreed.
4. Within the 48 responses to this question, 11 were from LAs and consortia. Of these 5 respondents agreed with the proposal, 4 disagreed and 2 neither agreed nor disagreed.
5. A strong majority (88%) of responses from all 48 respondents who provided a response to this question (which includes responses from LAs and consortia) either agreed or neither agreed nor disagreed with this proposal. Overall, the majority (64%) of the 11 LAs and consortia who provided a response did likewise.
6. The Welsh Local Government Association (WLGA) and the Association of Directors of Education in Wales (ADEW) described themselves as being in “*support*” of the approach taken in this proposal.
7. Governors Wales also supported this proposal, agreeing that “*a responsibility in law is needed*”.

#### **Comments**

8. Some of the positive comments provided by respondents included:

*“It is ridiculous that it does not already happen.”*

*“This is a positive way forward.”*

9. Other respondents, while agreeing with the proposal in general, voiced a note of caution, making comments such as:

*“This does make sense but agreement needs to take account of all parties’ interests and needs and be made in good time.”*

*“So long as the religious demands are met. Catholic Schools as, “Easter People” need to be in school for Holy Week.”*



10. Where respondents did not agree with this proposal, comments included:

*“I think the decisions should be made centrally and LEA’s told when the dates are. Too many people making one decision could be a disaster.”*

*“This has existed for a long time and local authorities cannot get a blanket agreement.”*

## **Overview**

11. The majority of respondents who provided a response to this question agreed with the proposal that a responsibility is placed on LAs and relevant governing bodies to take all reasonable steps to reach agreement regarding term dates.

12. It is anticipated that LAs and relevant governing bodies will be able to take account of the religious requirements of voluntary aided faith schools when working towards agreeing term dates. The Welsh Government also is alert to the need to pay due regard to the concerns of these schools.

**Q2. Do you agree with our second proposal that the Welsh Ministers are given the discretion to effectively direct local authorities and appropriate governing bodies on the setting of school term dates, should they believe that it is necessary to do so?**

13. There was broad agreement with this proposal. Of the 45 respondents who answered this question, 28 respondents were in agreement with the proposal, 13 did not agree and 4 neither agreed nor disagreed.

14. This means that a sound majority (71%) of respondents who provided a response to this question either agreed or neither agreed nor disagreed with this proposal.

15. Her Majesty’s Inspectorate of Education and Training in Wales (ESTYN) was also supportive of this proposal, commenting:

*“ ....the Minister should have the right to intervene if local authorities and school governing bodies fail to agree”*

16. However, some respondents disagreed with the principle of the Welsh Ministers having the power to effectively set term dates. Concerns about the importance of the timing of the Easter break, and the need to ensure that term time extended up to Maundy Thursday in Holy Week were also expressed.

## **Comments**

17. Some of the positive comments provided by respondents included:

*“Yes, I totally agree with this. A central decision whilst not pleasing everyone is going to be a fairer option.”*

*“...yes as we are a small country and it makes no sense to have the potential of 22 different patterns of school holidays”.*

18. Some respondents felt that the Welsh Ministers should only exercise their powers in limited circumstances. Such responses included the following comments:

*“As long as it is for pertinent reasons”*

*“In rare situations”*

19. Those respondents who disagreed outright with this proposal were often from voluntary aided faith schools and faith-based organisations. Comments included:

*“We are a democracy and as such ought to be able to exercise our democratic rights”.*

*“For ministerial direction to be imposed seems to be a draconian step...”*

## **Overview**

20. The majority of respondents who provided a response to this question either agreed with or neither agreed nor disagreed with this proposal.

21. However, the Welsh Government is alert to the concerns voiced by some voluntary aided faith schools and other faith-based organisations.

### **Q3. Do you agree with our third proposal that local authorities and school governing bodies are to demonstrate that they have agreed term dates?**

22. There was strong agreement with this proposal. Of the 42 respondents who provided a response to this question, 33 respondents were in agreement with the proposal, 4 respondents disagreed and 5 neither agreed nor disagreed.

23. This translates into a strong majority (90%) of respondents who provided a response to this question either agreeing or neither agreeing nor disagreeing with this proposal.

24. However, although there was a good level of agreement to this proposal, some respondents qualified their agreement (for example to take account of LAs needing to have regard to faith schools and Holy Week).

25. Other respondents expressed concerns that demonstrating agreement may be an exhaustive and administratively burdensome process.

26. ESTYN commented that they believed that LAs and school governing bodies should “demonstrate” that they have agreed on term dates 5 years in advance.

## **Comments**

27. Some of the positive comments provided by respondents included:

*“ ..This is very important”*

*“There should be some way of us (normal people) seeing that the LAs have made every effort to discuss”.*

28. Other respondents qualified their agreement with such comments as:

*“Only in so long as the LA regard the Human Rights of Christians to be in school for the most important week of the year”.*

*“But only if they can evidence that they have done so collaboratively”*

## **Overview**

29. The majority of respondents who provided a response to question 3 either agreed with or neither agreed nor disagreed with this proposal.

30. The Welsh Government appreciates that there are concerns regarding the “demonstration” process being potentially exhaustive, and will reflect on possible ways to address this issue.

31. The Welsh Government notes ESTYN’s proposal that school term dates should be “demonstrated” 5 years in advance. However, the consultation has shown that while some LAs set term dates 5 years ahead, others set dates only a couple of years in advance.

### **Q4. Do you agree with our view on how the process of local authorities and governing bodies demonstrating that they have agreed term dates could work? This is set out in paragraphs 4.6-4.9 of the consultation document.**

32. Again, there was broad agreement to the proposed “demonstration” process referred to in question 4. Of the 42 respondents who provided an answer to this question, 23 respondents agreed with the proposals, 8 disagreed and 11 neither agreed nor disagreed.

33. This translates into a good majority (81%) of respondents who provided a response to this question either agreeing or neither agreeing nor disagreeing with the proposed “demonstration” process.

34. Some respondents, whilst either agreeing in principle with the proposed process or neither agreeing nor disagreeing, did comment that they felt that the process may be overly burdensome.

## **Comments**

35. Some of the positive comments provided by respondents included:

*“It is reasonable to request that any agreement between Local Authorities and Governing Bodies are outlined in a letter”*

36. Other respondents, while agreeing or not disagreeing with the proposal in general, voiced a note of caution making comments such as:

*“I think that there is excessive administration and meeting time in this process.”*

37. Where respondents did not agree with this proposal, comments included:

*“It totally disregards the religious and curriculum demands of Catholic schools who have RE as a core subject.”*

## **Overview**

38. The majority of respondents either agree or neither agree nor disagree with the Welsh Government’s view of how the process by which LAs and governing bodies are to demonstrate that they have agreed term dates could work.

39. As concerns have been expressed regarding the administrative burden which such a process may place on LAs and governing bodies, the Welsh Government will explore possible ways of addressing this issue.

40. The Welsh Government is mindful of the concerns voiced regarding the needs of faith schools, and will give due consideration to such concerns when exploring possible legislative amendments

**Q5. Do you agree with our fourth proposal that the Welsh Ministers’ power to direct local authorities and relevant governing bodies should not be limited to cases where term dates cannot be agreed, and should allow for varying term dates to be set for different types of school or local authority areas (or parts of local authority areas)?**

41. This proposal proved to be the most controversial. Of the 43 respondents who provided a response to this question, 17 respondents agreed with the proposal, 20 respondents disagreed and 6 neither agreed nor disagreed.

42. This translates into an overall majority (53%) of respondents who provided a response to this question either agreeing or neither agreeing nor disagreeing with the proposal. When the 12 responses who offered no comment to this question are factored in as part of the 55 total consultation responses (i.e. including those consultation responses which did not provide an answer to question 5), then 64% of all responses did not voice disagreement with this proposal.

43. Some respondents did not believe that the Welsh Ministers should be able to effectively overrule any agreement between LAs and governing bodies on term dates. Others raised the point that the second “limb” of this proposal on allowing different term dates to be set for different LAs etc. could be viewed as contradicting the main proposals of harmonisation of school term dates.

## Comments

44. Governors Wales commented that:

*“This power is necessary”.*

45. The WLGA/ADEW were also positive, saying in relation to the second “limb” of this proposal:

*“.....Such flexibility will be of benefit to children and young people and is welcomed by local government”.*

46. Other respondents, while agreeing or not disagreeing with the proposal in general, qualified their views by making such comments as:

*“Agree on the basis of full consideration with the affected areas with a view to reach agreement prior to powers being invoked.”*

*“...We believe that the overriding principle and priority must be consistency and exceptional circumstances must be truly exceptional.”*

47. Where respondents did not agree with this proposal, comments included:

*“I believe that there should be a universal term date system.”*

*“I believe it should be all or nothing. Too many changes or different rules for different schools will be chaos especially where a family may have schools in different authorities or if parents work in different authorities”.*

## Overview

48. The majority of those respondents who provided an answer to this question either agreed or neither agreed nor disagreed with this proposal (and the majority of all 55 responses to the consultation did not voice disagreement with this proposal).

49. The Welsh Government notes the concerns raised about the need for there to be a “universal” date setting system.

**Q6. Do you agree with our fifth proposal that the Welsh Ministers should be given a regulation-making power to allow them to prescribe the detail of how consultation on the use of their powers relating to school term dates must be carried out?**

50. Again, there was broad agreement with this proposal. Of the 42 respondents who provided an answer to this question, 24 respondents agreed with the proposal, 7 respondents disagreed and 11 neither agreed nor disagreed.

51. This means that 83% of respondents who provided a response to this question either agreed or neither agreed nor disagreed with the proposal.

52. Those expressing agreement or neither agreeing nor disagreeing with this proposal sometimes commented to the effect that giving the Welsh Ministers the power to provide for the consultation process was in keeping with the proposals for the Welsh Ministers to determine school term dates.

### **Comments**

53. Positive comments included:

*".. Regulation-making powers are needed as back up..."*

54. Other respondents, while agreeing or not disagreeing with the proposal in general, qualified their views by making such comments as:

*"If you are asking whether the Welsh Ministers should be given regulation-making powers to consult upon and set term dates, then we would agree....."*

55. Where respondents did not agree with this proposal, this was often because they did not agree with the Welsh Ministers having the power to determine school term dates. Comments included:

*"I do not agree that the Welsh Ministers should have powers over setting school term dates at all".*

### **Overview**

56. The majority of respondents who provided a response to this question either agreed or neither agreed nor disagreed with this proposal.

57. The Welsh Government will reflect on the responses received when considering how best to set the parameters of consultation on the use of the Welsh Ministers' powers.

### **Q7. Equality Impact Assessment.**

**We would welcome your views on the potential impact of all of our proposals on:**

- a) disability**
- b) race**
- c) gender and gender reassignment**
- d) age**
- e) religion and belief and non-belief**
- f) human rights**

58. Many respondents either chose not to comment, or responded along the lines that either they did not see any equality issues, or did not feel that the proposals

would have an “undue impact” or were inappropriate. This was the case for 32 of the 55 total responses, which makes up 58% of all responses.

59. Where respondents did see potential issues, it was usually due to the possible impact on faith schools and faith/religious beliefs including non-Christian faiths. This was raised by 22 of the 55 total responses, which makes up 40% of all responses.

## Comments

60. The respondents who voiced the view that they did not see any equality issues, or did not feel that the proposals would have an “undue impact” or were inappropriate made such comments as:

*“These proposals are appropriate and take account of varied views, beliefs and other rights”*

*“I do not believe there would be undue impact on any of the above groups”.*

61. Respondents who raised concerns about the potential impact of the proposals on faith/religious beliefs made such comments as:

*“The proposals impinge on our Human Rights as well as our religious beliefs”.*

*“Sensitivity is needed especially with the Easter holidays. Being in school during Holy Week would be important in some church schools in order to give special attention to the MOST IMPORTANT celebration in the Christian calendar. Without Easter, Christianity would not exist. Forcing schools to close before Maundy Thursday could be seen, by some denominations, as a way of undermining the Christian faith.”*

*“Consultation with Head teachers .....has identified that these proposals may have an impact on faith schools who have expressed their desire that Holy Week is always part of the school term. There is a significant impact therefore on those schools with designated religious character.”*

## Overview

62. The majority of respondents to the consultation saw no potential equality issues with the proposals, or did not feel that the proposals would have an “undue impact” on equality issues or were inappropriate.

63. However, the Welsh Government notes the issues raised in relation to faith/religious beliefs. In the main, these relate to concerns that the proposals to harmonise school term dates will impact upon the religious requirements of faith schools.

**Q8. We have asked a number of specific questions. If you have any related issues which we have not specifically addressed, please use this space to report them.**

64. While 18 out of the 55 respondents to the consultation (33%) chose not to raise further issues, many respondents took the opportunity to raise such issues.
65. Some of the issues raised were outside the scope of this consultation. Such issues are not commented upon here but have been passed, where appropriate, to the relevant branch with the Department for Education and Skills.
66. One of the most popular comments involved changes to the pattern of the school year, for example to have a 5 or 6 term year. It is notable that ESTYN raised this issue, saying:
- “... Children can take a step back over the long summer holiday period. Valuable time is spent at the beginning of the school year ensuring that pupils catch up. Longer holidays during the winter months may also reduce the number of school closures due to bad weather or heating problems.....If schools are closed for longer during the winter months, school heating costs would be reduced.”*
67. Another popular comment was that the spring and summer term should be of equal length, with a “set” couple of weeks break between the two terms no matter when Easter might fall. This would mean that only Good Friday and Easter Monday would be taken off school if the 2 week break happened not to fall over Easter.
68. In service training (INSET) days were also a popular topic, with several respondents querying why the consultation did not encompass the Welsh Ministers being able to intervene in the setting of INSET days.
69. One respondent also asked if term dates could be harmonised with England.
70. Those that were against harmonisation of school term dates often took the opportunity to comment again on why they were against the proposals. Many of these respondents were voluntary aided faith schools, or faith based organisations.
71. A couple of respondents were of the view that the reasons given for bringing forward the consultation proposals (i.e. families facing problems with finding and financing additional childcare) were not sufficient to justify changing the way in which school term dates are set.
72. One respondent who was against the proposals to harmonise term dates commented that the increase in demand for holidays, leisure facilities and other services would lead to inflated prices and problems with availability. Instead, the respondent suggested having a “rolling” programme of holidays throughout the year.



73. A couple of respondents made the point that there might be an increase in unauthorised absence due to term time holidays being taken, if term dates were to be standardised.

### Comments

74. General positive comments included:

*“This proposal is long overdue and should simplify learning across Wales.”*

*“I think that harmonisation of school term dates is an excellent idea”.*

75. Comments regarding (both for and against) changes to the pattern of the school year included:

*“Consideration be given to changing the pattern of the school year as per previous ESTYN recommendation.....”*

*“As a school governor, I would like to raise the whole issue of August holidays. This is often the wettest month of the year. ....Wouldn't it be a chance now that the subject is being considered to follow Scotland and Ireland in breaking up at the end of June and going back to school mid August?”*

*“..... disagree with any further plans, ...that would allow the Welsh Government to change the number of school terms in Wales”*

76. Comments in support of having a “set” 2 week break instead of a floating Easter break Easter included:

*“There is good research to show that unequal term lengths are not as effective as more regular terms. Clearly the only way to do this is to fix the term lengths and let the Easter weekend become a long weekend whenever it falls”*

*“Other proposals I would make would be to ensure that the Easter break, as far as possible, is allocated during a specific time of year in order to even out the terms...”*

77. Comments in favour of synchronisation of INSET days included:

*“We are aware that schools closing for INSET days create MORE problems in a number of areas than the different dates for school terms ....”*

*“The problems described with respect to childcare provision.... Are not limited to term dates but extend to the setting of INSET days...”*

78. Comments against the proposals to harmonise school term dates in general included:

*“It would appear that one of the major drivers of this proposal is not to inconvenience parents.....We do not believe that education policy should be driven by convenience, but rather by a sound philosophy of education , which for Catholic schools includes the importance of the liturgical year as Catholic parents would expect..... we would stress that it would be unconscionable if a Catholic school was forced to celebrate their Catholic way of life in a way directed by an external agency rather than as required by the religious authority which is responsible in Canon law for its religious designation.....”*

## **Overview**

79. It can be seen from the strength of the response to the five consultation proposals underpinning plans for the harmonisation of school term dates (which are covered in Qs.1 -6 of the consultation responses) that there is general support for these proposals being taken forward, and the appropriate legislative changes being made.
80. The Welsh Government does not currently have any plans to consider changes to the pattern of the school year, for example to have a 5 or 6 term year with a shorter break in the summer.
81. At present, it is not possible to bring forward the legislative changes which would be needed to enable the synchronisation of INSET day dates. This is due to the power to provide for who may set INSET days currently lying with the Secretary of State for Education, who is a Minister in the UK government.
82. LAs and governing bodies could investigate whether there is an appetite to synchronise term dates with those of England when working together to agree dates. However, it must be remembered that the purpose of these proposals is to harmonise school term dates for all maintained schools throughout Wales.
83. The Welsh Government is alert to the need to pay due regard to the requirements of faith schools and all other faith/religious needs when considering bringing forward legislation on school term dates.
84. The difficulties experienced by families with finding and financing additional childcare when school term dates are not harmonised may be said to outweigh the potential problems of increased holiday and other facility costs/availability during “peak” periods. The Children’s Commissioner alluded to the hardship that can be caused to families if they need to meet additional child care costs, saying:

*“Whilst these proposals for reforming school term dates aren’t a childcare policy per se the changes outlined in the document will mean that some families in Wales will not have additional childcare costs during school holidays and this is to be welcomed”.*

## **4. Next steps overview**

The Welsh Government will reflect on the responses to this consultation, and consider how best to bring forward any legislative amendments which are believed to be required.

## **5. List of respondents**

1. St John Lloyd R.C. Primary School, Cardiff
2. Undy Primary School, Undy
3. Bishop of Llandaff School, Cardiff
4. Tom Pearson (educational psychologist), Cardiff
5. UNISON, Wales
6. Minera Primary School, Wrexham
7. ASCL Cymru
8. St. Nicholas Church in Wales (VC) Primary School, St. Nicholas
9. Governors Wales
10. The Presbyterian Church of Wales, Porthaethwy
11. Rhondda Cynon Taf Local Authority
12. St. Patrick's RC VA Primary School, Newport
13. St. Joseph's RC VA Cluster of Primary Schools, Newport
14. St. Gabriel's RC Primary School, Newport
15. Royal Welsh Agricultural Society, Builth Wells
16. NUT Cymru
17. UCU Cymru
18. Ceredigion County Council
19. Association of Teachers and Lecturers (Cymru)
20. Pembrokeshire County Council
21. Newport County Council
22. Archdiocese of Cardiff
23. St. Joseph's comprehensive school, Port Talbot
24. The Children's Commissioner

25. Vale of Glamorgan Council
26. UCAC
27. Wrexham County Borough Council
28. NAHT
29. NASUWT
30. North Wales Consortia
31. WLGA and ADEW
32. ESTYN
33. Merthyr Tydfil County Borough Council
34. Catholic Education Service

In addition to the above respondents there were 7 respondents who wished to remain anonymous and 11 respondents (including 2 responses to the young person's version of the consultation document) who replied in a personal capacity.

A further 3 respondents provided a second response from 3 of the named bodies above, but were responding in a different capacity from within those bodies than had been the case for the first response received by the Welsh Government.