



Statutory Consultation – Outcome Report

**Proposal to relocate Mavisbank Primary School to the
Drumpark/Greenhill Campus**

May 2021

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This report is available for inspection at:

- a) Education and Families Headquarters, Windmillhill Street, Motherwell, ML1 1AB
- b) Mavisbank School, Mitchell Street, Airdrie ML6 OEB
- c) Drumpark Primary School, Albert Street, Coatbridge, ML5 3ET
- d) Greenhill Primary School, Albert Street, Coatbridge, ML5 3ET

Via the following link: mavisbankconsultation@northlan.gov.uk

This report has been prepared having regard (in particular) to:

- (a) relevant written representation received by the council (from any persons) during the consultation period;
- (b) oral representations made to the council (by any person) at a Public Meeting; and
- (c) Report by Education Scotland prepared by Her Majesty's Inspectors of Education

This document has been issued by North Lanarkshire Council in accordance with the terms of the Schools (Consultation) (Scotland) Act 2010 and amendments contained in the Children and Young People (Scotland) Act 2014

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1 BACKGROUND

1.1 At its meeting on November 2020, the Education Committee approved the issue of a consultative document that proposed the relocation Mavisbank Primary aged pupils to the Drumpark/ Greenhill campus.

1.2 Appendix (a) of this report contains the consultation report as issued.

1.2.1 The key reasons for the proposal, as set out in the committee paper, were:

- To facilitate increased provision for primary aged children with complex needs within the Central locality.
- To improve the ASN estate by improving the fabric and resources available to meet the needs of individual children through school buildings.
- To increase the capacity in the existing Mavisbank site for secondary aged children who have significant, complex needs, who cannot be catered for in local authority provision at present.
- To repatriate young people to North Lanarkshire provision from out of authority care. To enable this, it will be important to build bespoke packages of care and support, involving social work, educational psychology and health professionals working together to remove barriers to participation and learning. To do this there will be some modification of facilities required within the Drumpark/Greenhill site to enable this.

2 THE CONSULTATION PROCESS

2.1 Consultation Framework

2.1.1 The consultation process was carried out in accordance with the terms of the Schools (Consultation) (Scotland) Act 2010 and the amendments contained in the Children and Young People (Scotland) Act 2014. It is within this statutory framework that Education and Families, has engaged in a consultation exercise with all relevant consultees.

The consultation document developed for consideration included information on:-

- the proposal;
- Implications of the proposal
- the consultation process;
- the arrangements for a public meeting;
- the educational benefits of the proposal;
- equality impact assessment;
- Consultation timeline.

The document also included a Consultation Response Form.

2.1.2 Consultation packs were made available to all relevant consultees. The pack included the proposal document. Consultees were invited to indicate their agreement or disagreement regarding the proposal, and to make comments. The following specific questions were posed:-

- Do you support the proposal to relocate Mavisbank primary aged children to the Drumpark/ Greenhill site?
- Do you have any comments you would like to make regarding this?
- If you have any further comments you wish to make please provide in space below:

2.1.3 The Head Teacher and Parent Council of Mavisbank, Drumpark and Greenhill Primary School were notified of the consultation.

2.1.4 The consultation period commenced on **17 February 2021** and concluded on **31 March** a total of **6 weeks**, which included 30 school days.

2.1.5 Details of the consultation process were made available on a dedicated area of the North Lanarkshire Council website.

2.1.6 A public meeting was held online through Webex on Wednesday 10 March from 7pm until 9pm.

2.1.7 An additional parent and staff consultation meeting for Mavisbank and Drumpark was held on 30 March 2021, and 31 March for Greenhill. These meetings were held online through Webex.

2.2 Relevant Consultees

Consultees were identified according to Schedule 2 of the Schools (Consultation) (Scotland) Act 2010. The relevant consultees included:-

- Parent Council of Mavisbank, Drumpark and Greenhill primary schools
- parents/carers of pupils at Mavisbank, Drumpark and Greenhill primary schools
- staff at Mavisbank, Drumpark and Greenhill primary schools;
- anybody which it has been established by North Lanarkshire Council, whether formally or informally, for the purpose of assisting it in carrying out its functions under Part 2 of the Local Government Act 2003;
- Trades Unions; and
- Pupils at Mavisbank, Drumpark and Greenhill primary schools.

3 **RESPONSES TO THE CONSULTATION**

3.1 Overview of Level of Response to the Consultation

During the consultation period the numbers of consultees who engaged in the process were as follows:-

- Public Consultation Meeting Wednesday 10 March at 7pm – approximately 16 people were in attendance. There was representation from Education Scotland.
- Pupil Consultations were held during the consultation period, as appropriate. 35 children completed the form as representatives of the pupil body. Pupils from Drumpark and Greenhill participated. Mavisbank children were unable to take part due to their complex needs
- Staff meetings held, in preparation for consultation.
- The total number of individual consultee responses received was 125. These responses were emails and survey forms from all stakeholders - 35 pupils, 7 emails and 83 mailbox engagements.

The wide-ranging matters raised by individuals and groups are summarised in Appendix (b) of this report and form the basis for the issues included in section 4 below. Copies of the full consultation responses and minutes of public meetings are available for public reference at the Education and Families, Civic Street, Motherwell.

3.2 Consultation Channels and views expressed

The consultation period ran from 17 February to 31 March 2021.

- 3.2.1 A public meeting was held through Webex on Wednesday 10 March from 7pm until 9pm, there were 16 attendees. An additional meeting was held through Webex for staff on Wednesday 30 March from 4:15-5:15pm where 34 staff attended, and a follow up meeting was held through Webex for parents/carers/pupils at 5:30-6:30pm where 11 attended.

Responses to the proposal could be made electronically to mavisbankconsultation@northlan.gov.uk or in writing, posted to the council headquarters.

There were 7 email responses in total to the proposal.

83 stakeholders completed the consultation stakeholder form, 14 agreed with the proposal, 41 disagreed and 28 people were unsure regarding the proposed relocation of Mavisbank primary aged pupils.

35 pupils completed the consultation form, 28 agreed with the proposal, 6 disagreed and 1 person was unsure regarding the proposed relocation.

4 SUMMARY OF ISSUES RAISED BY STAKEHOLDERS AND EDUCATION & FAMILIES RESPONSE

The issues raised by participants in the consultation have been grouped and considered by Education & Families, under the following headings with the response from the service added in each case:-

4.1 Transport

The safety of all children is paramount. Pupils will continue to receive transport, as appropriate. Given the relative proximity of the two sites (less than two miles / less than ten minutes' drive) it is anticipated that journey times would not increase significantly, and, for some pupils, they may reduce. If the proposal is agreed, a transport plan will be developed to accommodate the additional onsite transport needs. All transportation measures would be considered and implemented in conjunction with existing council policies and in consultation with our internal and external partners.

4.2 Personal Care / Specialist Equipment and Programmes

The children's personal care needs will continue to be planned for, and met, on an individual basis. Where specialist equipment is required to support personal care, movement programmes, medical needs, etc. this equipment will continue to be provided as specified in children's plans. The proposal involves the redevelopment of an area which was formally a gym hall. The planned redevelopment will create a significant amount of additional space within Drumpark. Part of the design will be to ensure that all the correct equipment and facilities are installed within the development. The Head teacher and staff team will plan the use of the additional

space in a way that best meets the needs of all pupils within the school. Individual programmes, e.g. movement programmes, Physiotherapy and Speech and Language Therapy will continue as specified in the child's individualised plan.

4.3 Transitions

If the proposal is accepted, then a plan for transition will be developed. Transitions will be managed by the Head Teachers following a programme of visits to familiarise pupils with their new environment; it is expected that parents and pupils will be fully involved in all aspects of the transition. This, along with the proximity of the two schools, means that there is the opportunity to adopt a flexible, bespoke, approach to transition, creating an exciting and positive experience for everyone. Digital approaches to this in the form of videos which can be watched in school and at home to immerse children in their new environment. Pupils will only transition when the necessary adaptations to meet their individual needs are complete and within the receiving school's capacity.

4.4 School Identity

There are no whole school closures planned. It is proposed that Mavisbank remains open, however those pupils who transition to Drumpark Primary School, will become pupils there.

4.5 Physical Space / Light

Drumpark already benefits from a range of excellent facilities including a large teaching pool, soft playroom, sensory room, gym hall, outdoor spaces, spacious classes and 'break-out' areas. The proposal involves the redevelopment of an area which was formally a gym hall. The planned redevelopment will create a significant amount of additional space within Drumpark. It benefits from high levels of natural light from both sky lights and windows. The areas that have less natural light are designated to be used for a sensory room, toilets, and personal care areas. The Head teacher and staff team will use the additional space in a way that best meets the needs of all pupils within the school. It is important to note that on the 18th March 2021 the Strategic Capital Investment Programme 2021/22 to 2025/26 was approved at Policy and Strategy Committee. The capital budget for the proposed building works has therefore been approved.

4.6 If the proposal goes ahead when will the pupils start?

We are still at consultation stage with all key stakeholders. Until the consultation has ended and the outcome is known, we cannot give a definitive start date. All pupils will continue to attend Mavisbank until the outcome of the consultation is determined. Following a transition plan, Head teachers will arrange a programme of visits to familiarise pupils with their new environment; it is expected that parents and pupils will be fully involved in all aspects of the transition. The main objective will be to provide transition activities so that the children can enjoy an exciting journey into the new facility.

4.7 Class setting

Children will be placed in classes based on assessment of their needs. While class sizes can vary depending on the needs of the children, they will continue to be within designated ratio defined by the Scottish Negotiating Committee for Teachers (SNCT).

4.8 Workforce arrangements

Until the consultation has ended and the outcome of the proposals are known, we are unable to define workforce arrangements. However, classes will continue to be staffed in such a way as to ensure that the needs of all learners are met. If the proposal is approved, then the relevant staffing exercise will take place to ensure that we have the appropriate staff to pupil ratios and the relevant expertise. This would always be undertaken in full consultation with the affected staff members as well as the recognised trade unions and professional associations. As is currently the case, staff will continue to be able to access a range of professional development opportunities to ensure that the needs of all learners are met.

4.9 Drop-off/ Pick-up congestion at Drumpark / Greenhill Campus

Given the increase in pupil numbers at the Drumpark / Greenhill site, concern was raised over possible congestion at drop-off and pick-up points around the campus. This will be monitored and a risk assessment carried out. Where an issue is identified in this regard then the council will work in partnership with the school community and relevant partners to devise a Traffic Management System (TMS) to alleviate any such congestion and mitigate against any identified risks.

4.10 Capacity of shared campus areas

Following the refurbishment work, the capacity of the shared campus will remain within the designated capacity boundaries following the relocation of the pupils from Mavisbank. If capacity issues were to arise for certain facilities at particular times – or for particular events, then the Head Teachers of both schools will work together to plan these activities appropriately. This could involve staggered activities and negotiating time frames.

4.11 Benefits for Mavisbank Secondary pupils

Given that Mavisbank's profile would change from an all-through establishment to a specialist secondary one, then the benefits for the Mavisbank Secondary pupils would be as follows:

- Environment adapted to be more age appropriate
- Enhanced transition experience by moving to a new establishment
- Increase to 4 classes (from 2) allowing for a more bespoke and focussed approach to the curriculum delivered.
- Enhanced vocational education, life-skills development
- Pathways, packages, and partnerships better aligned to age and stage.
- Increased opportunities for peer support activities
- Improved experiences and outcomes

5 SUMMARY OF EDUCATION SCOTLAND REPORT AND RESPONSE OFFERED BY THE SERVICE

The full report provided by Education Scotland is attached as Appendix (c) - please see for full commentary. HM Inspectors endorse the educational benefits of the proposal. The main points are as follows.

The council has outlined the potential educational benefits for the primary aged pupils relocating to Drumpark within the proposal which include:

- Increased interaction with a range of pupils within the shared campus
- Inclusion in a wider range of learning and social contexts
- More modern facilities offering the potential for a broader range of activities
- Children learning alongside a diverse range of other children

The council has outlined the potential educational benefits for the secondary aged pupils remaining within the Mavisbank School which include:

- Environment adapted to better suit the needs and capabilities of the young people
- Enhanced curriculum pathways to be aligned better with young people's age and cognitive development

Clear timescales for proposed adaptations to the current Mavisbank School environment should be shared with all stakeholders. HM inspectors recognise stakeholders' legitimate concerns about increased traffic around the Drumpark and Greenhill school building as part of the proposal. The council should consider this as part of its ongoing planning.

- 5.2 In response to the observations of Education Scotland, Education and Families agree that these findings are consistent with those of the service.

North Lanarkshire Council has a strong track record in engaging with all stakeholders in the aspects of school design, management and operation. The Service will continue to engage with all stakeholders both formally (statutory planning process) and informally (through the schools' management and the parent councils) with regard to the proposals as they proceed, should this proposal be implemented.

6 ALLEGED OMISSIONS OR INACCURACIES

There were no omissions or inaccuracies reported.

7 EQUALITY CONSIDERATIONS

An assessment has been carried out in accordance with the Public Sector Equality Duty and Fairer Scotland Duty. The assessment concluded that the main groups impacted are:

The assessment is attached at Appendix (d)

8 NEXT STEPS

Following the publication of this report, time is allowed for further considerations. A three-week period will lapse before North Lanarkshire Council will take a final decision on whether to implement a final proposal.

The report on this consultation is due to be considered by North Lanarkshire Council's Education Committee on 7 June 2021.

If approved, an implementation group consisting of members of Senior Management from both Mavisbank and Drumpark Primary School, along with parents and pupils from both schools will be established to ensure continued engagement of all stakeholders throughout the relocation.

Appendix (a)

Committee paper outlining the proposal for a statutory public consultation on the proposal to relocate Mavisbank Primary aged pupils to the Drumpark/ Greenhill Campus.

North Lanarkshire Council

Statutory Consultation

**Proposal to relocate Mavisbank Primary School to the
Drumpark/Greenhill Campus**

North Lanarkshire Council Report

Education and Families Committee

approval noting

Ref AM/GM

Date 24/11/20

(PO 35.1) Reconfiguring Intensive ASN Systems and Services

From Anne Munro, Head of Education (South)
Gerard McLaughlin, Head of Education (North)

Email MunroA@northlan.gov.uk **Telephone** 01236 812221

Executive Summary

This report updates elected members on the progress in implementing the approved recommendations arising from the extensive ASN review, agreed by the Education and Families Committee in September 2019, and includes commentary of the multi-partner approach taken to doing this. It enacts the previous committee decision taken relating to intensive education services in the Review of Intensive Social Services for Children and Families in September 2020. It, furthermore, builds on lessons learned in supporting vulnerable young people in the COVID-19 emergency response and recovery periods and the mitigating actions that will be required at the next stage. In particular, the report outlines:

- The strategic reconfiguration of the intensive ASN systems and services to support children and young people with intensive social and emotional needs
- A number of actions to improve the ASN estate, out of existing facilities, as previously established in the Plan for North Lanarkshire Council in March 2019.

Revision of ASN provision is a key programme of work within the revised Plan for North Lanarkshire (March 2020).

Recommendations

The Education and Families Committee is recommended to:

- (1) Note the contents of the report;
- (2) Agree to consult on the proposed changes to locations for ASN schools;
- (3) Agree to consult on the proposed establishment of the We Aspire College;
- (4) Agree to consult on the proposed changes to school management arrangements;
- (5) Note the establishment of 80 Modern Apprenticeship posts for the Integrated Cluster Wellbeing teams; and,
- (6) Approve a further report to come to Education and Families Committee in May 2021 following conclusion of the consultation process.

The Plan for North Lanarkshire

Priority Improve North Lanarkshire's resource base

Ambition statement (22) Facilitate a North Lanarkshire wide approach to asset rationalisation, including with communities and partners

Ambition statement (9) Invest in early interventions, positive transitions, and preventative approaches to improve outcomes for children and young people

1. Background

1.1 In September 2019, the Education and Families Committee approved a review of Additional Support Needs services which established twelve key recommendations for action. Two key recommendations are cited here, which underpin the intentions of the strategic recommendations in this paper.

Recommendation 8: 'Partnership working will be strengthened in a revised Support Around the School model, which will enable greater empowerment of staff to meet the needs of young people and enable a greater connection between needs and the partnership response to them. A more holistic approach to supporting families will underpin this.'

Recommendation 11: 'A clear plan for the future of the ASN estate, which creates Cluster ASN Hubs and specialist provision around the envisaged campus model of the future will be established as part of the Community Investment Fund and developed as part of the ongoing work to prioritise community hub investment proposals.'

1.2 These recommendations and the strategic direction of this report align directly with the policy established in the Plan for North Lanarkshire to ensure that children and young people are catered for within high quality facilities and that ASN provision is at the heart of the Town and Community Hub model as illustrated in Graphic 1 below.

Graphic 1 Town & Community Hubs - Plan for North Lanarkshire

1.3

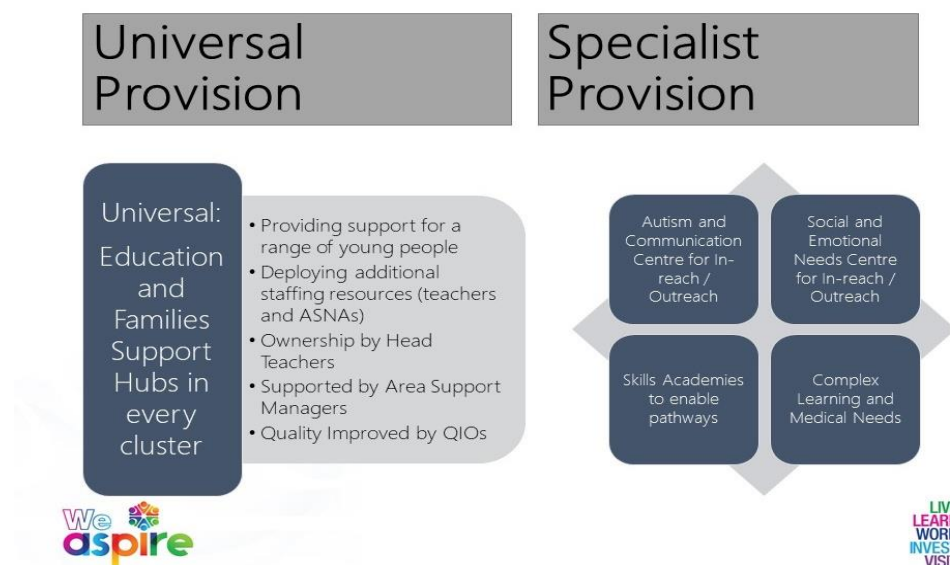


Cognisance must also be given to a number of inter-dependencies and recent policy developments, which whilst not exhaustive include:

- The Empowering Clusters strategy
- Implementation of Shared and Executive Headships
- Rationalisation of the estate as part of the planned Community Investment Fund.

- 1.4 Proposals outlined in this paper have been developed by Education and Families Managers including staff from the Early Learning & Childcare team, the Inclusion team, Assets and Procurement and Corporate Finance. Key considerations derived from these meetings have been incorporated into the models proposed, which include:
- Quality and condition of the fabric of school buildings
 - Financial implications associated with estate re-purposing and school relocation
 - Impact assessment and improvement planning for the ASN sector.
- 1.5 Importantly, the service has had some high quality external evaluations of schools through the national inspection programme overseen by Her Majesty’s Inspectors of Education (HMIE) in the past year. Buchanan High and Redburn School were rated as Good overall, with particular strengths demonstrated. A few schools fell below Satisfactory ratings (Pentland School, Fallside School and Clydeview School). These latter establishments are all smaller, more isolated establishments with significant challenges in relation to buildings and staffing resources.
- 1.6 Within the overarching planning for Education and Families, there is a focus on providing universal, additional and intensive services, with the universal provided by schools, the additional supported by the Integrated Cluster Wellbeing Teams and Bases and the intensive through ASN schools and as appropriate, support from social work or other services as part of an integrated child’s plan. This latter category is also supported by additional services. It is the intensive elements that this paper focuses on. The graphic below, developed in the ASN Review shows this.

Graphic 2



- 1.7 The Service has adopted a formal project management governance structure to lead and monitor the delivery of the overarching ASN strategy which will encompass the achievement of the programme detailed herein.
- 1.8 The actions and recommendations outlined in this paper reflect (and are coherent with) decisions taken in North Lanarkshire Council’s budget setting process for 2020 – 2023.

2. Report

2.1. This report establishes the methodology by which the service's redesign was envisioned by officers, in response to the Council's priorities. A core team of officers in Education and Families assessed a range of propositions to establish their viability, using a RAG status approach to highlight the most promising options for implementation.

2.2. **The Methodology Used to Establish Specific Proposals**

A number of factors were used to establish an approach to prioritising potential rationalisation activities. These are described in the following section.

2.2.1 Strategic fit with the priorities of the Plan for North Lanarkshire

Weighting was attached to the extent to which a proposal might enable the acceleration of the values inherent in the Community Investment Fund, which is designed to drive future priorities in relation to the planning of the future estate of North Lanarkshire Council. This includes a prioritisation matrix, which weights deprivation as the highest factor. Any proposal brought forward has to align with these priorities.

2.2.2 Alignment with the ASN Review: Achievability of Propositions

In the ASN Review there were a number of key recommendations which are being progressed through the actions outlined in this paper. These recommendations set a policy direction for North Lanarkshire Council. Indeed, Recommendation 11 of the ASN Review supports this approach (Section 1.2).

A key test of the propositions was related to the extent to which they aided the achievability of the policy intentions of the ASN Review.

2.2.3 Efficient Use of Resources and Affordability of Proposals

The historic ASN estate provision of North Lanarkshire has meant that there are a number of smaller, more isolated ASN schools which can be more susceptible to challenges in recruiting appropriate staff, and are less easy to naturally integrate with wider services, which can make them less sustainable. Consideration has been given to allowing these smaller establishments to become relocated into some of the more modern campus facilities which have been established, where there is capacity for them to be repurposed.

2.2.4 Location, Suitability and Condition of Buildings; and Value for Money

In each case the condition and suitability of the buildings was considered. This was particularly true in relation to our ASN estate, which requires significant investment, which may take some years to fully realise through the actions being brought forward through the Community Investment Fund.

2.2.5 Educational Benefits Statement

Through the planned proposals it is expected that a number of educational benefits will be achieved on behalf of children and young people with the requirement for intensive services to meet their additional support needs. These points were clearly established in the findings of the ASN Review and include:

- Empowerment of practitioners and local ownership of resources to meet needs
- Improved access to high quality facilities

- Strengthened leadership and management of learning for those with significant additional needs
- Strengthened practice in planning to meet the needs of learners
- Strengthened practice in pedagogy and learning and teaching
- Clearer pathways to mainstream for those who can access such provision
- Strengthened integrated planning with partners.

These will vary according to the precise nature of facilities in question.

2.3 **Proposal to Create a We Aspire College for North Lanarkshire**

It is proposed to create an integrated We Aspire College for SEBN related services in North Lanarkshire Council. This will incorporate a number of existing schools, services and facilities within an overarching operation, under the leadership of an Executive Head Teacher, with overall responsibility for improving outcomes.

2.3.1 This will provide opportunities for children and young people to work within, between and beyond a range of establishments and services. It will facilitate increased collaboration to make more effective use of existing expertise and establish a leadership model which supports achievement of the best possible outcomes.

2.3.2 This model will also provide for Depute Heads with a strategic focus including the following areas, all reporting to the Executive Head Teacher:

- School Programmes Lead
- Vocational Education Lead
- Bespoke Programmes Lead

A key feature of this work will be Inclusion and Equity and officers will work in close partnership with the Virtual School Lead, Digital School Lead and Equity and Improvement Lead Officers.

2.3.3 There is a current, permanent, shared headship arrangement in place for three ASN schools: Willowbank, Fallside and Portland. In addition, education support provided within the Community Alternatives Service to those young people receiving intensive social work, is also managed through the current shared headship arrangement. On a temporary basis, Pentland has been added to this portfolio. Last year, following statutory consultation, Willowbank was moved to St Margaret's High School campus. Willowbank is different in nature from Fallside and Portland, which tend to focus on SEBN issues. Willowbank pupils tend to be more vulnerable and have complex emotional needs.

2.3.4 It is therefore proposed to move Willowbank into the campus management arrangements of St. Margaret's, separating it from the other schools in the shared headship. This is to build on and strengthen existing arrangements. Specifically, it will enable a more flexible interchange of knowledge and activity between the two schools and a more integrated approach to providing access to mainstream educational provision for the young people concerned. The previous experience of St Margaret's having shared a campus with St Dominic's Primary means that there is significant experience in St Margaret's of shared campus arrangements.

2.3.5 As part of this plan, it is also proposed to align Pentland with Portland and Fallside on a permanent basis, as part of the We Aspire College, to provide school-based programmes of education and support for young people between the ages of 5-18. Importantly, the role of the service should be to both enable the semi-permanent and indeed permanent

education of children in intensive arrangements, but where possible, promote a pathway back to mainstream for those who are capable of it and a pathway beyond to employment and training.

Education provision within the Community Alternative setting will also continue to be linked with this portfolio, enhancing the ability to provide tailored support to those young people experiencing a range of adversities who may benefit from an alternative setting. Inclusion of this service as part of the We Aspire College will also strengthen opportunities and pathways for these young people and better connect provision to the wider service fulfilling a key recommendation of the Review of Intensive Social Work Services which reported to Education and Families Committee in September 2020.

2.3.6 It is expected that the main base for the We Aspire College will be located in Coltness High School in an area of the school that had been initially identified for a Support Unit. Additionally, off-site provision for SEBN services will be provided for children in the north area in the Cumbernauld Theatre space and in the central area in Townhead Community Centre. This will be specifically for primary aged children in the main but will enable flexible ways of providing education on a short-term basis, as part of agreed packages of support for older young people by arrangement. It should be noted that there is already existing work progressing to establish ASN senior phase provision as part of the campus plan for the Cumbernauld Theatre and Cinema complex on the Cumbernauld Academy site. This is to involve Redburn and Glencryan jointly in a venture under the working title of Glenburn College. This is separate to the planning for the We Aspire College at this stage but will be linked as the projects progress.

2.3.7 It is furthermore proposed that there be an alignment of all vocational education activity within the purview of the We Aspire College. This is to enable a pathway to employment and training for all young people who experience social and emotional behavioural challenges. This will include the alignment of the following services:

- Skills Academy
- The 7 Day Centre

The 7 Day Centre is currently part of social work intensive services and offers a programme to small cohorts of young people who have disengaged from school and whose circumstances place them at risk of residential care. This proposal will give effect to the recommendation of the Review of Social Work Intensive Services recommended that this service be retained but enhanced through much stronger integration with other educational programmes and qualification pathways.

The benefit of this change will be to streamline management, avoid duplication and ensure that more effective pathways and packages of support are deployed for all young people involved.

2.3.8 It is also expected that there can be a rationalisation of assets in this work, with a focus on building around the existing Skills Academy and strengthening vocational provision and bespoke programmes within existing school (and future town and community) campuses.

2.3.9 All of the elements of the We Aspire College will benefit from the integrated approach to service and support planning which underlies the wider new operating model within Education and Families, ensuring support is delivered holistically in partnership with children, young people and their families. To support this, we will also seek to maximise opportunities for involvement in service and support planning (in line with the *Voice* strand of *The Promise*).

2.4 **Relocation of Existing Establishments within Alternative/Higher Quality Facilities**

In line with the policy established in the Plan for North Lanarkshire to ensure that young people are catered for within high quality facilities, it is also proposed that consultation takes place to strengthen the provision experienced by pupils in Clydeview and Mavisbank Schools. Each of these propositions is outlined in what follows.

2.4.1 Reconfiguration of Mavisbank School

It is recommended that Mavisbank School primary aged children are relocated to Drumpark Primary School, as part of a planned development of the lower mezzanine level of the school. This will facilitate more appropriate provision for primary aged children with complex needs within the Central locality. This will also allow for increased capacity in the existing Mavisbank site for secondary aged children who have significant, complex needs, who cannot be catered for in local authority provision at present.

This proposal is linked to the planned priority (expressed in the ASN Review) to repatriate young people to North Lanarkshire provision, from out of authority care. To enable this, it will be important to build bespoke packages of care and support, involving social work, educational psychology and health professionals working together to remove barriers to participation and learning. There will be some modification of facilities required within the Drumpark / Greenhill site to enable this.

2.4.2 Creation of Shared Headship between Firpark Primary and Clydeview School

There have been a number of reports written by HMIE and the Care Inspectorate in recent years relating to Clydeview School, which provides for children with complex needs in the south area of North Lanarkshire Council. In recent times, there has been pressure on staffing and resources. It has proven difficult to recruit and retain staff and there remain issues relating to a number of aspects of continuous improvement.

It is therefore proposed that Clydeview be moved to the Cathedral Campus, taking over the existing Daisy Park Centre and become part of a shared headship arrangement with Fir Park Primary.

This will strengthen leadership, provide greater depth and breadth of staffing and improve the offering to primary aged children with MLD and complex needs within the South locality.

2.4.3 Reconfiguration of the St. Margaret's Campus

As per section 2.5, the intention is to operate with an Executive Headship in St. Margaret's High School, with the alignment of the management structure of Willowbank and St. Margaret's to reflect this strategic intention.

2.5 **Project Planning**

The work relating to this area will be overseen by a Programme Board, in accordance with North Lanarkshire's Project Management protocols, for the Reconfiguration of Intensive ASN Systems and Services. This will be serviced by a Senior Reporting Officer (SRO) and Reporting Officer (RO) and project team, which will ensure all aspects of the programme plan, including statutory consultation are accomplished successfully and timeously, in relation to the planned critical path for developments.

2.5.1 The work will also adhere to the principles that govern the establishment of Shared and Executive Headships as outlined in the Education and Families Committee Report of May

2020, Developing Executive Headships. These principles include: Community Case; Improvement Case; Leadership Case; Business Case and Service Change Case. In the case of each of these proposals there is a clear business case an improvement case and a service change case, outlined in the relevant sections.

2.5.2 Empowering Head Teachers Leadership Model

The ASN review established that in the future intensive ASN services would be based around four key organisers. These being:

- SEBN
- Autism, Language, Communication (Child Development)
- Complex needs (including medical)
- Curricular Pathways

It is intended to appoint an Executive Head from our existing Head Teacher pool to lead on each of these areas. The first of these is covered in section 2.3 (We Aspire College).

It is expected that initially, such roles would be strategic and a leadership development opportunity for some of our head teacher group. However, over time it is anticipated that these organisers will be used to shape the ASN service offerings within future town and community hubs. There is an expectation that trade unions will be consulted on this development through the normal negotiating machinery. Normal job sizing protocols will apply.

2.5.3 Strengthening the Career Pathway for Learning Assistants

The Update Report on the implementation of the ASN Review for the Education and Families Committee of May 2020 established that there would be thirty Enhanced Learning Assistants (NLC7) established to lead the workforce development programme for the SANA cohort.

It is now proposed to strengthen the career pathway by recruiting eighty Modern Apprentices (NLC3) who will be deployed to the Integrated Cluster Wellbeing teams and will be trained by the NLC7 group. This will be an important step in creating the career pathway for the future Learning Assistant (NLC4) posts, which are currently being consulted on with trade unions.

2.5.4 Use of Community Facilities

There are three CLNL managed centres mentioned within the report (Coltness CC, Townhead CC and Daisy Park CC) none of which are being considered for closure or service cessation at present.

Work is being done to determine mitigation of any adverse impact on those using the facilities (wider access to school spaces may be possible in the evenings for example or use of other facilities in the locality where available).

As regards to Cumbernauld Theatre, work is being done to consider the overall use/operating model for this facility for off-site senior phase learning.

Work will now be done between Education and Families and Enterprise and Communities to:

- Assess the impact on community use;

- Assess the budget implications i.e., any impact on CLNL (and NLC after 1st April 2021) income streams;
- Engage effectively/co-producing the approach with communities/users; and
- Sigh the CLNL Board on the proposals and impact as required.

3. Equality and Diversity

3.1 Fairer Scotland Duty

These proposals have been progressed in line with the policy intention of Fairer Scotland.

3.2 Equality Impact Assessment

An Equality Impact Assessment has been completed and will underpin planning for these proposals, since a number of the young people involved are considered as being from a protected group, due to disability.

4. Implications

4.1 Financial Impact

Through a range of management actions, the proposals outlined in this paper will contribute to the overall efficiencies sought through relocation and rezoning schools, as approved in the Budget Planning process in February 2020. The overall target for that programme of activity is £0.675m for 2021 – 2022. The specific proposals outlined above would contribute £0.321m per annum. The final savings value will be dependent on the outcome of job evaluation and the job sizing toolkit for retained posts.

The proposals outlined in this paper are underpinned by the assumption that Capital funding will be allocated in the next 5-year programme to support the building mergers/modifications outlined in the report. The Service is currently assessing the value of this capital investment with support from colleagues in Asset and Procurement Solutions. The bid process for the new 5-year programme has only recently begun with proposals due to be considered and approved at Policy and Strategy Committee in March 2021.

4.2 HR/Policy/Legislative Impact

Affected staff will be managed in accordance with the appropriate Workforce Change Policies and in consultation with the signatory trades unions. Considerations would include Compulsory Transfer, Premature/Early Retirement, Redundancy/ Redeployment.

The Service would be required to follow the requirements for consulting as set out in the Schools (Consultation) (Scotland) Act 2010. Further stakeholder, community and parental consultation would be required in the event that the Service proceeds with any of the recommendations. An indicative timeline for the consultation process is outlined in Appendix 1.

4.3 Environmental Impact

The carbon footprint will reduce if the numbers of establishments operating was reduced and pupils were catered for in our newer and more energy efficient campuses.

4.4 Risk Impact

If schools were selected for re-zoning it would have a significant impact on the affected pupils / parents / staff.

However, the Service has extensive experience of successfully implementing new school builds, mergers and closures. This includes management of transition arrangements for pupils, updating transport requirements and staff/trade union communication and consultation.

Since a number of proposals involve building sharing with Roman Catholic schools, dialogue will require to take place with the appropriate church representatives.

A Programme Board has been established for the Implementation of the ASN Review.

5. Measures of success

- 5.1 Stakeholder support for the options brought forward.
- 5.2 Successful implementation of planned proposals.
- 5.3 Greater alignment with the Plan for North Lanarkshire community hub model.
- 5.4 Improved quality of service and provision to effectively meet the needs of children, young people and families
- 5.5 Increased numbers of children and young people remaining within their local community.

6. Supporting documents

- 6.1 ASN Review
<https://mars.northlanarkshire.gov.uk/egenda/images/att92041.pdf>



Anne Munro
Head of Education (South)



Gerard McLaughlin
Head of Education (North)

Statutory Consultation

**Proposal to relocate Mavisbank Primary School to the Drumpark/
Greenhill Campus**

Education and Families

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Appendix 1 – Proposed relocation for Mavisbank school primary aged pupils

Appendix 2 - Consultation Timeline

Appendix 3 – Response form

NORTH LANARKSHIRE COUNCIL: EDUCATION AND FAMILIES

Proposal to relocate Mavisbank primary aged pupils to the mezzanine level of Drumpark / Greenhill site.

1 INTRODUCTION

- 1.1 It is recommended that Mavisbank School primary aged children are relocated to Drumpark Primary School, as part of a planned development of the lower mezzanine level of the school. This will facilitate more provision for primary aged children with complex needs within the Central locality. This will also allow for increased capacity in the existing Mavisbank site for secondary aged children who have significant, complex needs, who cannot be catered for in local authority provision at present.
- 1.2 This proposal is linked to the planned priority (expressed in the ASN Review) to repatriate young people to North Lanarkshire provision, from out of authority care. To enable this, it will be important to build bespoke packages of care and support, involving social work, educational psychology and health professionals working together to remove barriers to participation and learning. There will be some modification of facilities required within the Drumpark / Greenhill site to enable this.

2 CONSULTATION REQUIREMENTS

- 2.1 In terms of the Schools (Consultation) (Scotland) Act 2010, the Education Authority is required to publish details of, and consult on any proposal to establish a new school and on any proposal to establish, terminate or otherwise alter the catchment area of a school.
- 2.2 North Lanarkshire Council will not make any decision, or put any changes into effect, until the consultation period has been concluded in line with statutory requirements.
- 2.3 The consultation period will be a minimum of 56 days, which include 30 school days. It begins on 17 February 2021 and finishes on 31 March 2021.
- 2.4 The consultation will involve pupils, parent/carers, Parent Councils and staff of the schools involved, as well as other associated stakeholder and statutory consultees.
- 2.5 An online public meeting will be held on Wednesday 10 March at 7pm
- 2.6 Council officers will be present at the public meeting to discuss the proposal. There will be limited time at the meeting to discuss all issues fully. To ensure that all issues are covered and that those who may be uncomfortable with speaking publicly are heard, advance notice of specific questions or issues to be raised will be accepted in writing up to two days in advance of the meeting – see contact details at 2.9.
- 2.7 At the end of the consultation process, a report will be prepared for North Lanarkshire Council detailing all responses received, summaries of their content and a statement from Education Scotland on the educational aspects of the proposal. Responses to the issues raised through the consultation will also be incorporated in the report. Copies of the report will be available,

prior to consideration by the council, in the affected schools, local libraries and online. It is envisaged that the report will be published on 28 May 2021. The key dates are set out in Appendix 2.

2.8 An online version of the document and other items related to the consultation can be found online at www.northlanarkshire.gov.uk/mavisbank-consultation

2.9 Further information on the proposal can be obtained by sending an email to mavisbankconsultation@northlan.gov.uk

2.10 All interested parties are invited to submit their comments on or before 31 March 2021. There are a number of important reasons for this proposal:

3 Proposal

3.1 The proposal is that Mavisbank primary aged pupils relocate to the mezzanine level of the Drumpark/Greenhill site.

3.2 The reasons for this proposal are:

(1) To facilitate increased provision for primary aged children with complex needs within the Central locality.

(2) To improve the ASN estate by improving the fabric and resources available to meet the needs of individual children through school buildings.

(3) To increase the capacity in the existing Mavisbank site for secondary aged children who have significant, complex needs, who cannot be catered for in local authority provision at present.

(4) To repatriate young people to North Lanarkshire provision, from out of authority care. To enable this, it will be important to build bespoke packages of care and support, involving social work, educational psychology and health professionals working together to remove barriers to participation and learning. To do this there will be some modification of facilities required within the Drumpark/Greenhill site to enable this.

4 EDUCATION BENEFITS STATEMENT

4.1 Through the planned proposals it is expected that several educational benefits will be achieved on behalf of children and young people with the requirement for intensive services to meet their additional support needs. These points were clearly established in the findings of the ASN Review and include:

- Improved access to high quality facilities
- Improved access to a greater variety of different educational experiences
- Clearer opportunities to mainstream for those who can access such provision
- Improved opportunities for peer support activities
- Access to a fully accessible outdoor learning environment

- Empowerment of practitioners and local ownership of resources to meet needs
- Increased opportunities for professional learning and sharing good practice
- Strengthened practice in planning to meet the needs of learners
- Strengthened practice in pedagogy and learning and teaching
- Strengthened integrated planning with partners
- Improved levels of attainment and achievement

4.2 Experience in new school buildings has demonstrated that a new and flexible learning environment inspires staff and pupils and has a positive impact on the general health and wellbeing of stakeholders.

4.3 Spaces for learning will be designated in such a way as to allow a range of teaching styles and approaches, including active learning, interdisciplinary learning and outdoor learning.

4.4 The curriculum will provide the opportunity for learners to achieve across all curricular areas and to develop skills, attributes and capabilities aligned with the design principles of Curriculum for Excellence: challenge and enjoyment, breadth, progression, depth, personalisation and choice, coherence and relevance.

4.5 Children and young people will be provided with a broad range of opportunities for personal achievement and interdisciplinary learning across all curricular areas by building on best practice in curriculum design in North Lanarkshire Schools.

4.6 The provision of high-quality technology for learning will provide the potential to transform ways of learning and teaching by giving young people and staff flexible and embedded access to a fully digital learning environment.

5. COMMUNITY IMPACT

5.1 Mavisbank School is not being considered for closure or service cessation.

- Work is being done to determine mitigation of any adverse impact on those using the existing facilities (wider access to school spaces may be possible in the evenings for example or use of other facilities in the locality where available).

5.2 Work will now be done between Education and Families and Enterprise and Communities to:

- Assess the impact on community use
- Assess the budget implications i.e., any impact on CLNL (and NLC after 1st April 2021) income streams
- Engage effectively/co-producing the approach with communities/users
- Sigh the CLNL Board on the proposals and impact as required.

6 IMPLICATIONS OF THE PROPOSAL

6.1 It is recognised that the change of location for some Mavisbank pupils may be challenging and consideration has been given to how best to support pupils to make the transition as seamless as possible. Staff will work collaboratively with parents and pupils to support pupils in preparing for the transition to the new space being refurbished within Drumpark Primary

School. Each pupil will be offered individualised support, as required, to ensure they are completely comfortable to complete the transition. This may involve visits during and after school.

6.1.2 Pupils will continue to be transported from home to school. Transport contracts will be updated to reflect the different drop off and pick up point. As a result, there is no anticipated impact regarding transport.

6.2 Financial Implications

6.2.1 Through a range of management actions, the proposals outlined in this paper will contribute to the overall efficiencies sought through relocation and rezoning schools, as approved in the Budget Planning process in February 2020. The overall target for that programme of activity is £0.675m for 2021 – 2022. The specific proposals outlined above would contribute £0.321m per annum. The final savings value will be dependent on the outcome of job evaluation and the job sizing toolkit for retained posts.

6.2.2 The proposal outlined in this paper is underpinned by the assumption that Capital funding will be allocated in the next 5-year programme to support the building mergers/modifications outlined in the report. The Service is currently assessing the value of this capital investment with support from colleagues in Asset and Procurement Solutions. The bid process for the new 5-year programme has only recently begun with proposals due to be considered and approved at Policy and Strategy Committee in March 2021.

6.3 HR Implications

6.3.1 Affected staff will be managed in accordance with the appropriate Workforce Change Policies of the Council, and in consultation with the signatory trades unions. Considerations would include Compulsory Transfer, Premature/Early Retirement, Redundancy/ Redeployment.

7 EQUALITY IMPACT ASSESSMENT

An Equality Impact Assessment has been completed and will underpin planning for these proposals, since a number of the young people involved are considered as being from a protected group, due to disability.

8 INACCURACIES OR OMISSIONS

8.1 There is a statutory requirement for the Council to consider any allegation of an inaccuracy or omission in the proposal paper and determine whether the allegation has foundation. Where inaccuracies or omissions are notified to, or discovered by, the Council within this proposal document, the Council will determine if relevant information has, in its opinion been omitted or whether there is in fact an inaccuracy.

Notifiers of any omissions or inaccuracies will be informed of the Council's decision and the reasons for that decision. Notifiers will also be informed of any action. The Council will invite the notifiers to make further representations to the Council should they disagree with the Council's determination or its decision as to whether to take action.

8.2 If the Council has found, either itself or through a concern being raised, that there is an inaccuracy or omission in the proposal paper, it must decide whether this relates to a material

consideration relevant to the proposal.

Where the confirmed inaccuracy or omission relates to a material consideration, there is a duty on the Council to correct it.

- 8.3 Appropriate action will then be taken by the Council depending on whether the inaccuracy or omission relates to a material consideration.

Such action may include withdrawing the proposal and issuing a revised proposal paper for the whole consultation period, or issuing a corrected proposal paper with, if, an extension of the consultation period. In any of these eventualities, all relevant consultees (and, where applicable, the notifier(s) of any omissions or inaccuracies) and HMIE (Education Scotland) will be advised of the action.

Where inaccuracies or omissions are discovered within the proposal document, the Council will determine whether relevant information has been omitted or if there has been an inaccuracy. action will then be taken by the Council, which may include issuing corrections, issuing a corrected proposal document, or an extension of the consultation period. In any of these eventualities, all relevant consultees (and where applicable, the notifiers(s) of any action) will be advised.

- 8.4 Notifiers of any omissions or inaccuracies will also be given the opportunity to make representations if they disagree with the Council's determination of any action on the matter, which may result in the Council making a further determination/decision on the matter.

9 THE STATUTORY CONSULTATION PROCESS – ADDITIONAL INFORMATION

- 9.1 The current requirements for consulting are set out in the Schools (Consultation) (Scotland) Act 2010. This consultation will be carried out in accordance with the Act.

- 9.2 This consultation has been planned in order to meet the following statutory requirements:

9.2.1 The consultation document sets out the details of the proposal.

9.2.2 The proposal paper details the educational benefits of the proposal and other relevant information.

9.2.3 The proposal paper will be published and widely advertised.

9.2.4 North Lanarkshire Council will seek to determine whether there are inaccuracies or omissions within the proposal paper and take such action as it considers necessary.

9.2.5 The consultation period will be a period of at least 6 weeks including at least 30 school days.

9.2.6 Prior to the commencement of the consultation period, the authority will give notice of the proposal to the relevant consultees. The relevant consultees are defined in the Schools (Consultation) (Scotland) Act 2010, and are as follows:

- (a) The parent council or combined parent council of any affected school
- (b) The parents of the pupils at any affected school
- (c) The parents of any children expected by the education authority to attend the affected school within two years of the date of publication of the proposed paper
- (d) The pupils at any affected school (in so far as the education authority considers them to be of suitable age and maturity)
- (e) The staff (teaching and other) at any of the affected school(s)

- (f) Any trade union which appears to the education authority to be representative of the persons mentioned above
- (g) The community council (if any)
- (h) The community planning partnership (within the meaning of section 4(5) of the Community Empowerments (Scotland) Act 2015 for the area of the local authority in which any affected school is situated
- (i) Any other community planning partnership that the education authority considers relevant
- (j) Any other education authority that the education authority considers relevant
- (k) Any other users of any affected school that the education authority considers relevant.

9.2.7 During the consultation period, the authority will hold and be represented at public meetings on the relevant proposal.

9.2.8 The council will involve Education Scotland in the consultation process. This will culminate in Education Scotland preparing and submitting an independent report on the educational aspects of the proposal.

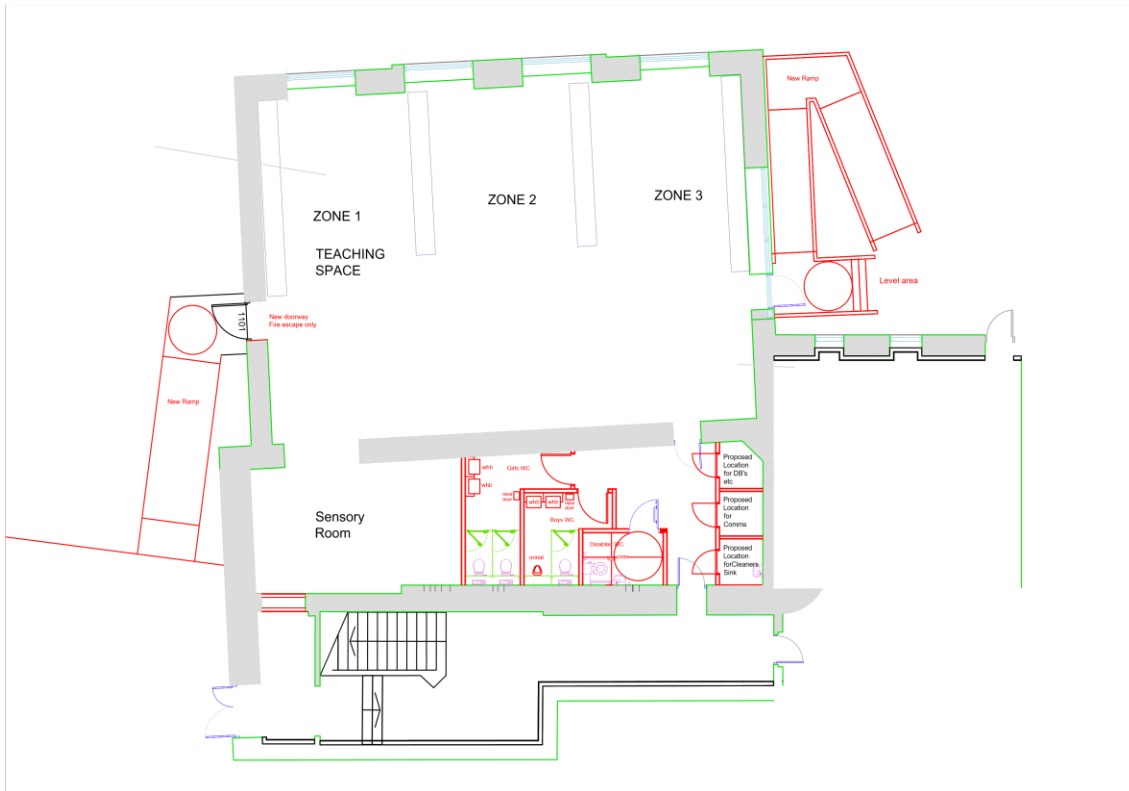
9.2.9 Following the consultation period, the council will prepare and publish a consultation report. The report will be published at least three weeks before a final decision is taken on the proposal.

9.2.10 The consultation timeline provides further information on the timescales for various stages in the statutory process.

Appendix 1

It is recommended that Mavisbank School primary aged children are relocated to Drumpark Primary School, as part of a planned development of the lower mezzanine level of the school.

Please see proposed plan below:



Consultation Timeline

Stages	Date
Phase One- Not relevant as not school closure	
Phase Two	
1. Committee Date	24 November 2020
2. Consultation starts	17 February 2021
3. Public meeting(s)	10 March 2021
4. Consultation Ends	31 March 2021
Phase Three	
5. Report to Education Scotland	14 April 2021
6. Education Scotland produce report	7 May 2021
Phase Four	
7. Consultation Report Published	28 May 2021
8. Time for further consideration – end	11 June 2021
Phase Five	
9. Final Committee Decision	TBC
10. Council Implement Decision	Following Council Approval

Please click on the link below to share your views on the proposal (Ctrl + Click to follow link)

[ASN Statutory Consultation Stakeholder Questionnaire](#)

Consultation Response Form

Proposal to relocate primary aged pupils in Mavisbank to the Drumpark/ Greenhill site.

I am a parent/carer of a child attending Mavisbank

Other interested party

Your Views

1. Do you support the proposal to relocate Mavisbank primary aged children to the Drumpark/ Greenhill site?

Yes

No

Unsure

2. Do you have any comments you would like to make regarding this?

3. If you have any further comments you wish to make please provide in space below:

Please return to School Consultation – Mavisbank consultation, Education & Families, Windmillhill Street, Motherwell ML1 1AB or email to

mavisbankconsultation@northlan.gov.uk



North Lanarkshire Council

Education & Families

Public Consultation Meeting to discuss the Proposal for Relocating Mavisbank to the Drumpark Campus

Wednesday 10th March 2021 7pm-9pm

Remote meeting via WebEx (No of Attendees 15)

Key: Q = Question S = Statement

North Lanarkshire Council Representation

Anne Munro (AM) – Head of Education (South)

Janie O'Neill (JO) - Head of Education (North)

Judi Pollock (JP) – Senior Education and Families Manager

Alan Henry (AH) – Senior Education and Families Manager

Jan McCrone (JM) – Education and Families Manager (Central)

Michael Dolan (MD) – Education and Families Manager (South)

Alan Shields (AS) – Continuous Improvement Officer (Inclusion)

Yazmin Raven (YR) – Inclusion Manager

Leanne Pollock (LP) – Community Manager

Lyndsey Macpherson (LM) – Vocational Education Administrator

AM welcomed all to the meeting and thanked attendees for joining. AM explained the reason behind the consultation process with regards to ensuring full understanding and to provide an opportunity for questions to be raised. AM stated that the consultation process aims to gather and capture all stakeholder views.

AM introduced herself to attendees as the Head of Education for the South of North Lanarkshire Council (NLC). AM stated she will be chairing this meeting and is joined by colleagues from across the Service at NLC.

JO introduced herself to attendees as the Head of Education for the Central locality of NLC. AM stated she will be chairing. AM introduced all other NLC staff at the meeting.

AM stated that a Community and Enterprise colleague has joined the meeting tonight. LP introduced herself as Community Manager. AM stated community and stakeholder involvement is an important part of the consultation process.

AM explained the plan for the meeting this evening so that everyone is clear on the format of the meeting. AM stated there will be a presentation by JM, that AS will discuss thematic questions and comments as similar or the same queries have been grouped into themes, and that stakeholders will be given the opportunity to make further comments and ask questions. AM asked all to add their name, question or comment on the chat bar and explained the process for doing so. AM stated we will get through as many queries and comments as possible within the meeting. Following that, all questions will be collated and published on the website. Reassurance was given that questions that are not answered today will be captured and responded to as part of the FAQ which will be published on the website.

JM began presenting and explained the proposal to relocate Mavisbank Primary School (PS) to the Drumpark /Greenhill Campus. JM provided background information about the planned works with regards to a review of the ASN sector. The focus of the review was to reconfigure and improve the additional support needs (ASN) estate to improve it, meet learner needs locally, and build capacity. The first review was taken to Committee and approved in September 2019 and again in November 2020 with regards to beginning consultations.

JM provided logistical information as follows:

- There is a statutory timeline in place which requires local authorities (LAs) to stay within a statutory consultation period of 30 working days.
- All documents relating to this consultation have been made available on the NLC website. JM read out the web address.
- Statutory consultations provide opportunities for all stakeholders to become involved in the proposal by mailing a dedicated mailbox set up for queries. JM read out the email address and provided a postal address for written queries. JM read out a telephone number stakeholders can use if they wish to query the consultation.

JM provided reasons for the proposal

1. To improve the estate to meet needs of pupils through school buildings.
2. To facilitate and increase provision and capacity for school children with complex needs.
3. To repatriate pupils who have been educated out of the authority
4. To improve outcomes for children

JM described the works proposed as refurbishing an unused area in Drumpark School to accommodate more pupils with ASN. The design plans include three distinct teaching areas: a sensory area, cloakroom, changing area. There are also toilet facilities, and direct access to playground and other outdoor facilities. It is planned to be a high-quality bespoke environment for the teaching and care needs of children.

JM provided details of transition support, how staff will work collaboratively, children will have individual support plans, and that transport will continue to support and reflect the needs of pupils. There are several benefits to this such as access to high quality facilities and improved access to a greater variety of educational experiences. There will also be increased opportunities for peer support, and a fully accessible outdoor learning environment. This will empower practitioners to meet needs of all pupils within the campus.

JM stated this will increase opportunities for professional learning and sharing good practice, thus strengthening practice via integrative pedagogy - all of which will improve the outcomes and experiences for learners.

JM outlined the dates for the consultation process.

AS then went through themes via the FAQs gathered prior to the meeting. Questions have been grouped by themes where stakeholders asked the same or extremely similar questions.

1. Transport

All pupils that receive transport now will continue to receive appropriate transport. The schools are very close together so journey times are not expected to increase and may actually decrease for some children. Drop off currently works very well at Drumpark. There are no concerns around transport.

2. Personal Care (PC)/ Specialist Equipment and Programmes

PC and specialist equipment will remain just as they are now, with all pupils having planning in place for PC needs. Needs are met individually and the same will continue to happen if the proposal goes ahead. For equipment to support PC like hoists or movement programmes, again all the equipment would be provided in the same way. For individual programmes like physiotherapy and Speech and Language Therapy, the same applies; it will be planned for and delivered on an individual basis.

3. Transitions

AS stated, that Mavisbank will stay open. As it is not closing, and the schools are very close together, we can have a very bespoke transition looking at individual needs.

4. School Identity

Mavisbank will continue to be a school but its focus will shift to secondary provision. Children transitioning to Drumpark will become part of that school. The focus will be on meeting their needs within the new facility.

5. Physical Space / Light

The area proposed for development within Drumpark has large windows bringing in natural light for the teaching space. The areas that have less natural light will be utilised as sensory spaces, and for the toilets and PC areas. Other areas can be used to increase storage.

AS explained that there are already a great range of facilities at Drumpark. There is a teaching pool, sensory room access to a gym hall, outdoor spaces, and existing classrooms.

6. If the proposal goes ahead when will the pupils start?

We are still at consultation stage so we cannot put a definitive start date yet as we're in consultations with attendees and other stakeholders. But as we are in that favourable position of Mavisbank bank remaining open, then time is not as pressing at this stage.

7. Class setting

AS stated, that, as any Head Teacher (HT) would, the HT would assess the additional needs settings broadly. They would look at age, support needs of children and decide how best to use the facilities. AS asked attendees to bear in mind that sometimes children come together for different reasons such as communications, pool time, other exercise, etc. Being part of a shared campus, there are greater opportunities for shared working.

8. Staffing Implications

Staff will continue to receive specialist training as required to ensure that the individual needs of all the pupils continue to be met. Training will be delivered so that learner needs will be met.

9. HR

AS answered questions from staff about how the proposal will affect them if it goes ahead. AS stated, that HR Business Partners will meet with staff and Trade Unions to discuss implications. We cannot speculate on these at this time as we do not know what they are as we're at consultation phase only. However, where appropriate NLC will follow all HR policy and processes.

AS stated, that he hopes that he has responded to some of the question's attendees had. AS restated that these were the kind of themes that were raised and collated as part of the FAQ process.

AM then opened the meeting for contributions and questions.

Q – Drumpark wasn't suitable for my child years ago. So, why will it be suitable now?

AS. The range of needs at Drumpark would have been different to that in Mavisbank. We're realigning this now so at Drumpark will focus on primary school children and Mavisbank will be secondary. Secondly, as we are proposing expanding Drumpark facilities and the team there, and developing the facilities, so that the new refurbishment can now meet different support needs. In terms of the expertise, all the good things happening at Mavisbank will be possible at Drumpark as we're expanding the provision.

Q - There are too many things that weren't suitable. It would be too busy for my child and raised a safety concern also.

AS - some of things highlighted would fall under extended transition. Regarding busy environments, several children will benefit from this while others would benefit from a quiet area. Drumpark opens up more options and facilities to accommodate both. The decision about whether the child will access some things are those that you will be involved in planning and putting in place.

Q - How come three years ago, Drumpark was classed as not safe for her child. What has changed now?

AS - it's difficult to comment on the specific needs of the child but when we're thinking of safety in the class or the playground or moving around the school, there's Risk Assessments (RAs) for different areas in place. Any adaptations needed like physical adaptations or those needed for supervision levels would be processed as per current practice.

JP - H&S is critical. Through transition planning, the family can raise this directly at the time to ensure needs are appropriately assessed.

AM - there are several specialists on the call today and invited attendees to ask more questions. AM invited attendees to post further if they wished.

LP explained her role in relation to responding to wider community needs including ensuring that younger people have a say in decisions that affect them.

JP - it is important to hear what children are saying. As part of the consultation process, we will be gathering children's views. JP highlighted a recent questionnaire that was issued to parents and children and asked parents to encourage and support their children with filling this out. Where children struggle with communications that make the online questionnaire difficult to access, views can be gathered via Cluster Improvement and Integration Leads (CIILs).

Q - Will the children be integrated into the classrooms at Drumpark or will they be segregated to the lower mezzanine?

JP - as young people come across and join Drumpark, they'll be part of the whole school community, as they should be.

AS - the proposal is to have more facilities at the school and is about increasing capacity. HTs will work with staff to ensure they work creatively across all the classrooms, soft play, sensory, pool, etc. We aren't thinking of two separate areas. School will look at facilities and aim to meet the needs of children and staff and see how best to group children. Children who come over from Mavisbank will experience integration and inclusion. Part of the strength and benefit of this is that more children will come together so we can work flexibly to meet their needs.

Q - Will class numbers change or stay same.

AS - class sizes will not increase. We are in fact looking at some groupings getting smaller, but it depends very much on the needs of pupils and staffing ratios, PC, and movement programmes, etc.

Q - Will the staff be moving over from Mavisbank with the children?

AH - as this is still a consultation process that cannot be confirmed at this time. If it is approved, a full analysis will be undertaken.

AM invited attendees to ask further questions and invited colleagues to add comments and points if they wished.

AM concluded the meeting and thanked everyone. AM stressed that the consultation is only halfway through. AM stated we have covered all the questions raised in the chat bar and that were raised beforehand. AM confirmed that the consultation doesn't end until 31 March. AM invited further questions via the mailbox, or to write and phone in. AM concluded the meeting.

Proposal to relocate Mavisbank Primary School to the Drumpark/Greenhill Campus – Frequently Asked Questions

1. Transport

The safety of all children is paramount. Pupils will continue to receive transport, as appropriate. Given the relative proximity of the two sites (less than two miles / less than ten minutes' drive) it is anticipated that journey times would not increase significantly, and, for some pupils, they may reduce. If the proposal is agreed, a transport plan will be developed to accommodate the additional onsite transport needs. All transportation measures would be considered and implemented in conjunction with existing council policies and in consultation with our internal and external partners.

2. Personal Care / Specialist Equipment and Programmes

The children's personal care needs will continue to be planned for, and met, on an individual basis. Where specialist equipment is required to support personal care, movement programmes, medical needs, etc. this equipment will continue to be provided as specified in children's plans. The proposal involves the redevelopment of an area which was formally a gym hall. The planned redevelopment will create a significant amount of additional space within Drumpark. Part of the design will be to ensure that all the correct equipment and facilities are installed within the development. The Head teacher and staff team will plan the use of the additional space in a way that best meets the needs of all pupils within the school. Individual programmes, e.g. movement programmes, Physiotherapy and Speech and Language Therapy will continue as specified in the child's individualised plan.

3. Transitions

If the proposal is accepted, then a plan for transition will be developed. Transitions will be managed by the Head teachers following a programme of visits to familiarise pupils with their new environment; it is expected that parents and pupils will be fully involved in all aspects of the transition. This, along with the proximity of the two schools, means that there is the opportunity to adopt a flexible, bespoke, approach to transition, creating an exciting and positive experience for everyone. Digital approaches to this in the form of videos which can be watched in school and at home to immerse children in their new environment.

4. School Identity

There are no whole school closures planned. It is proposed that Mavisbank remains open, however those pupils who transition to Drumpark Primary School, will become pupils there.

5. Physical Space / Light

Drumpark already benefits from a range of excellent facilities including a large teaching pool, soft play room, sensory room, gym hall, outdoor spaces, spacious classes and 'break-out' areas. The proposal

involves the redevelopment of an area which was formally a gym hall. The planned redevelopment will create a significant amount of additional space within Drumpark. It benefits from high levels of natural light from both sky lights and windows. The areas that have less natural light are designated to be used for a sensory room, toilets, and personal care areas. The Head teacher and staff team will use the additional space in a way that best meets the needs of all pupils within the school. It is important to note that on the 18th March 2021 the Strategic Capital Investment Programme 2021/22 to 2025/26 was approved at Policy and Strategy Committee. The capital budget for the proposed building works has therefore been approved.

6. If the proposal goes ahead when will the pupils start?

We are still at consultation stage with all key stakeholders. Until the consultation has ended and the outcome is known, we cannot give a definitive start date. All pupils will continue to attend Mavisbank until the outcome of the consultation is determined. Following a transition plan, Head teachers will arrange a programme of visits to familiarise pupils with their new environment; it is expected that parents and pupils will be fully involved in all aspects of the transition. The main objective will be to provide transition activities so that the children can enjoy an exciting journey into the new facility.

7. Class setting

Children will be placed in classes based on assessment of their needs. While class sizes can vary depending on the needs of the children, they will continue to be within designated ratio defined by the Scottish Negotiating Committee for Teachers (SNCT).

8. Workforce arrangements

Until the consultation has ended and the outcome of the proposals are known, we are unable to define workforce arrangements. However, classes will continue to be staffed in such a way as to ensure that the needs of all learners are met. If the proposal is approved, then the relevant staffing exercise will take place to ensure that we have the appropriate staff to pupil ratios and the relevant expertise. This would always be undertaken in full consultation with the affected staff members as well as the recognised trade unions and professional associations. As is currently the case, staff will continue to be able to access a range of professional development opportunities to ensure that the needs of all learners are met.



**North Lanarkshire Council
Education & Families**

**Meeting with parents to discuss the Proposal to relocate Mavisbank Primary School to
Drumpark Primary School/Greenhill Primary Campus**

Tuesday 30th March 2021 3.15pm-4.15pm

Remote meeting via WebEx

Key: Q = Question S = Statement

North Lanarkshire Council Representation

Anne Munro (AM) – Head of Education - South

Alan Henry (AH) – Senior Education Manager

Jan McCrone (JM) – Education Manager - Central

Michael Dolan (MD) – Education Manager - South

Alan Shields (AS) – Continuous Improvement Officer - Inclusion

Jackie Cahill (JC) – Education Manager - Central

Michelle O Halleron (MO) – Education Manager - North

Caroline Wright – Education Support Officer

Lisa Breen – Vocational Education Co-ordinator

AM welcomed attendees and thanked everyone for their time.

AM introduced herself as Head of Education in South area as well as Senior Officers in attendance.

AM explained, that as part of the statutory consultations process, a full public consultation meeting had taken place. AM advised that this meeting was in addition to the public consultation meeting and stressed that the team wanted to provide this additional consultation opportunity to meet with staff from across the three schools.

AM outlined the programme for the meeting and explained that she would go through a presentation using power point slides and would provide a further opportunity for officers to respond to questions including those that had been raised during the consultation process. AM advised that the opportunity to have a further meeting is being arranged for all of the consultations currently underway.

At this point in the meeting MD shared the Mavisbank consultation slides. AM explained that the information within the slides focussed on the key points of the Additional Support Needs Review, conducted between 2018 and 2019.

AM explained that current service review and proposed reconfiguration is aligned to the ASN Review, in particular recommendations 8 and 11, out of the 12 recommendations.

AM advised that the slides offer more detail around the proposed ASN reconfiguration and the key educational benefits. AM mentioned that the slides highlighted key provision within the campus, to show what children can have access to including access to outdoor space increasing the opportunity where possible for outdoor learning. AM also stressed the educational benefits for children remaining at Mavisbank which included:

- Access to a specialist facility and an environment and ethos more age appropriate
- Potential to experience a transition to secondary school
- Increased space to allow for a more bespoke and focussed approach to the curriculum
- Enhanced vocational education and life-skills development
- Pathways, packages, and partnerships better aligned to age and stage
- Increased opportunities for peer support activities

AM confirmed that there will be a carefully planned transition process from August, and that children will not transition until the facilities are ready, staff trained and children and families prepared and supported for the transition. There will be a phased approach ensuring professional learning for staff, and planning around individual needs, to ensure that we get it right for the children and incorporating carefully considered risk assessments.

AM provided a timeline for the proposed reconfiguration and explained that budget, for all proposed building works had been formally approved.

Q: Can you clarify how many children will be in classes, will children from Mavisbank be in their own classes or with kids from Drumpark? My daughter gets 1:1, will it be the same? What is procedure if Drumpark is not suitable, will she be allocated another placement?

AS: I can confirm that class sizes are not going to be any bigger than now. What happens with class size depends on needs of children, nothing changes. The support in place will remain. Whether the class will be mixed is a good question, ultimately it will be the decision of the HT at Drumpark, children will be grouped according to level of ability and needs and care. Your child would continue to be grouped with children with similar needs. Drumpark is developing, we are enhancing facilities and bringing across staff, in order to ensure we can meet your child's needs.

JC - the transition arrangement into new facilities will be planned with the individual at the heart of education provision.

MD: The proposal includes working with staff and families in terms of access points.

Anne invited other parents to put forward any points/questions.

Q: Most questions have been answered. There is not any free space within school building, apart from basement? Drumpark car park and surrounding area can get busy, in school times, lots of people complain to school about traffic, there will be more traffic, how will that be tackled? During the works, when noise levels are high for children in Drumpark, how is that tackled? Lots of children will struggle with noise and work being done.

MD: In the lower mezzanine there will be ramps. If needed also in the ground floor, that will be developed. If needed on the upper, then that would be adapted. There is capacity within the school, we would anticipate major works would be started over the summer work programme, hopefully this will mitigate major disruption and noise.

AH: We will complete a traffic specification and look at options available and will complete a risk assessment with the HT and staff to consider staggering times in consultation with Police and NLC transport.

AM: It is about keeping parents involved. We have been listening and want to provide reassurances. It is important that we can provide this.

Q: Is the playground area full on, will it be different playgrounds, my son doesn't cope with large numbers, won't be able to handle it.

MO: It is important that HTs plan individually and have conversations with staff and parents, and recognise, that it may be a timetabled area and/or that HT looks at other areas where there is space to allow this. The HT will be able to think about what is suitable, what is best, what a child would want. There will be scope with staffing structures to plan and support different models.

Q: Is the teacher moving, will that happen when transition happens?

AM: We will ensure transition is thought through and planned for carefully.

AH: We would need to consult with staff and trades unions and if approved we will know more in August.

MO: Discussions with staff will take place to consider their development, look at children in class groups and match staff with children. The priority is getting it right for children and letting parents know as soon as possible.

S: It is a big change, he is settled, knows his class and teacher, it is a shift and major change.

MO: Staff aware of supporting transitions and will work with you to do the very best for your child.

AM: This is an area the HT and DHT are clear and considerate of, this would always be considered.

Q: If we don't know about staffing, what about HT. Would the HT move over too?

AS: The HT will remain at Drumpark as is, this will not change.

Q: Just to clarify the 3 rooms, are the children in the separate classes, these 3 spaces are?

AM: Yes, we will be adding additional space.

Q: I understood the spaces for kids from Mavisbank, I totally missed this. We thought kids are going into specific classes.

AM: The HT will decide what learning space/room is most appropriate to be used to meet the needs of individual children.

Dialogue took place regarding the nature of the learning and teaching spaces. Attendees highlighted their concerns in relation to the design, safety and allocation of children to the learning spaces/classrooms.

AM: Knowing that children are safe, these matters are at the core of what we are doing, thinking of the safety of children in Drumpark. We want to enhance the experience of all the children. No children will be moving until there has been a robust risk assessment process.

S: I would like to reassure parents with children moving from Mavisbank, the HT is approachable and amazing, can approach with anything.

S: I have no issues with Drumpark, no problems.

Q: You showed a picture of a park with stairs, will there be a ramp?

S: There is a ramp to the pitch. If there is anything missing, or you are worried about anything the HT will sort it out.

Q: Is the classroom a set number?

AS: The needs of the children set class size. The ratios are different, dependent on needs of the children and will be planned for by the Head Teacher.

AM advised that the meeting had run over time however, she was glad to have offered the additional opportunity, and that she recognised that people had given up their time and thanked those that had participated and attended.



**North Lanarkshire Council
Education & Families**

Meeting with staff to discuss the Proposal to relocate Mavisbank Primary School to Drumpark Primary School/Greenhill Primary Campus

Tuesday 30th March 2021 3.15pm-4.15pm

Remote meeting via WebEx

North Lanarkshire Council Representation

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Michelle O Halleron (MO) – Education Manager (North)

Caroline Wright (CW) – Education Support Officer

Lisa Breen (LB) – Vocational Education Co-ordinator

AM welcomed attendees and thanked everyone for their time.

AM introduced herself as Head of Education in South Area. AM introduced and thanked the Senior Officers in attendance.

AM outlined the programme for the meeting and explained that she would go through a presentation using power point slides and would provide a further opportunity for officers to respond to questions including those that had been raised during the consultation process. AM advised that the opportunity to have a further meeting is being arranged for all of the consultations currently underway.

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- Enhanced vocational education and life-skills development

- Pathways, packages, and partnerships better aligned to age and stage

- Increased opportunities for peer support activities

AM confirmed that there will be a carefully planned transition process from August, and that children will not transition until the facilities are ready, staff trained and children and families prepared and supported for the transition. There will be a phased approach ensuring professional learning for staff, and planning around individual needs, to ensure that we get it right for the children and incorporating carefully considered risk assessments.

AM provided a timeline for the proposed reconfiguration and explained that budget, for all proposed building works had been formally approved.

Anne then welcomed questions from the floor.

Q: I am concerned, and think that I am maybe being unprofessional, going forward I don't think things will be prepared and I am concerned about timescale, I notice it will now be August 2022. When is training going to be provided, and working closer with and a visit to Mavisbank?

AM: One reason for the timeline was to provide this reassurance. We want to provide opportunities for you to visit the school. I also want to reassure you that phasing will take account of staff training, we have Senior Leaders involved that are committed to doing their absolute best for children and staff and will embark on things in a way that will support you. In terms of training, it will be training for teaching and support staff, additional training that people may want to undergo to support the complex needs of youngsters from Mavisbank. In terms of specific needs for you, we are about to embark on a pathway for Learning Assistants and this programme will be underpinned by training.

AM invited colleagues to add further comment if they wished.

S: It can sound scary, I think a good way is to break down issues and step by step, look at specific plans, and what to look out for and what to do. All ASN will be trained on medication, and breathing management plans, which nobody is allowed to undertake unless trained. Training will be signed off

when confident and able. The culture has to be supportive of each other, we rely on each other. Training is standardised and delivered by NHS to support upskilling.

AM: It is about designing and delivering the training, prior to transition taking place.

Q – I have a number of questions. One of the most fundamental questions is, why are we having a chat, the day before consultation closes, I would welcome an extension? I quote 'Mavisbank within Drumpark', I want clarified, are Mavisbank coming to Drumpark? Makes the difference integrating children to Drumpark. I am concerned that you're going to a meeting of parents, and if you are going to show slides to parents, the slides of the dining area/pitch, parents of Mavisbank will not get the right information. I taught in Greenhill, and teach in Drumpark, and am aware of circumstances. Training is not an answer, there have to be redeployment options. The job I signed up for has changed over the years, and this is a step too far. People need options, including 1:1 interviews. I would like an answer in fairness, holding this at the end of the school day, I didn't get a choice, and don't see democracy in that.

AM: I would like to provide an explanation, in terms of timing for this meeting and the public consultation. We thought this meeting would be helpful in providing a further opportunity for sharing information and providing clarification on questions raised during the consultation process. In terms of the public meeting I recall it ended early once all the questions had been raised, officers encouraged those present to ask further questions.

On the question of redeployment AM gave a commitment to discuss with AH when he was able to reconnect to the meeting.

Q: At the first consultation, the public meeting, as members of staff we were not sure who people were on the call, and were a little guarded as a result. I have made points to ask questions. I am reassured and recognise the value of having the second staff opportunity. Thank you for the PowerPoint, and have I have put in further points via email. Can I ask, the slide picture, of the lower floor, and three teaching bays. How many learners are ratioed in each bay? How many moving to Drumpark?

MD: This is a provisional drawing. If approved, we will start working with design service/team. There is more than ample space. Intention to convert three zone spaces, accommodated in the proposal, and deals with the relocation of the pupils. There will be a specialist adapted changing area and ramps. It will be down to head teachers in determining what class pupils are in within this reconfigured space.

S: We will ensure that there is training and support, staff at Mavisbank are keen to support and provide training.

Q: Given the needs of the children and sufficient areas for changing and what is required, you mentioned changing areas, will the children be integrated in another floor? Will classrooms, other classroom /rooms be changed to the lower level? Will children be taken down to the lower level to get changed?

AS: HTs will arrange which pupils are moving, and where the children will be based. Work will be done with the school and the design team to consult with the HTs around space. We are not looking at children that are moving being restricted.

Q: Sorry, still not clear, about areas, are all rooms taken up? How are we going to make space?

AS: The HT will look at the needs of the school and children. We are developing additional capacity and it may be that existing classes are relocated. Some of the existing classrooms for complex needs may be on the lower level. It is all about extra space within the lower level/mezzanine and overall school campus.

MD: If the proposal is accepted, we will work with the HT to look at the footprint and the design team will plan the infrastructure, such as changing facilities/hoists.

Q: All these wee things are major things, I thought that this would have been looked at intensively. I thought that this would have been done before.

AM: It is a proposal, in order to meet specific needs, it is important that we respect HT, give time to plan and ensure that needs are met.

AH is responding to the question around redeployment from earlier;

AH - If staff want to look at redeployment opportunities then NLC is well served to ensure that staff can have these conversations. We have clear council policies to support this. In the first instance, staff would move with children and remain with them. In terms of redeployment discussions, we would consider each case on its own merits. If there were mitigating factors, we would consider these within the process.

AM asked attendees for further views/questions. AM said that she was glad to have offered the additional opportunity, and that she recognised that people had given up their time and thanked those that had participated and attended.

Mavisbank Pupil Responses Overview

Consultation Pupil Stats	Have We Proposed to Move Your School		Do you like the idea of the proposed moves			Total Responses
	Yes	No	Yes	No	Undecided	
Drumpark Primary School	0	14	9	5	0	14
Greenhill Primary School	0	19	18	1	0	19
Mavisbank School	2	0	1	0	1	2
Total	2	33	28	6	1	35

Mavisbank Pupil Comments

Mavisbank Pupil Comments			
ID	School/establishment	Have we proposed to move your school?	What do you think about the proposed school move?

1	Drumpark Primary School	No	It's not right it will be to many people to busy Do not do this
2	Drumpark Primary School	No	more friends
3	Drumpark Primary School	No	More people
4	Drumpark Primary School	No	More people to help
5	Drumpark Primary School	No	good idea
6	Drumpark Primary School	No	like it
7	Drumpark Primary School	No	more friends
8	Drumpark Primary School	No	Drumpark is a great school
9	Drumpark Primary School	No	like it
10	Drumpark Primary School	No	Good idea
11	Drumpark Primary School	No	don't like it
12	Drumpark Primary School	No	No

13	Drumpark Primary School	No	Detrimental to the children's education, the current demographics within Drumpark is challenging as more children with behavioural issues are being accommodated, add children with complex needs into the mix and you are just setting the children up to fail.
14	Drumpark Primary School	No	I think that drumpark is already at capacity and adding more children and staff would be detrimental to the peace of the children already within this establishment. The children don't like change and having such a big change would put un imaginable pressure and stress as well as danger to both staff and children it is a stupid idea. I feel if this is done it will be another reason for the public to ridicule the way this council works and the idiotic ideas that are proposed by them in this circumstance
15	Greenhill Primary School	No	More Friends
16	Greenhill Primary School	No	More Friends
17	Greenhill Primary School	No	New experience
18	Greenhill Primary School	No	Try something new
19	Greenhill Primary School	No	No comments

20	Greenhill Primary School	No	Meet new friends
21	Greenhill Primary School	No	New people & more to do
22	Greenhill Primary School	No	Meet new people
23	Greenhill Primary School	No	No comments
24	Greenhill Primary School	No	Because of more people
25	Greenhill Primary School	No	Playground
26	Greenhill Primary School	No	New friends
27	Greenhill Primary School	No	New people to play with

	Greenhill Primary School		
28	Greenhill Primary School	No	More Friends
29	Greenhill Primary School	No	Good school to come to
30	Greenhill Primary School	No	More people to meet
31	Greenhill Primary School	No	New people
32	Greenhill Primary School	No	More people to meet in playground
33	Greenhill Primary School	No	Will be good for pupils to come here
34	Mavisbank School	Yes	I think it's a good idea and will provide more space for secondary pupils. Mavisbank needs more funding to improve the classroom spaces and make the hydrotherapy facilities better.

35	Mavisbank School	Yes	Not happy as my son has only 1 yr left of primary and i dont know how he would react as he doesnt like changes or out of routine people he doesnt know. It would be one year of mixing my sons routine up and movin him schools could set him back.
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Schools (Consultation) (Scotland) Act 2010

**Report by Education Scotland addressing educational
aspects of the proposal by North Lanarkshire Council to
relocate Mavisbank Primary School to the
Drumpark/Greenhill Campus**

April 2021

Introduction

1.1 This report from Education Scotland has been prepared by Her Majesty’s Inspectors of Education (HM Inspectors) in accordance with the terms of the [Schools \(Consultation\) \(Scotland\) Act 2010](#) (“the 2010 Act”). The purpose of the report is to provide an independent and impartial consideration of North Lanarkshire Council’s proposal to relocate Mavisbank Primary School to the Drumpark/Greenhill Campus. Section 2 of the report sets out brief details of the consultation process. Section 3 of the report sets out HM Inspectors’ consideration of the educational aspects of the proposal, including significant views expressed by consultees. Section 4 summarises HM Inspectors’ overall view of the proposal. Upon receipt of this report, the Act requires the council to consider it and then prepare its final consultation report. The council’s final consultation report should include this report and must contain an explanation of how, in finalising the proposal, it has reviewed the initial proposal, including a summary of points raised during the consultation process and the council’s response to them. The council has to publish its final consultation report three weeks before it takes its final decision.

1.2 HM Inspectors considered:

- the likely effects of the proposal for children and young people of the schools; any other users; children likely to become pupils within two years of the date of publication of the proposal paper; and other children and young people in the council area;
- any other likely effects of the proposal;
- how the council intends to minimise or avoid any adverse effects that may arise from the proposal; and
- the educational benefits the council believes will result from implementation of the proposal, and the council’s reasons for coming to these beliefs.

1.3 In preparing this report, HM Inspectors undertook the following activities:

- attendance at the public meeting held on 10 March 2021 in connection with the council’s proposals;
- consideration of all relevant documentation provided by the council in relation to the proposal, specifically the educational benefits statement and related consultation documents, written and oral submissions from parents and others; and
- virtual visits to the site of Mavisbank School, Drumpark School and Greenhill Primary School, including discussion with relevant consultees.

Consultation process

2.1 North Lanarkshire Council undertook the consultation on its proposal(s) with reference to the [Schools \(Consultation\) \(Scotland\) Act 2010](#).

2.2 The Consultation ran from 17 February 2021 until 31 March 2021. Taking account of public health concerns, the council held a virtual public meeting on the 10 March 2021. The meeting was attended by 15 people. Authority officers shared presentations offering further information. Officers committed to answering questions where they arose. Stakeholders were keen to determine what adaptations would be made to physical aspects of the buildings and organisation of staff to ensure additional support needs continued to be met. HM Inspectors welcome the council's approach to providing further information through the publication of a Frequently Asked Questions section located in the council's website. Since the original public meeting, a presentation has been shared outlining further aspects of the council's views of the educational benefits for the secondary aged young people remaining in Mavisbank.

2.3 In order to seek further the views of stakeholders, the council arranged two additional consultation sessions on 30 March 2021. The meeting for staff with 34 staff in attendance and the meeting for parents with 11 parents in attendance. The council received 83 responses and comments from their stakeholder engagements. Forty-eight respondees were parents or carers, 34 were staff and one was an interested party. Just under half (49%) of all respondees were not in favour of the proposal with a minority (34%) undecided. A further minority (17%) of respondees were in favour of the proposal.

2.4 The council received 35 responses from children attending Mavisbank School, Drumpark School and Greenhill Primary Schools. Most (80%) of the children's responses were positive and identified the potential to make new friends and have more people to help them.

Educational aspects of proposal

3.1 North Lanarkshire Council set out a number of educational benefits in the original proposal to relocate Mavisbank Primary School to the Drumpark/Greenhill Campus. HM Inspectors agree with stakeholders' concerns about the original proposal paper. The educational benefits set out there did not clearly identify improvements for all children and young people attending Mavisbank School and Drumpark School. It was unclear from the original proposal that primary aged children currently attending Mavisbank will be enrolled in Drumpark School. The timescales relating to Drumpark School building works and adaptations to Mavisbank School were vague. Within the virtual public meeting, council representatives clarified that Mavisbank will cease to have primary aged pupils and will support only secondary aged pupils. Therefore, primary aged pupils from Mavisbank School will enrol in Drumpark School. During the consultation process, the council provided additional information to stakeholders through a presentation which outlined further the educational benefits for primary aged children. Additionally, the council developed a second set of educational benefits to demonstrate better the benefits of the proposal for secondary aged young people. HM Inspectors welcome this additional information.

3.2 There are a number of potential educational benefits for primary aged children. For example, increased interaction with a range of pupils within the shared campus and inclusion in a wider range of learning and social contexts. The more modern facilities within the campus could offer the potential for a broader range of learning activities suitable to the learner's needs. Through increased

engagement with a wider range of staff and children, there is potential for learners to develop their skills further when compared to their current educational context. In addition, there are opportunities for children to learn alongside a diverse range of children. The development of the lower mezzanine has potential to provide additional space and high quality additional learning environments for children attending Drumpark School. However, it is not yet clear whether the development of the lower mezzanine will benefit or meet the additional support needs of the children relocating from Mavisbank School. Parents who discussed their views with HM Inspectors shared their concerns about meeting the needs of their children if relocated to Drumpark School. There are further considerations for the council to undertake to ensure this space is accessible, has capacity and is suitable for all children attending Drumpark School. Stakeholders from across the three schools stated that there is potential for increased traffic around the school at key points of the school day. It was not clear within the proposal how the council plan to mitigate some of the risks associated with an increase in traffic around the school. It is the view of HM Inspectors that a majority of the educational benefits stated for primary aged children have the potential to enhance educational experiences and outcomes.

3.3 The council provides a stronger case within the proposal relating to educational benefits for secondary aged young people. It recognises the opportunity to develop a more focused approach better reflecting the needs and capabilities of the young people. There is potential in adapting the environment of Mavisbank School to better align with young people's current and future needs. For example, adaptation of the environment may improve and enhance curriculum pathways to be aligned better with young people's age and cognitive development. Projections of possible numbers of young people returning to Mavisbank School from other educational placements may have an impact upon what spaces within the school can be adapted and for what purpose. It would be supportive to all stakeholders if the council now provides clarification on what adaptations are being considered. HM Inspector discussions with consultees highlight the number of devices required to transfer safely young people around the school building. There is potential, as part of any adaptations, for the council to review this with partners and stakeholders to improve accessibility for young people moving around the school.

3.4 HM Inspectors welcome the addition of 'Proposed Phases of Transition' within the updated Additional support needs (ASN) presentation. This better represents key considerations required prior to beginning any transition process. However, there is a need to ensure children avoid any unnecessary transitions. Additionally, it is not clear whether transitions will begin prior to full completion of building works.

Summary

HM Inspectors consider that, overall, there are potential educational benefits to enrol primary aged children from Mavisbank School in Drumpark Primary. In addition, there is a reasonable case to move provision to a secondary specialist facility for young people attending Mavisbank School. There is potential for all children enrolled in Drumpark Primary to broaden their learning and social experiences within a diverse campus. Secondary aged young people remaining in Mavisbank will benefit from adaptations to the environment as this has the promise of enhancing educational

experiences and specialised curriculum design. Overall, HM Inspectors endorse the revised educational benefits of the proposal.

Should the council take forward the proposal, it should ensure that transition planning fully meets the needs of children and young people, particularly for those nearing the end of their primary school experience. Careful planning with parents and children based upon robust assessment should be a feature of transition planning. The council needs to articulate better, how transition will avoid disruption or negatively impact upon prior progress learners have made.

If the council proceed with the proposal, it should provide clear proposed timescales for moving primary aged children to Drumpark School, ensuring building works and adaptations are complete prior to completion of any transitions. It is important for the council to be clear on how they can ensure that Drumpark School has sufficient capacity to increase the school roll. Clear timescales for proposed adaptations to the current Mavisbank School environment should be shared with all stakeholders. HM inspectors recognise stakeholders' legitimate concerns about increased traffic around the Drumpark and Greenhill school building as part of the proposal. The council should consider this as part of its ongoing planning.

HM Inspectors
April 2021

**Reconfiguring Intensive ASN
Systems and Services**

Author	Maryann McGorry	Contact details	mcgorrym@northlan.gov.uk
Owner	Anne Munro		munroa@northlan.gov.uk

EqlA version number	1	EqlA status	Complete		Incomplete (Ongoing)	X
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<i>If Incomplete please say why - for instance pending further consultation / research</i>	Implementation and staging to be continuously reviewed.
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Governance Committee		Date approved	<i>insert date</i>
Review date			

Section 1. About the Policy

1.1 Name of the policy / strategy / function / procedure:	
Is this a: -	
A new policy /strategy / function / procedure / service	<input type="checkbox"/> Y
Budget saving	<input type="checkbox"/>
Review of policy /strategy / function / procedure	<input type="checkbox"/> Y
Review of Service	<input type="checkbox"/> Y
Other (please specify) Community Asset Transfer	<input type="checkbox"/>
Is this is a key strategic decision subject to the Fairer Scotland Duty Yes, in relation to the Fairer Scotland Duty requirement for public bodies “to actively consider how they could reduce inequalities of outcome in any major strategic decision they make.”	
	<input type="checkbox"/> <input type="checkbox"/>
1.2 Person Responsible for the policy etc.	
Name:	Job Title and Service / Team:
Anne Munro	Head of Education & Families (South)

1.3 What is the scope of the assessment?	<input checked="" type="checkbox"/>	Detail where appropriate
Whole of the organisation	<input type="checkbox"/>	

Service specific	Y	Education specific – a reconfiguration to ASN services
Discipline specific	Y	
Other	Y	Relocation of Mavisbank Primary School to Drumpark School

1.4 What is the policy/ strategy/ function/ saving trying to achieve / do?

- To facilitate increased provision for primary aged children with complex needs within the Central locality.
- To improve the ASN estate by improving the fabric and resources available to meet the needs of individual children through school buildings.
- To increase the capacity in the existing Mavisbank site for secondary aged children who have significant, complex needs, who cannot be catered for in local authority provision at present.
- To repatriate young people to North Lanarkshire provision from out of authority care. To enable this, it will be important to build bespoke packages of care and support, involving social work, educational psychology and health professionals working together to remove barriers to participation and learning. To do this there will be some modification of facilities required within the Drumpark/Greenhill site to enable this.

1.5 If this is a budget saving, how will the saving be achieved?

Section 2. What do I know now?

2.1 Who are the stakeholders and beneficiaries?

- Pupils who attend Mavisbank Primary School, Drumpark School and Greenhill Primary School
- Parents/Carers of pupils who attend Drumpark School and Greenhill Primary School
- All pupils with an additional support need across NLC
- Employees: Head Teachers, Cluster Support Teachers (CSTs), CIILs, teaching and non-teaching staff and the Inclusion team.
- Managers: The Operational Team that will project manage this strategy, Programme Board that will oversee it, and managers across the aforementioned departments who will be asked to provide their views and input throughout the review process.
- Suppliers of specialist support services such as transport and specialist equipment.

- Partner teams/departments at NLC: Social Work, Educational Psychology, Estates, and HR colleagues
- Owners: The Project Sponsor, Derek Brown, Executive Director of Education & Families; Senior Responsible Officer, Head of Education (North/Central/South), Anne Munro

2.2 What data, consultation, research and other evidence or information is available relevant to this assessment? (This is a desktop exercise)

A council-wide review of the additional support needs sector has been undertaken. To facilitate increased provision for primary aged children with complex needs within the Central locality.

A consultation process was carried out in accordance with the terms of the Schools (Consultation) (Scotland) Act 2010 and the amendments contained in the Children and Young People (Scotland) Act 2014. It is within this statutory framework that Education and Families, has engaged in a consultation exercise with all relevant consultees including additional engagement beyond the statutory framework.

Mavisbank School and Drumpark School stakeholders including children under the age of 18 and families were consulted throughout the ASN reconfiguration process to hear views across North Lanarkshire.

The Statutory Consultation with stakeholders of Mavisbank School and Drumpark School began on 17 February 2021 and ended on 31 March 2021

A Public Consultation Meeting was held on Wednesday 10 March 2021.

www.northlanarkshire.gov.uk/consultations

2.3 Considering the information in Section 1 and 2.1 and 2.2

2.3.1 If this policy is subject to the FSD what does it suggest about the impact or potential impact on socio-economic disadvantage? (please refer to FSD Interim Guidance)

Low income	n/a
Low wealth	n/a
Material deprivation	n/a
Area deprivation	n/a

2.3.2 Are any of the people communities listed below likely to be more affected by this policy than others?

People who share one or more of the protected characteristics of the Equality Act 2010	Yes	Details	No	Details	Don't Know
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Age (a particular age or range of ages)	Y	3-18			
Disabled people and people with long term health conditions	Y	The relocation is intended to improve the ASN estate an consequently pupil outcomes, by improving existing facilities such as Mavisbank School and Drumpark School. Pupils may be impacted by the relocation and intensive transition support will be provided to mitigate this impact.			
Women and men, girls and boys	Y				
People defined by their race, colour and nationality, ethnic or national origins.	N				
Married people and civil partners	N				
Pregnant women and new mothers (including breastfeeding women)	N				
Lesbian, gay and bisexual people	N				
People transitioning from one gender to another	N				
People of different religions or beliefs or non-beliefs	N				
<u>Other groups</u>					
Children and families	Y	The relocation is intended to improve the ASN estate an consequently pupil outcomes, by improving existing facilities such as			

		Mavisbank School and Drumpark School. Pupils may be impacted by the relocation and intensive transition support will be provided to mitigate this impact.			
Homeless people	N				
Looked after and accommodated people	Y	The relocation is intended to improve the ASN estate and consequently pupil outcomes, by improving existing facilities such as Mavisbank School and Drumpark School. Pupils, who may include those who are care-experienced, may be impacted by the relocation and intensive transition support will be provided to mitigate this impact.			
Care leavers	Y	The relocation is intended to improve the ASN estate and consequently pupil outcomes, by improving existing facilities such as Mavisbank School and Drumpark School. Pupils, who may include those who are			

		care-experienced, may be impacted by the relocation and intensive transition support will be provided to mitigate this impact.			
Carers – paid / unpaid, family members	N				
Asylum seekers	N				
Employees – full and part time. Including SES, MAs etc.	Y	Teaching staff may experience a change to their location. Non-teaching staff may experience a change to their location			
Others	Y	Environmental services staff may experience changes to existing transport arrangements Taxi contractors may experience changes to existing contracts			

2.4 Do you have evidence or reason to believe that this policy will, or may potentially affect the Council's duty to: (Please tick all that apply).

	Yes	No	Don't Know
1. Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act 2010?	Yes		
2. Advance equality of opportunity between people who share a relevant protected characteristic and those who do not	Yes		
3. Foster good relations between people who share a protected characteristic and those who do not?	Yes		
4. Protect and promote human rights?	Yes		
5. Reduce socio-economic disadvantage	Yes		
<p>It is expected that pupils who attend Mavisbank High School and Mavisbank Primary School will benefit from an improvement in the quality of education and future life opportunities.</p>			

Section 3. What else do I need to know /find out?

3.1 Further consultation – Please use the table directly below to say who you will consult with (tick Yes or No). Consider those groups from section 2.3 where you ticked yes or don't know. Once consultation has taken place provide the details below.

<u>People and communities</u>	Yes	No	Describe what you did, with whom and when. Please provide a brief summary of the responses gained and links to relevant documents, as well as any actions
Age (a particular age or range of ages)	Y		<p>Children under the age of 18 and families were consulted throughout the ASN reconfiguration process to hear views across all North Lanarkshire.</p> <p>Statutory Consultation began on 17 February 2021 and ended on 31 March 2021</p>

		<p>Public Consultation Meeting was held on Wednesday 10 March 2021.</p> <p>www.northlanarkshire.gov.uk/consultations</p> <p>The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning 21 June 2021 for approval and decision published thereafter.</p>
Disabled people and people with long term health conditions	Y	<p>Children under the age of 18 and families were consulted throughout the ASN reconfiguration process to hear views across all North Lanarkshire.</p> <p>Statutory Consultation began on 17 February 2021 and ended on 31 March 2021</p> <p>Public Consultation Meeting was held on Wednesday 10 March 2021.</p> <p>www.northlanarkshire.gov.uk/consultations</p> <p>The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning 21 June 2021 for approval and decision published thereafter.</p>
Women and men, girls and boys	Y	<p>Teaching staff have and will continue to be consulted about proposed asset rationalisation changes that are due to be carried out.</p> <p>There will be continued Trade Union and HR consultations with affected staff members from Mavisbank School.</p> <p>Children under the age of 18 and families were consulted throughout the ASN reconfiguration process to hear views across all North Lanarkshire.</p> <p>Statutory Consultation began on 17 February 2021 and ended on 31 March 2021</p>

			<p>Public Consultation Meeting was held on Wednesday 10 March 2021.</p> <p>www.northlanarkshire.gov.uk/consultations</p> <p>The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning 21 June 2021 for approval and decision published thereafter.</p>
People defined by their race, colour and nationality, ethnic or national origins.		N	
Married people and civil partners		N	
Pregnant women and new mothers and breastfeeding women.		N	
Lesbian, gay and bisexual people		N	
People transitioning from one gender to another		N	
People of different religions or beliefs or non-beliefs		N	
<u>Other groups</u>		N	
Children and families	Y		<p>Pupils from Mavisbank School, Drumpark Primary School and Greenhill Primary School and their parents/carers will be consulted throughout the project period.</p> <p>Additionally, teaching and non-teaching staff have and will continue to be consulted.</p> <p>Statutory Consultation began on 17 February 2021 and ended on 31 March 2021</p>

		<p>Public Consultation Meeting was held on Wednesday 10 March 2021.</p> <p>www.northlanarkshire.gov.uk/consultations</p> <p>The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning 21 June 2021 for approval and decision published thereafter.</p>
Homeless people		n/a
Looked after and accommodated people	Y	<p>Pupils from Mavisbank School, Drumpark Primary School and Greenhill Primary School and their parents/carers, including those who are care experienced, will be consulted throughout the project period.</p> <p>Additionally, teaching and non-teaching staff have and will continue to be consulted.</p> <p>Statutory Consultation began on 17 February 2021 and ended on 31 March 2021</p> <p>Public Consultation Meeting was held on Wednesday 10 March 2021.</p> <p>www.northlanarkshire.gov.uk/consultations</p> <p>The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning 21 June 2021 for approval and decision published thereafter.</p>
Care leavers	Y	<p>Pupils from Mavisbank School, Drumpark Primary School and Greenhill Primary School and their parents/carers, including those who are care experienced, will be consulted throughout the project period.</p> <p>Additionally, teaching and non-teaching staff have and will continue to be consulted.</p>

			<p>Statutory Consultation began on 17 February 2021 and ended on 31 March 2021</p> <p>Public Consultation Meeting was held on Wednesday 10 March 2021.</p> <p>www.northlanarkshire.gov.uk/consultations</p> <p>The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning 21 June 2021 for approval and decision published thereafter.</p>
Carers – paid / unpaid, family members	Y		<p>Pupils from Mavisbank School, Drumpark Primary School and Greenhill Primary School and their parents/carers, including those who are care experienced, will be consulted throughout the project period.</p> <p>Additionally, teaching and non-teaching staff have and will continue to be consulted.</p> <p>Statutory Consultation began on 17 February 2021 and ended on 31 March 2021</p> <p>Public Consultation Meeting was held on Wednesday 10 March 2021.</p> <p>www.northlanarkshire.gov.uk/consultations</p> <p>The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning 21 June 2021 for approval and decision published thereafter.</p>
Asylum Seekers		N	
Trade Unions	Y		<p>Teaching staff have and will continue to be consulted about proposed asset rationalisation changes that are due to be carried out.</p>

			<p>There will be continued Trade Union and HR consultations with affected staff members from Mavisbank Primary School.</p> <p>Children under the age of 18 and families were consulted throughout the ASN reconfiguration process to hear views across all North Lanarkshire.</p> <p>Statutory Consultation began on 17 February 2021 and ended on 31 March 2021</p> <p>Public Consultation Meeting was held on Wednesday 10 March 2021.</p> <p>www.northlanarkshire.gov.uk/consultations</p> <p>The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning 21 June 2021 for approval and decision published thereafter.</p>
Employee Equality Forum		N	
Others		N	

3.2 What additional research or data is required?

There will be continuous consultation with pupils, parents/carers and staff of Mavisbank School and Drumpark School and ancillary invested stakeholders such as transport and specialist equipment providers.

Information gained through the consultation process will be analysed and, where views align with 1.4 above, will be considered.

3.3 What does the additional research and data tell you about potential or known effects?

Points raised by Education Scotland; FAQ's based on feedback from Stakeholders as well as questions raised at the public consultation meeting on 10 March 2021 will allow further analysis of the effects. www.northlanarkshire.gov.uk/consultations

This EQIA will continue to be reviewed and updated throughout the process.

Section 4. Assessing the impact and strengthening the policy

Considering all the evidence you now have from section 1-3, how will the policy affect different people and communities in relation to equality, socio-economic disadvantage and human rights?

4.1 How does/will the policy and resulting activity affect those with the characteristics listed below (including employees)? Please use the table below to provide details.

	Detail any Positive impact	Detail any adverse impact	If adverse how can we mitigate this? Where no mitigating action is planned please say why not
Age (a particular age or range of ages)	<p>Will facilitate increased provision for primary aged children with complex needs within the Central locality.</p> <p>Will improve the ASN estate by improving the fabric and resources available to meet the needs of individual children through school buildings.</p> <p>Will increase the capacity in the existing Mavisbank site for secondary aged children who have significant,</p>	<p>Pupils transitioning maybe negatively impacted due to the process of change being more significant for some pupils.</p>	<p>Extensive statutory consultation processes with pupils and families from Mavisbank Schools and Drumpark School.</p> <p>Enhanced transition planning to allow pupils to anticipate the changes. Transition arrangements begin August 2021 with programme timeline running into 2022.</p> <p>Reference Appendix A.</p>

	<p>complex needs, who cannot be catered for in local authority provision at present.</p> <p>Will repatriate young people to North Lanarkshire provision from out of authority care, allowing integration within their own local communities.</p> <p>It will support the bespoke packages of care and support, involving social work, educational psychology and health professionals working together to remove barriers to participation and learning.</p>		
Disabled people and people with long term health conditions	As above	As above, there may be adverse experiences for some pupils should their teaching environment change.	As above.
Women and men, girls and boys	<p>Parents/carers benefit from children being within their own local communities.</p> <p>Improved educational and life-chances for their children reduces parents/carers concerns in these regards.</p>	Pupils transitioning maybe negatively impacted due to the process of change being more significant for some pupils.	As above.
People defined by their race, colour and	n/a		

nationality, ethnic or national origins.			
Married people and civil partners	n/a		
Pregnant women and new mothers (including breastfeeding women)	n/a		
Lesbian, gay and bisexual people	n/a		
People transitioning from one gender to another	n/a		
People of different religions or beliefs or non-beliefs	n/a		
<u>Other groups</u>			
Children and families	As above	As above.	As above.
Homeless people	n/a		
Looked after and accommodated people	<p>Will repatriate young people to North Lanarkshire provision from out of authority care, allowing integration within their own local communities.</p> <p>Will facilitate increased provision for primary aged children with complex needs, including those who are care experienced, within the Central locality.</p>	<p>Pupils transitioning maybe negatively impacted due to the process of change being more significant for some pupils.</p>	As above.

	<p>Will improve the ASN estate by improving the fabric and resources available to meet the needs of individual children, including those who are care experienced, through school buildings.</p> <p>Will increase the capacity in the existing Mavisbank site for secondary aged children who have significant, complex needs, including those who are care experienced, who cannot be catered for in local authority provision at present.</p> <p>It will support the bespoke packages of care and support, involving social work, educational psychology and health professionals working together to remove barriers to participation and learning for pupils, including those who are care experienced.</p>		
Care leavers	<p>Will repatriate young people to North Lanarkshire provision from out of authority care, allowing integration within their own local communities.</p> <p>Will facilitate increased provision for primary</p>	As above, there may be adverse experiences for some pupils should their teaching environment change.	As above.

	<p>aged children with complex needs, including those who are care experienced, within the Central locality.</p> <p>Will improve the ASN estate by improving the fabric and resources available to meet the needs of individual children, including those who are care experienced, through school buildings.</p> <p>Will increase the capacity in the existing Mavisbank site for secondary aged children who have significant, complex needs, including those who are care experienced, who cannot be catered for in local authority provision at present.</p> <p>It will support the bespoke packages of care and support, involving social work, educational psychology and health professionals working together to remove barriers to participation and learning for pupils, including those who are care experienced.</p>		
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Carers – paid / unpaid, family members	n/a		
Asylum Seekers	n/a		
Employees – full and part time. Including SES, MAs etc.	Access to quality teaching areas to improve teaching and learning. Better working environments for staff resulting in improvements in Health and Wellbeing	Staff may experience adverse experience by being asked to change work location	Continue to work closely with Trade Unions and HR Business Partners to review the proposed upcoming changes.
Others			

4.2 What measures could be taken to strengthen the policy / strategy to help advance equality of opportunity, foster good relations, promote human rights and reduce socio-economic disadvantage.

Continued consultation with relevant stakeholders, particularly staff, pupils and parents/carers, of Mavisbank School and Drumpark Primary School throughout the consultation process and beyond if the policy is adopted.

Enhanced transition planning to allow pupils to anticipate the changes. Transition arrangements begin August 2021 with programme timeline running into 2022. Reference Appendix A.

4.3 Considering questions 4.1 and 4.2 what actions / measures will be put in place before introducing this policy please provide details.

Action	Timescales	Responsible Officer	Review details (include timescales)
Statutory consultation process for relocation of ASN pupils	January 2021-June 2021	Responsible Officer, Judi Pollock; Project Manager, Operational team members: Laura Rowe, Laura McFarlane, and Gillian Pollock (all HTs at ASN schools), Susan Wight (EDO, in	Statutory Consultation began on 17 February 2021 and ended 31 March 2021 Public Consultation meeting took place

		the Inclusion team), Michael Dolan (Education Manager).	Wednesday d10 March 2021. Separate Mavisbank School and Drumpark Primary School staff and Greenhill Primary School staff and public follow up meetings took place 24 March 2021.
An ongoing thorough review of proposed building works.	Present – May 2021	Responsible Officer, Judi Pollock; Project Manager, Operational team members: Helen Delaney, Laura Rowe, Laura McFarlane, and Gillian Pollock (all HTs at ASN schools), Susan Wight (EDO, in the Inclusion team), Michael Dolan (Education Manager).	Continued liaison with NLC’s Asset & Procurement specialists on adaptation designs. Consultations with staff on designs to ensure they meet the needs of pupils.

Section 5. *Monitoring, evaluating and reviewing*

5.1. How will you monitor the impact and effectiveness of the new policy?

Measure and evaluate the learning and care outcomes of Mavisbank School and Drumpark Primary School pupils.

Measure and monitor the increased access to experiences and opportunities for pupils.

Measure and monitor the impact on relieving the pressure on the ASN complex needs sector when allocating ASN places meeting the needs of ASN children and families.

Section 6. *Making a decision and sign-off*

Recommendation	Tick	Comment (where applicable, please give more information e.g.	Timescales
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		where to pilot, what modifications, etc.)	
Introduce the policy		Proposal to be presented at Education & Families Committee week beginning 21 June 2021.	Completion date of June 2021 Implementation date August 2021 and onwards
Adjust the policy then introduce			
Introduce the policy with justification regarding potential adverse impact			
Stop and withdraw the policy			

Name of Policy	ASN Reconfiguration (Proposal to relocate Mavisbank Primary School to the Drumpark/Greenhill Campus)		
Head of Service /Senior Manager sign-off:			
Name	Job title and division/ team	Date	Signature
Anne Munro	Head of Education & Families (South)	6 May 2021	

For further information please contact:

Name:	Maryann McGorry
Job title:	Assistant Inclusion Manager

Service:	Education and Families
Contact details:	mccorrym@northlan.gov.uk

RECONFIGURING ASN SYSTEMS AND SERVICES

INDICATIVE TIMELINE

