

North Lanarkshire Council Report

Education, Children and Families Committee

Does this report require to be approved? ☒ Yes ☐ No

Ref BS/MD

Date 20/05/25

Proposed relocation of Glenboig Primary School to a new site

From Barry Smedley, Chief Officer (Education - North)

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Executive Summary

This report updates elected members on the outcome of the statutory consultation process, agreed on 21 May 2024, with regard to the proposed relocation of Glenboig Primary School to a new site. In particular the report provides:

- 1) Formal feedback from Education Scotland addressing the educational aspects of the proposal and the service response to the key points raised by Education Scotland as part of the Final Outcome Report (FOR).
 - 2) Next steps for this proposal, should final approval to proceed be granted by Committee.
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Recommendations

It is recommended that the Committee:-

- 1) Reflect upon the formal feedback report from Education Scotland;
 - 2) Review the Statutory Consultation Outcome Report; and
 - 3) Approve the new Glenboig Primary School
 - 4) Note: Committee Paper amendments as per recommendations from Education Scotland in section 6 Final Outcome Report
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The Plan for North Lanarkshire

Priority	Support all children and young people to realise their full potential
Ambition statement	(22) Facilitate a North Lanarkshire wide approach to asset rationalisation, including with communities and partners

1. Background

- 1.1 The key reason for this proposal is:
 - 1.2 The growing and increased population within the Glenboig catchment area, primarily due to the Community Growth Area which is a strategic development for housing within this part of North Lanarkshire. There is insufficient capacity at the existing joint campus to provide adequate provision for the projected number of pupils at both existing schools.
 - 1.3 It is proposed that the school will be sited on an area of land to the Southwest of the existing school and to the East of Glenboig Road (Appendix 2).
 - 1.4 The pupils currently at Glenboig Primary School will benefit educationally by attending a new build school which can offer a wider range of educational opportunities and of adequate size to support learning and teaching.
 - 1.4.1 It has been evident for many years that a new build primary school is required to mitigate the impact of new housing on the school estate. The issue to date has been the lack of available land on which to build a new Community Hub. Due to the constraints of the existing site, it would not be possible to create a school of sufficient size to serve the needs of the growing school population. Unfortunately, the council did not own sufficient land in this area, and it has taken years of complex negotiations with landowners to acquire a site suitable to build a new Community Hub. The proposed new location has been determined as the council now owns this land.
 - 1.5 Strategic fit with the priorities of the Plan for North Lanarkshire;
 - 1.5.1 Whilst this project predates the creation of the Town and Community Hub programme, all projects not yet designed will follow the six guiding principles attached to the Town and Community Hub programme. As such, in addition to the requested Statutory Education Consultation, there will be effective engagement with both the school and the wider community throughout the design stage of this project – should it be approved to proceed following Statutory Consultation. It is proposed that the intelligent brief process, which facilitates engagement with the stakeholders, would not wait until the education consultation is concluded but will be ‘delivered at risk’. It is not the case that the outcome is predetermined – hence the ‘at risk’ proposal. The council is looking to deliver a new facility as soon as practically possible, due to pressures at the existing establishment. However, it should be noted that should the outcome of the statutory education consultation conclude that the proposal should not be progressed, the work on the intelligent brief would cease.
 - 1.5.2 It has been evident for many years that a new build primary school is required to mitigate the impact of new housing on the school estate. The issue to date has been the lack of available land on which to build a new Community Hub. Due to the constraints of the existing site, it would not be possible to create a school of sufficient size to serve the needs of the growing school population.
 - 1.5.3 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 Glenboig Primary School.
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2. Report

2.1 Consultation Process

- 2.1.1 The statutory consultation for Glenboig Primary School opened on 4 November 2024 and closed on 16 December 2024. A formal public consultation was held on Thursday 28 November 2024, where all affected stakeholders were invited (staff, parents and pupils).

These meetings were publicised extensively through various media platforms including the NLC webpage and SMS messages. Messages sent included a link directly to NLC consultation webpage to encourage all stakeholders to participate in the process.

- 2.1.2 Key themes across the consultations are noted below:

- Impact on the environment
- Safe walking routes
- Transport and accessibility to new site

2.2 Educational Benefits

- 2.2.1 In the report presented to the Education, Children and Families Committee on 21 May 2024, the Service reported on a number of anticipated and clear educational benefits to the proposals. In respect of the new Glenboig Primary School, the Service believes the benefits to be as follows:

- It will provide better learning opportunities for the children of Our Lady & St Joseph's Primary School and Glenboig Primary School.
- Currently, the use of shared spaces within the joint campus is under pressure with the numbers of children attending. The roll in both schools is likely to grow over time making the situation more difficult.
- Primary School will be able to use spaces more flexibly. Presently, staff find it difficult to find areas to work quietly with small groups or individual children. In this, as well as other regards, the proposal will bring benefits to all children including those with additional barriers to learning.
- The new school will be built to facilitate greater opportunities for active and outdoor learning whilst also making best use of the latest technology to enhance digital learning.

- 2.2.2 Experience in new school buildings has demonstrated that a new and flexible learning environment inspires staff and pupils and has a positive impact on general health and wellbeing.

- 2.2.3 There will be the opportunity to provide similar high-quality facilities for learning to be designated in such a way as to allow a range of teaching styles and approaches, including active learning, interdisciplinary learning and outdoor learning.

- 2.2.4 The new school will be designed in such a way as to promote accessible, inclusive learning which will meet the needs of all learners including those with Additional Support Needs.

- 2.2.5 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.

- 2.2.6 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.

2.2.7 The new school will be fully accessible to disabled learners as required by the Equality Act (2010). This will be ensured through the delivery of the Council's:

- Equality outcomes
- Promoting Inclusive Design Protocol and
- Partnership with North Lanarkshire Disability Access Panel.

2.2.8 The new school will be designed in such a way as to promote accessible, inclusive learning which will meet the needs of all learners including those with Additional Support Needs.

2.2.9 The new school will build on current, and facilitate new, opportunities for effective integrated working with other services and partner agencies and will provide necessary support to children and families in the new school catchment area.

2.2.10 The new school's design, construction and operation will be environmentally and energy efficient; contributing directly to delivering the year-on-year reductions in greenhouse gas emissions introduced by the Climate Change (Scotland) Act 2009 and provide a rich context for learning for children and young people about sustainability now and in the future.

2.3 Community Benefits

2.3.1 The current council education estate framework has delivered added value through:

- Several apprenticeships have previously been created on the construction of new schools.
- Local employment opportunities
- Meaningful learning and engagement between the framework partners and the project schools
- Over 70% of the total investment is being procured through local supply chains.

2.3.2 In order to maximise the level of local community benefits, regular meetings take place with framework contractors and the council's Estate Teams. As we move forward at the pre-qualification stage, contractors appointed to the framework and their supply chains will be required to; actively participate in the achievement of social, environmental and sustainability policy objectives relating to local regeneration, social and economic growth, recruitment and training along with local supply chain initiatives. In addition, sustainability will be a key objective on the construction of the new schools thereby contributing to the Councils target of reducing our carbon footprint.

2.3.3 As well as the educational benefits allocated to the specific school projects, there will be wider educational benefits to the North Lanarkshire Community in that, with the significant level of savings required to be made over the next few financial years, the best value argument is that we would be utilising resources more efficiently and effectively. This is in line with 2003 Best Value Legislation and also the demands of the Education Scotland Act 1980.

2.4 Summary of response from Education Scotland

2.4.1 In reporting on their evaluation of the proposals in February 2025, HM Inspectors agree, overall, that the proposal to build a new Glenboig Primary School has clear potential education benefits.

2.4.2 The key potential educational benefits are:

- Improved access to high quality, flexible learning spaces that will have a positive impact on the general health and wellbeing of children and staff.
- A greater range of educational experiences, including outdoor learning, which is limited in and around the current building
- Increased opportunities for learners to achieve across all areas of Curriculum for Excellence

- 2.4.3 HM Inspectors also state that the stakeholders they met with are positive about the move to a new school.

2.5 Education Scotland Recommendations

- 2.5.1 North Lanarkshire Council should continue to work with parents, staff and local residents to ensure that they are kept informed of and engaged in progress.
- 2.5.2 In its consultation report, the council will need to set out the actions it has taken to address any alleged inaccuracies and omissions notified to it.

2.6 Next Steps

- 2.6.1 If approved by Committee, the following issues will be progressed as a matter of priority:
- 2.6.2 Communication
- A stakeholder communication plan will be developed, in order to:
 - Ensure that learning and wider communities know and contribute to the benefits of this proposal as it is implemented.
 - Provide feedback to officers and engage in meaningful dialogue to encourage participation of staff, parents/carers and pupils in transition arrangements (including risk assessment procedures).
- 2.6.2 Transitions and young people's safety
- The Service will participate in meaningful dialogue to inform staff, parents/carers and pupils regarding location of the new school and safe walking routes.

2.7 Programme of Work

- 2.7.1 The Programme of Work that will facilitate these new arrangements was approved by the Strategic Capital Development Group on 20 May 2021 as part of the Community Investment Fund. If approved, the timeline for the Programme of Work will be developed through the Strategic Capital Development Group.

3. Measures of success

- 3.1 Successful implementation of planned proposals.
- 3.2 Improved quality of service and provision to effectively meet the needs of children, young people and families.
- 3.3 Increased number of children and young people remaining within their local community.
- 3.4 Improved life-chances of children and young people.
- 3.5 Successful transition arrangements planned and enacted.

4. Supporting documentation

- 4.1 Appendix 1 – Final Outcome Report

BSmedley

Barry Smedley
Chief Officer (Education - North)

5. Impacts

5.1 Public Sector Equality Duty and Fairer Scotland Duty

Does the report contain information that has an impact as a result of the Public Sector Equality Duty and/or Fairer Scotland Duty?

Yes ☒ No ☒

If Yes, please provide a brief summary of the impact?

An equality impact assessment has been completed and will underpin planning for these proposals. The LCSC will accommodate young people who are a protected group due to disability.

If Yes, has an assessment been carried out and published on the council's website?

Yes ☒ No ☒

5.2 Financial impact

Does the report contain any financial impacts?

Yes ☒ No ☐

If Yes, have all relevant financial impacts been discussed and agreed with Finance?

Yes ☒ No ☐

If Yes, please provide a brief summary of the impact?

Glenboig Community Hub has been allocated funding from the current five-year capital programme as part of the funding allocated to the Town and Community Hub programme of work". As such, the relevant financial approvals are in place to take this project forward, subject to statutory education approval

5.3 HR policy impact

Does the report contain any HR policy or procedure impacts?

Yes ☒ No ☐

If Yes, have all relevant HR impacts been discussed and agreed with People Resources?

Yes ☒ No ☐

If Yes, please provide a brief summary of the impact?

Affected staff will be managed in accordance with the appropriate Workforce Change Policies and in with the signatory Trade Unions. Considerations would include compulsory transfer, premature/early retirement. Redundancy and redeployment.

The Service would be required to follow the requirements for consulting as set out in the Schools (Consultation)(Scotland) Act 2010. Further stakeholders, community and parental consultation would be required in the event that the service proceeds with any of the recommendations.

5.4 Legal impact

Does the report contain any legal impacts (such as general legal matters, statutory considerations (including employment law considerations), or new legislation)?

Yes ☒ No ☐

If Yes, have all relevant legal impacts been discussed and agreed with Legal and Democratic?

Yes ☒ No ☐

If Yes, please provide a brief summary of the impact?

All statutory duties will be complied with and advice sought, where appropriate, from Legal Services

5.5	Data protection impact Does the report / project / practice contain or involve the processing of personal data? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, is the processing of this personal data likely to result in a high risk to the data subject? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, has a Data Protection Impact Assessment (DPIA) been carried out and e-mailed to dataprotection@northlan.gov.uk Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
5.6	Technology / Digital impact Does the report contain information that has an impact on either technology, digital transformation, service redesign / business change processes, data management, or connectivity / broadband / Wi-Fi? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, please provide a brief summary of the impact? Where the impact identifies a requirement for significant technology change, has an assessment been carried out (or is scheduled to be carried out) by the Enterprise Architecture Governance Group (EAGG)? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
5.7	Environmental / Carbon impact Does the report / project / practice contain information that has an impact on any environmental or carbon matters? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If Yes, please provide a brief summary of the 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.
5.8	Communications impact Does the report contain any information that has an impact on the council's communications activities? Yes <input checked="" type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, please provide a brief summary of the impact? Communications will be managed by the Service.
5.9	Risk impact Is there a risk impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If Yes, please provide a brief summary of the key risks and potential impacts, highlighting where the risk(s) are assessed and recorded (e.g. Corporate or Service or Project Risk Registers), and how they are managed? All capital works are managed through the council's capital governance model. Reporting into SCDG and Committee where required.
5.10	Armed Forces Covenant Duty Does the report require to take due regard of the Armed Forces Covenant Duty (i.e. does it relate to healthcare, housing, or education services for in-Service or ex-Service personnel, or their families, or widow(er)s)? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, please provide a brief summary of the provision which has been made to ensure there has been appropriate consideration of the particular needs of the Armed Forces community to make sure that they do not face disadvantage compared to other citizens in the provision of public services.

5.11 Children's rights and wellbeing impact

Does the report contain any information regarding any council activity, service delivery, policy, or plan that has an impact on children and young people up to the age of 18, or on a specific group of these?

Yes ☒ No ☐

If Yes, please provide a brief summary of the impact and the provision that has been made to ensure there has been appropriate consideration of the relevant Articles from the United Nations Convention on the Rights of the Child (UNCRC).

The right to an education is embedded in statute and the council applies these rights without discrimination (Article 2) • the best interests of the child is a primary consideration (Article 3) • the child's wellbeing under GIRFEC is a consistent framework and shared language that promotes supports and safeguards the wellbeing of our children and young people (Article 6) • the council's priorities have been shaped by listening to children and young people and their families and pupil views were gathered and taken into account as part of the statutory consultation (Article 12)

If Yes, has a Children's Rights and Wellbeing Impact Assessment (CRWIA) been carried out?

Yes ☒ No ☐



Appendix 1 – Final Outcome Report

North Lanarkshire Council

Statutory Consultation – Final Outcome Report

Proposal to build a new Glenboig Primary School

**EDUCATION, CHILDREN
AND FAMILIES**

Published March 2025

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 an online public meeting; and
- (c) Report by Education Scotland prepared by His Majesty's Inspectors of Education

This report is available for inspection at:

- (a) www.northlanarkshire.gov.uk/consultation
- (b) Education and Families Headquarters, Civic Centre, Motherwell, ML1 1AB
- (c) Glenboig Primary School

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

1. BACKGROUND

- 1.1 Glenboig Primary School is a non-denominational primary school which is co-located with Our Lady and St Joseph's Primary School. The joint campus was built as part of the council's Public Private Partnership (PPP) initiative and opened in 2006. The school capacity of the school is 113 with the current roll of 120.
- 1.2 The key reasons for the proposal, as set out in the Committee paper, were;
- The pupils currently at Glenboig Primary School will benefit educationally by attending new build schools which can offer a wider range of educational in a facility with an adequate number of learning and teaching spaces to serve this pupil population.
 - The current joint campus which Glenboig Primary School shares with Our Lady and St Joseph's Primary School does not have sufficient capacity to serve the growing population in this area. The decoupling of Glenboig Primary School from the existing joint campus will provide new facilities for Glenboig Primary School and create additional capacity for Our Lady and St Josephs within the existing school grounds.
- 1.3 Appendix (i) of this report contains the consultation report as issued.

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;
 - the consultation process;
 - the arrangements for public meetings;
 - relevant school data;
 - the educational benefits of the proposal;
 - community benefits statement;
 - equality impact assessment; and
 - consultation timeline.
- 2.1.2 Consultation packs were made available on-line and paper copies on request to all relevant consultees.
- 2.1.3 The Head Teacher of Glenboig Primary School and Our Lady and St Joseph Primary School was notified of the consultation.
- 2.1.4 The consultation period commenced on Monday 4 November 2024 and a total of 43 days, which included 30 school days. Consultation ended on Monday 16 December 2024.
- 2.1.5 Details of the consultation process were made available on a dedicated area of the North Lanarkshire Council website at www.northlanrkshire.gov.uk/consultation
- 2.1.6 A face-to-face staff meeting was held on Thursday 28 November from 3.30pm until 4.30pm at Glenboig Primary School.

2.1.7 A face-to-face public meeting was held on Thursday 28 November from 7.00pm until 9.00pm at Glenboig Primary School.

2.1.8 Responses to the proposal could be made electronically to efglenboigconsultation@northlan.gov.uk , or in writing posted to the council. Paper forms were also provided at the consultation meetings.

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 Glenboig Primary School
- Parents/Carers and pupils of Glenboig Primary School
- Staff of Glenboig Primary School
- Any body or organisation which 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;
- Education Scotland
- Elected members
- Trade Unions
- Community Councils

3. **RESPONSES TO THE CONSULTATION**

3.1 Overview of Level of Response to the Consultation

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

- Staff meeting held on Thursday 28 November 2024 – 9 attendees.
- Public meeting held on Thursday 28 November 2024 – 12 attendees. There was representation from Education Scotland.
- The total number of individual consultee email responses received was – one.

The matters raised by stakeholders are summarised in Appendix (iii) of this report and form the basis for the areas listed below. Copies of the full consultation responses and notes from the on-line meetings can be found at www.northlanarkshire.gov.uk/consultation

3.2 Consultation and Channels and views expressed

Following the public meeting the council produced a Frequently Asked Questions (FAQs) document that was published on-line.

There was one email responses in total to the proposal.

The total number of individual consultee responses received was – one, which was supportive of the proposal.

Further analysis of opinion is included at Appendix (iii) through the FAQs.

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 and Families, with input from other Council officers with appropriate specialisms, under the following headings with the response from the service added in each case:

- Local infrastructure
- Impact on the environment

- Acceptable walking routes and accessibility to new site

4.1 Local infrastructure

Stakeholders asked how many new houses will be built within the area.

Response

The plan is for over 1000 houses in the Glenboig area. The red line boundary has 210 houses allocated but will be reduced due to Hub being located in this area.

4.2 Impact on the environment

Stakeholders raised concerns about the removal of the surrounding forest area which it utilised by children and young people.

Response

This will be part of the planning application and a full appraisal will be undertaken including a cost benefit analysis. Planning Department would make the decision if trees were to be replanted.

4.3 Safe walking routes and accessibility to site

Queries were raised around access to the hub and an increase to entrances and pedestrian crossings.

Response

This will be part of the planning application process and intelligent brief, however there will be upgrades to roads and paths to allow pedestrians and cyclists to travel.

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

The full report provided by Education Scotland is attached in Appendix (ii). Please see this report for full commentary. The main points are as follows:-

- HM Inspectors agree with the council's proposal to build a new primary school in Glenboig.
- The school roll is predicted to rise further in the coming years due to house building and the existing building may not meet the demand.
- HM Inspectors agreed with the educational benefits outlined in the proposal.
- HM Inspectors noted that all stakeholders are positive about the new school.
- They believe that the council should consider appropriate modifications that could be made to Our Lady & St Joseph's Primary School to improve the learning environment.
- Should the proposal go ahead, North Lanarkshire Council should continue to work with parents, staff and local residents to ensure that they are kept informed of and engaged in progress.

In response to the observations of Education Scotland, Education, Children & 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 engagement with all stakeholders both formally (statutory planning process) and informally (through the school's management and parent councils) with regard to the proposals as they proceed, should this proposal be implemented.

6. ALLEGED OMISSIONS OR INACCURACIES

The Service noted, prior to the public consultation opening, that the Committee Paper dated 21 May 2024 contained the following inaccuracies/erroneous statements. These were updated and/or reported to stakeholders through the council's consultation webpage and during the public consultation meetings held on Thursday 28 November 2024.

- A new redline boundary was provided to consider the best location of the establishment whilst preserving the remainder of the site for other use in the future.
- The removal of the Language and Communication Support Centre and Early Learning and Childcare provision.
- The removal of the erroneous bullet point in section 4.1 mentioning St Kevin's and Bargeddie.
- Email address was updated.
- The removal of the erroneous bullet point stating that the secondary education catchment is Chryston High School as Glenboig pupils will attend Coatbridge High School
- Link to share views on the proposal was not yet live and following Committee approval a live link was provided: efglenboigconsult@northlan.gov.uk
- Committee paper timeline was indicative, and an updated consultation timeline was provided prior to consultation opening.

All of the above inaccuracies/omissions were uploaded to the consultation web page prior to the consultation opening and addressed during the public consultations.

7. EQUALITY CONSIDERATIONS

Assessments have been carried out in accordance with the following statutory duties:

Public Sector Equality Duty

Fairer Scotland Duty

Armed Forces Covenant Duty

Children's Rights and Wellbeing Act

The assessments concluded that the main groups impacted are:

- Pupils of Glenboig Primary School
- Parents/carers of those pupils;
- Staff who work at Glenboig Primary School

The assessment summary is attached at Appendix (iv).

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 takes 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, Children & Families Committee on 20 May 2025.

If approved, an implementation group consisting of members of the senior management from Glenboig Primary School, along with parent council and pupils, will be established to ensure continued engagement of all stakeholders throughout the relocation.

Statutory Consultation

Proposal to build a new Glenboig Primary School

EDUCATION AND FAMILIES



NORTH LANARKSHIRE COUNCIL: EDUCATION AND FAMILIES

Proposal to build a new Glenboig Primary School

1. INTRODUCTION

Glenboig Primary School is a non-denominational primary school which is co-located with Our Lady and St Joseph's Primary School. The joint campus was built as part of the council's Public Private Partnership (PPP) initiative and opened in 2006.

The school capacity of the school is 113 with the current roll of 120.

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 begins on 4 November 2024 and finishes on 16 December 2024, which include 30 school days.
- 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 A public meeting will be held on week beginning 25 November 2024.
- 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 and online. It is envisaged that the report will be published on March 2025.
- 2.8 An online version of the document and other items related to the consultation can be found online at www.northlanarkshire.gov.uk/Glenboig-consultation
- 2.9 Further information on the proposal can be obtained by sending an email to Glenboigconsultation@northlan.gov.uk
- 2.10 All interested parties are invited to submit their comments on or before 16 December 2024.

3. PROPOSAL

- 3.1 The proposal in this document is to build a new facility incorporating a new build

Glenboig Primary School. There are two main reasons for this proposal:

- The pupils currently at Glenboig Primary School will benefit educationally by attending new build schools which can offer a wider range of educational opportunities (see Educational and Community Benefits sections below) in a facility with an adequate number of learning and teaching spaces to serve this pupil population.
- The current joint campus which Glenboig Primary School shares with Our Lady and St Joseph's Primary School does not have sufficient capacity to serve the growing population in this area. The decoupling of Glenboig Primary School from the existing joint campus will provide new facilities for Glenboig Primary School and create additional capacity for Our Lady and St Josephs within the existing school grounds.

3.2 It is proposed that the school will be sited on an area of land to the Southwest of the existing school and to the East of Glenboig Road.

3.3 If, following this statutory consultation, the Council proceeds with the proposed school, Glenboig Primary School will remain within the existing joint campus until the new school is deemed operational.

4. EDUCATION BENEFITS STATEMENT

4.1 Through the planned proposals it is expected that several education benefits will be achieved on behalf of children and young people including:

- It will provide better learning opportunities for the children of Our Lady & St Joseph's Primary School and Glenboig Primary School.
- Currently, the use of shared spaces within the joint campus is under pressure with the numbers of children attending. The roll in both schools is likely to grow over time making the situation more difficult.
- Primary School to use space more flexibly. Presently, staff find it difficult to find areas to work quietly with small groups or individual children. In this, as well as other regards, the proposal will bring benefits to all children including those with additional barriers to learning.
- The new school will be built to facilitate greater opportunities for active and outdoor learning whilst also making best use of the latest technology to enhance digital learning.

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 There will be the opportunity to provide similar high-quality facilities for learning to 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 new school will be fully accessible to disabled learners as required by the Equality Act (2010). This will be ensured through the delivery of the Council's:-

- Equality outcomes

- Promoting Inclusive Design Protocol and
 - Partnership with North Lanarkshire Disability Access Panel.
- 4.5 The new school will be designed in such a way as to promote accessible, inclusive learning which will meet the needs of all learners including those with Additional Support Needs.
- 4.6 The new school will build on current, and facilitate new, opportunities for effective integrated working with other services and partner agencies and will provide necessary support to children and families in the new school catchment area.
- 4.7 The new school's design, construction and operation will be environmentally and energy efficient; contributing directly to delivering the year-on-year reductions in greenhouse gas emissions introduced by the Climate Change (Scotland) Act 2009 and provide a rich context for learning for children and young people about sustainability now and in the future.

5. COMMUNITY BENEFITS STATEMENT

- 5.1 The current council education estate framework has delivered added value through:
- Several apprenticeships have been created on the construction of the new schools.
 - Local employment opportunities.
 - Meaningful learning and engagement between the framework partners and the project schools.
 - Over 70% of the total investment is being procured through local supply chains.
- 5.2 In order to maximise the level of local community benefit regular meetings take place with framework contractors and the council's Estate Teams. As we move forward at the pre-qualification stage contractors appointed to the framework and their supply chains will be required to actively participate in the achievement of social, environmental and sustainability policy objectives relating to local regeneration, social and economic growth, recruitment and training along with local supply chain initiatives. In addition, sustainability will be a key objective on the construction of the new schools thereby contributing to the Council's target of reducing our carbon footprint.
- 5.3 As well as the educational benefits allocated to the specific school projects there will be wider educational benefits to the North Lanarkshire Community in that, with the significant level of savings required to be made over the next few financial years, the best value argument is that we would be utilising resources more efficiently and effectively. This is in line with 2003 Best Value Legislation and the demands of the Education Scotland Act 1980.

6. IMPLICATIONS OF THE PROPOSALS

6.1 Rolls and Capacities

The projected rolls exclude placing requests but include house building estimates.

Table 3: Projected rolls and capacities for Glenboig Primary School 2024 - 2026

School	Capacity	Roll 2024		Roll 2025		Roll 2026	
		Roll	%	Roll	%	Roll	%
Permanent	113	120	106	131	116	150	133

The projected rolls exclude placing requests but include house building estimates. The roll is expected to increase further in future years as the house building in this area continues.

6.2 Transport to School

Council Policy currently provides free transport to those pupils living more than one mile from their zoned Primary School or where an appropriate walking route is not available. Education & Families will arrange for an assessment of the walking routes to the site of a new school and appropriate road crossing patrols will be established if considered necessary.

6.3 Staffing

The proposal should not have significant implications for staffing, either teaching or non-teaching. Any matter which arises will be dealt with within the terms of local and national agreements.

6.4 Secondary Education

The current zoning arrangement for secondary education is that pupils attending Glenboig Primary School attend Coatbridge High School. No change to the primary to secondary transfer arrangements will be required as a result of this proposal. Parents who wish their children to attend an alternative secondary school will require to submit a placing request for their preferred school.

6.5 Class Sizes

Class structures are decided by the head teacher in accordance with authority guidelines and take account of a range of factors, including teacher deployment, school policies, the available accommodation and pupil numbers at each stage.

6.6 Future use of the existing school buildings

The existing spaces within the existing joint campus will be handed over to the existing Our Lady and St Joseph's Primary School. Effectively, the existing joint campus will become a site serving a single school – Our Lady and St Joseph's, with the signage etc. being updated once Glenboig Primary School relocate to the new location.

6.7 Financial implications

Based on previous experience of new build projects within North Lanarkshire, it is anticipated this proposal will have a limited impact on school revenue budgets.

6.8 Placing Requests

It is anticipated that there will be no impact on pupils attending either school on a placing request. The following options exist for pupils in this position. Firstly, they can transfer

to the new school. Secondly, they can enrol in their designated catchment area school or thirdly, submit a placing request to another School. The parents of these pupils will be given the opportunity to discuss their preference with Education & Families staff. Parents remain responsible for transport costs where an existing placing request to the new build school is continued.

7. EQUALITY IMPACT ASSESSMENT

- 7.1 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 statutory requirements.

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

- The proposal paper details the educational benefits of the proposal and other relevant information.
- The proposal paper will be published and widely advertised.
- 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.
- The consultation period will be a period of at least 6 weeks including at least 30 school days.

9.4 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.

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

9.5 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.

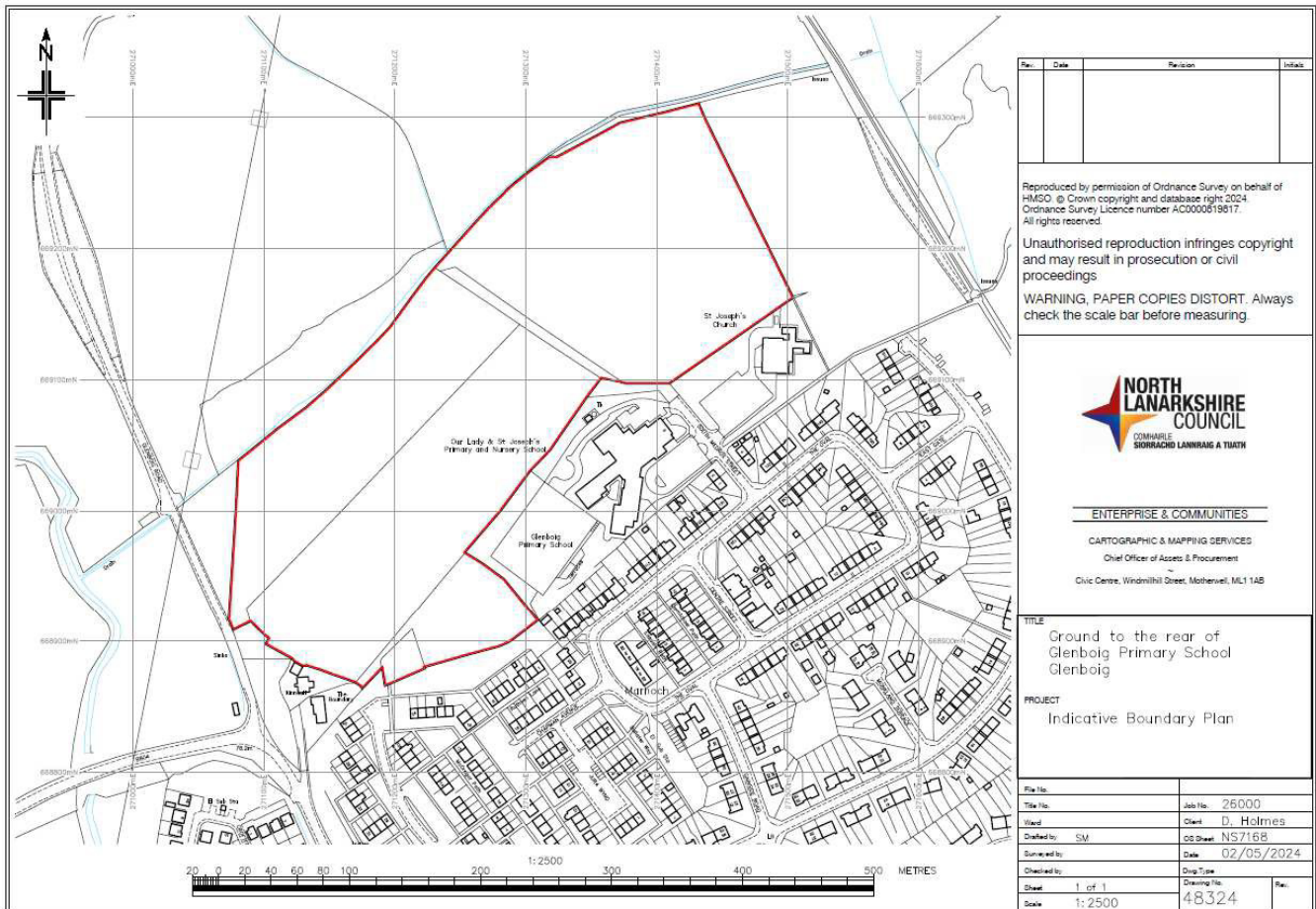
9.6 Following the consultation period, the council will prepare and publish a consultation report. The report will be published at least three weeks before a final decision is taken on the proposal.

9.7 The consultation timeline provides further information on the timescales for various staged in the statutory process.

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

www.northlanarkshire.gov.uk/Glenboig-consultation

Appendix 2 – Red Line Boundary



Appendix 3 - Indicative Timeline for Consultation

Stages	Timeline (30 calendar days of consultation excludes weekends/ school holidays/term days, etc.)	Date
1. Committee Date		10 September 2024
2. Consultation Starts Phase 1	Minimum of 6 weeks To include 30 calendar days	11 September 2024
3. Public Meeting	Mid-way through consultation period	w/b 30 September 2024
4. Consultation Ends	30 Days (37 days in total to account for 27/9/2024 and 30/9/2024 and 14/10/2024 to 18/10/2024)	29 October 2024
5. Report to Education Scotland (ES) Phase2	Minimum 3 weeks	26 November 2024
6. Education Scotland produce report	Minimum 3 weeks (to be agreed with ES)	TBC
7. Consultation report published Phase 3	No specified timescale	TBC
8. Time for further consideration	3 weeks from publication date	TBC
9. Final Committee Decision		20 May 2025
10. Implement proposal if approved by Committee	3 weeks	TBC

Appendix 3

Glenboig Primary School - Timeline for Consultation

Stages	Timeline	Date
1. Committee Date		21 May 2024
2. Consultation Starts Phase 1	Minimum of 6 weeks To include 30 calendar days	4 November 2024
3. Public Meeting	Mid way through consultation	28 November 2024
4. Consultation Ends	30 Days	16 December 2024
5. Report to Education Scotland Phase2	3 weeks	3 February 2025
6. Education Scotland produce report	3 weeks	3 March 2025
7. Consultation report published Phase 3	No specified timescale	17 March 2025
8. Time for further consideration	3 weeks from publication date	
9. Final Committee Decision		20 May 2025
10. Implement proposal if approved by Committee		TBC

Appendix (ii) Education Scotland Report

Schools (Consultation) (Scotland) Act 2010

**Report by Education Scotland addressing educational aspects of
the proposal by North Lanarkshire Council to relocate and build a
new Glenboig Primary School.**

February 2025

1. Introduction

- This report from Education Scotland has been prepared by His 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 a proposal by North Lanarkshire Council to relocate and build a new Glenboig Primary School. 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' view. Upon receipt of this report, the Act requires the council to consider it alongside any relevant considerations the council received and then prepare its consultation report. The council's 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 consultation report at least three weeks before it takes its final decision. With all proposals the council needs to follow all statutory obligations set out in the 2010 Act.

1.2 HM Inspectors considered:

- the likely effects of the proposal for children 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 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 28 November 2024 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
- visits to the shared campus of Glenboig Primary School and Our Lady and St Joseph's Primary School, including discussion with relevant consultees.

2. Consultation process

- North Lanarkshire Council undertook the consultation on its proposal(s) with reference to the [Schools \(Consultation\) \(Scotland\) Act 2010](#).
- The statutory consultation ran from 4 November until 16 December 2024. The council published the proposal on its website and made copies available to a range of key stakeholders. The council held a public meeting in Glenboig Primary School on 28 November 2024, which was attended by 12 members of the public. The council received one written response, which was supportive of the proposal. Stakeholders expressed concerns about the lack of local infrastructure to accommodate transport and accessibility to the proposed new school site. They are worried about the potential loss of the forest

area and negative impact this may have on the environment.

Educational aspects of proposal

- North Lanarkshire Council proposes to relocate Glenboig Primary School into a new build Glenboig Community Hub, which will accommodate primary school places for up to 292 children. The current joint campus, which is shared with Our Lady and St Joseph's Primary School, does not have the capacity to serve the growing population in the local area. The new building will enable the school to accommodate more children to address the increasing school roll resulting from current and planned housing developments. The council has outlined a number of educational benefits, which should be realised if the proposal proceeds. The proposed new facility should provide increased flexibility and promote accessible, inclusive learning that will meet the needs of all learners. The council states that the new school will make best use of technology to enhance digital learning and provide greater opportunities for active and outdoor learning. The new build facility should enable further integrated working with other services and partner agencies and provide additional support to children and families. HM Inspectors agree with the educational benefits outlined in the proposal.

2.2 All stakeholders are positive about the new school. Children from Glenboig Primary School, who met with HM Inspectors, are excited about being in a new building. Children from both schools feel that more space will allow them to participate in a wider range of active learning experiences such as music and art. However, they feel the current open plan environment presents distractions and use of shared spaces between both schools restrict what they can do. They would like to see the use of dedicated spaces for activities, which should promote a more positive and inclusive learning environment. Children feel it is important that they continue to have access to shared learning experiences across both schools and afterschool clubs. They also expressed sadness about the potential loss of the forest area. Staff who met with HM Inspectors agree that a new building will create additional space and potentially provide a better learning environment for children. They believe that the existing accommodation and use of shared spaces can limit the delivery of some curricular areas for both schools, including music and physical education. Staff feel that dedicated space for each school would be beneficial in supporting learning.

2.3 Parents who met with HM Inspectors are supportive of the council's proposal to build Glenboig Community Hub that will include Glenboig Primary School. They recognise that space is limited for both of the current schools and staff work well with the space available. They believe that the new school will ease traffic congestion in the local area. Parents feel strongly that the appropriate infrastructure needs to be in place to accommodate transport and support safe walking routes to school. Parents feel it is important that collaborative working continues to offer shared learning experiences across both schools. They also believe that the council should consider appropriate modifications that could be made to the existing building to improve the learning environment for Our Lady and St Joseph's Primary School. If the proposal is agreed, it will be important for the council to continue to consult with stakeholders, where appropriate, about the design of what is included in the new Glenboig Community Hub and Glenboig Primary School.

2.4 HM Inspectors met with church representatives from the Diocese of Motherwell. They expressed their full support for the proposal. They believe that it will decrease the need for use of shared spaces, which will enhance learning and teaching for children from both schools. They also believe that the religious ethos will be stronger throughout Our Lady and St Joseph's Primary School.

2.5 During the consultation period the council was notified of alleged inaccuracies or omissions in the proposal. The council will need to ensure that it takes the necessary steps to investigate these alleged inaccuracies or omissions. In its consultation report, the council will need to set out the actions it has taken to address any alleged inaccuracies and omissions notified to it.

3. Summary

HM Inspectors agree with the council's proposal to build a new primary school in Glenboig. The current school roll is predicted to increase further in the coming years due to planned housing developments. Glenboig Primary School is already over capacity and the existing building may not meet the demand. Should the council proceed with its proposal, it should continue to work with parents, staff and children to ensure that they are kept informed and engaged in the process. In its consultation report, the council will need to set out the actions it has taken to address any alleged inaccuracies and omissions notified to it.

HM Inspectors

February 2025

Appendix (iii) – Public and Staff Consultations Notes and FAQs

Proposal to build a new Glenboig Primary School Public Meeting held Thursday 28 November 2024 in Glenboig Primary School

Notes/Frequently Asked Questions (FAQs) Start 18:11 End 19:40

Present:

A Henry, Senior Education & Families Manager

M Dolan, Education & Families Manager

J Woodward, Acting Senior Education & Families Manager

L McBride, Education & Families Manager

C McCabe, Hub Strategy Manager

L Macpherson, Education Project Coordinator

D Lees, Education Project Coordinator

Q Question

A Answer

S Statement

MD welcomed stakeholders and introduced panel. MD explained the reason for the proposal and outlined the statutory process. MD presented the proposal to staff including Educational Benefits.

CM presented proposed site for new build primary school and the process and timescales for a new build including the intelligent brief. CM advised that the contractor would involve pupils in STEM (Science, Technology, Engineering, Maths) projects during the construction process.

Parents and pupils will be involved in the design to discuss ideas, visiting other schools and speaking with other children and staff who have previously been involved in new builds. Current school opened in 2006, the same year as Glenboig and Gartcosh growth area was considered. The existing campus will be handed over to Our Lady and St Joseph's Primary School (OLSJ).

MD discussed previous new builds including Newmains/St Brigid's, Riverbank and Chryston Hubs. Visits can be arranged for staff to Chryston (PS) Hub due to similarities of this proposal. MD reiterated this is a proposal, we have a statutory process to follow to gather feedback from stakeholders and present to Education Scotland and Committee prior to approval/non-approval.

MD opened the floor to questions:

Q In the committee paper, current zoning advised catchment area is Chryston (HS) Hub it should be Coatbridge High School.

A We will rectify and log it as inaccuracy and omission.

Q How many houses will be built?

A Plan is for over 1,000 houses in the Glenboig area. The red-line boundary land currently being scoped for the new build has 210 houses allocated but will be reduced due to hub being

situated there We want to build hub and also maximise space for housing. Approx 25 houses per hectare.

Q Will the new incoming road be for all traffic?

A The road and footpath will be upgraded including appropriate space for buses. However, everything depends on where hub is finally sited.

Q Are trees being cut down?

A This is part of planning application, but the expectation is that trees will be removed. Residential value for new build houses is in the flat areas. A full appraisal will be undertaken including a cost benefit analysis. At the end of the study a decision will be made where hub is located and where houses will be built.

S We want to know how it is going to be; we knew this would happen. At our back gates we have land then trees, we think the new build will come to our back gates.

S CM advised we are unable to answer at the moment, however you can take enquiry to North Lanarkshire Council regarding this if this proposal is approved. You have a right to observation on the planning application.

S MD advised we take cognisance to all information and feedback, and we will take this to elected members in a paper to seek approval if the consultation recommendations are as such. We have to go through statutory consultation which will, if approved, include planning.

Q Why is it a hub and not a school?

A We now build hubs to show use for full community and not just the school. Out with school hours the building can be used as a community hub. Very good community groups within this area and we want to compliment other agencies, not compete. The nursery will remain in Our Lady and St Joseph's Primary School (OLSJ PS) and LCSC provision which will be in Gartcosh Community Hub. The proposal replacing a primary school. Hubs are designed in a way that spaces can be locked off for community but keep school bubble safe.

Q Outdoor provision, as I am interested because I am a football coach?

A We have a synthetic pitch on this site, we will liaise with Sport Scotland. We look at locality needs and if approved, we could look at a MUGA for proposed site.

S A concern is that there are numerous injuries on synthetic pitches.

Q Are Glenboig football team a stakeholder to be involved in discussions?

A We ask colleagues in Communities to invite stakeholders and that would be for colleagues that deal with those stakeholders on the list. Glenboig community trust will have direct links to NLC Communities Officers.

Q If more houses are built it will put pressure on Nursery. Are there plans for future provision?

A Nursery centre can offer mixed models within this setting and as some of you may be aware it sometimes it costs more for council space than private sector space, if we add too many spaces, this could suggest we are then competing. Need to wait for demand due to house building.

Q Is nursery part of Gartcosh hub?

A Yes

S MD advised the overall school population in North Lanarkshire Council has dropped by 900 pupils over the last ten years. The number of primary school pupils is decreasing and the

number of secondary school pupils is increasing. Therefore, there will be spikes of pupils within year groups.

S CM explained we have projected for next 20-30 years. There is a drop in under 16 and over 65 population. School numbers are dropping, increase is in growth due to new housing developments. For every 10 houses built we get 3 children. We keep flexibility and have good modelling and we are confident both schools will cope with long term projections.

Q Probability of a building site near 'live' school whilst hub and houses are being built together?

A CM advised that is not seen as a risk. We have current construction builds within close proximity of other buildings. Our contractors are experienced in health and safety and only undertake tasks at relevant times.

Q What will the access be to the hub, there is no pavement from my housing estate currently?

A There will be active travel links including upgrades to roads, including 4 metre paths to allow pedestrians and cyclists to travel. We are subject to the same the rules as a contractor. If we are told to connect paths, we will do this. This will be part of planning applications and how they want us to link active travel plans. We have 'outside red line boundary' plans and if there is an ask to look at other issues out with the original contract we will.

Q Is there plans to build new houses at the park?

A Any area within red line boundary with a sustainable urban drainage system is within plan. We can't put any more strain on the network. However just because red line boundary is there, this does not mean it will all be housing.

Q Will there be more entrances and pedestrian crossings?

A This will be part of the intelligent brief. I am confident our planning colleagues will ensure there is access to the hub as quick as possible.

Q Why no swimming facilities? School currently pays to bus children to swimming.

A NLC has sports strategy which directs the swimming pool agenda within NLC. NLC previously had some swimming pools situated within secondary schools but they were removed.

Q Will there be provision for Additional Support needs pupils?

A There will be an LCSC provision within the new Gartcosh hub.

S It is positive to hear it's not fully open plan.

Q Are we doing away with the forest? Nursery do utilise it and want to keep in mind other stakeholders?

S Glenboig Hub is absolutely needed, however where it is situated it may interfere with the forest area and wider community.

S MD provided clarification of difference between forest and forest schools.

Q Will you remove the only forest in the area? **A** We would ask you to give this feedback as part of the consultation. If you have concerns or want this proposal to be approved. We would ask you to raise this through the formal/feedback process.

S CM advised we are technically splitting the campus but still working as a team, the nursery is a community link between both schools.

S MD stated that we have approval to seek to go out to consultation, need to go back to committee for approval or refusal to go ahead.

Q Can nursery staff respond to consultation?

A Yes, anyone can.

S MD encouraged everyone to raise valid points including the positive, through this proposal and we will listen to all stakeholders.

S Stakeholder raised that “In my opinion this is done and dusted”.

S MD stated this is not a done deal, this is a process with statutory requirements. This is an opportunity to raise your concerns.

Q Were OLSJ and nursery consulted?

A Email was sent to Headteacher to cascade to staff and parent/carers. OLSJ Headteacher confirmed that they had cascaded the email to all staff, parents and carers.

Q If trees are knocked down, are they replaced by replanting?

A This would be a Planning Department decision.

Q Is it private or social houses?

A CM Housing Department will decide this after feasibility study. It could be a mix. We have quotas on how many houses we want to build as a local authority.

Q What is plan B if proposal is not accepted?

A We would need to understand objection and then deal with that. It depends on what the objection is.

S MD advised elected members to have given approval to go to consultation. When all stages have been visited, we will be able to answer on specifics based on information we have or able to ascertain.

Q Is the issue that the current school may be over capacity by 2026 by a third?

A We will work with colleagues and establishment to manage and monitor.

MD asked if there were any further questions or any comments. MD asked if everyone was in agreement, and that there were no further queries during the formal part of this public consultation that we would end the meeting early. All agreed and MD stated that if there were any questions that they felt could be voiced officers would be here to answer and advise.

MD closed the presentation and thanked everyone for their time and encouraged all stakeholders to fill in the feedback forms or via email address. Confirmed presentation, notes of meeting/FAQs will be updated on website by 5 December 2024.

Appendix (iv) Equality Impact Assessment Form

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Author	<i>Michael Dolan</i>	Contact details	<i>Dolanmi@northlan.gov.uk</i>
Owner	<i>Gerard McLaughlin</i>		<i>mclaughing@northlan.gov.uk</i>

EqlA version number	<i>01</i>	EqlA status	<i>Complete</i>		<i>Incomplete (Ongoing)</i>	<i>X</i>
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<i>If Incomplete please say why - for instance pending further consultation / research</i>	<i>Each phase of project and implementation to be continuously reviewed.</i>
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Governance Committee	<i>Education, Children & Families</i>	Date approved	<i>21.05.2024</i>
Review date			

Section 1. About the Policy

1.1 Name of the policy / strategy / function / procedure:	
Proposal to reconfigure Early Learning & Childcare and primary education in the West area of Cumbernauld	
Is this a: -	
A new policy /strategy / function / procedure / service	<input type="checkbox"/>
Budget saving	<input type="checkbox"/>
Review of policy /strategy / function / procedure	<input type="checkbox"/>
Review of Service	<input type="checkbox"/>
Other (please specify) Community Asset Transfer	

Is this 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.”		Y		
1.2 Person Responsible for the policy etc.				
Name:	Job Title and Service / Team:			
Gerard McLaughlin	Chief Officer (North)			

1.3 What is the scope of the assessment?	✓	Detail where appropriate
Whole of the organisation		
Service specific	Y	Education
Discipline specific	Y	Primary
Other	Y	<p>The proposal in this document is to build a new facility incorporating a new build Glenboig Primary School. There are two main reasons for this proposal:</p> <p>The pupils currently at Glenboig Primary School will benefit educationally by attending new build school which can offer a wider range of educational opportunities (see Educational and Community Benefits sections below) in a facility with an adequate number of learning and teaching spaces to serve this pupil population.</p> <p>The current joint campus which Glenboig Primary School shares with Our Lady and St Joseph's Primary School does not have sufficient capacity to serve the growing population in this area. The decoupling of Glenboig Primary School from the existing joint campus will provide new facilities for Glenboig Primary School and create additional capacity for Our Lady and St Joseph's Primary School within the existing school grounds.</p>

1.4 What is the policy/ strategy/ function/ saving trying to achieve / do?
<ul style="list-style-type: none"> It will provide better learning opportunities for the children of Our Lady & St Joseph's Primary School and Glenboig Primary School. Currently, the use of shared spaces within the joint campus is under pressure with the numbers of children attending. The roll in both schools is likely to grow over time making the situation more difficult.

- Primary School will be able to use space more flexibly. Presently, staff find it difficult to find areas to work quietly with small groups or individual children. In this, as well as other regards, the proposal will bring benefits to all children including those with additional barriers to learning.
- **The new school will be built to facilitate greater opportunities for active and outdoor learning whilst also making best use of the latest technology to enhance digital learning.**

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

n/a

Section 2. What do I know now?

2.1 Who are the stakeholders and beneficiaries?

- Pupils who attend Glenboig Primary School
- Parents/Carers of pupils who attend Glenboig Primary School
- Employees: Head Teachers, Cluster Support Teachers (CSTs), CIILs, teaching and support staff.
- Managers: The strategic and operational team who will be responsible for the delivery of the project.
- Other services involved such as Inclusion, Facility Support, Corporate Communications, Estate Management teams.
 - Third sector and multi-agency partners involved with pupils and families
 - Partner teams/departments at NLC: Social Work, Educational Psychology, Estates, and HR colleagues

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

It is recognised that fundamental changes are required, including higher quality facilities and increased collaboration between schools and services to benefit pupils and their families, staff and the delivery of a full and robust learning experience. The new facilities will offer many educational benefits to all pupils as outlined in the proposal document approved 21 May 2024.

A consultation process will be 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.

Children who attend Glenboig Primary School and their families will be consulted throughout the ASN reconfiguration process to hear views. These views will be taken into account throughout the consultation and decision making process.

The Statutory Consultation is due to begin on 4 November 2024 and will end on 17 December 2024.

A public Consultation Meeting will be held week beginning 25 November 2024. A Communication Strategy has been developed to identify all stakeholders, including priority groups, and a variety of communication methods will be employed to suit different audiences.

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
Age (a particular age or range of ages)	Y	3-12 years			
Disabled people and people with long term health conditions	N				
Women and men, girls and boys	N				
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 new build school is intended to improve and enhance provision for pupils who attend Glenboig Primary School			

Homeless people	N				
People who are care experienced	N				
Care leavers	N				
Carers – paid / unpaid, family members	N				
Asylum seekers	N				
Employees – full and part time. Including SES, MAs etc.	Y	<p>Staff concerns will be addressed under the council's job sizing and other Human Resource policies.</p> <p>Teaching staff who attend Glenboig Primary School may experience a change to their location.</p> <p>Non-teaching staff who attend Glenboig Primary School may experience a change to their location.</p>			
Others	Y	Taxi and bus 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?	n/a		
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 Glenboig Primary School will benefit from an improvement in the quality of individualised teaching and learning and future life opportunities.</p> <p>Notably, long-term socioeconomic advantage is expected to be fostered across North Lanarkshire due to the investment in school estates.</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 12 and families will be consulted throughout the design period.</p> <p>Statutory Consultation on the proposal commenced on 4 November 2024 and will end on 17 December 2024</p> <p>Public Consultation Meeting will be held week beginning 25 November 2024.</p> <p>Staff and Parent Councils will be met with separately but will also be invited to the public meeting.</p> <p>The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning for approval and decision published thereafter.</p>
Disabled people and people with long term health conditions	Y		Children under the age of 12 and families will be consulted throughout the design period.

			<p>Statutory Consultation on the proposal commenced on 4 November 2024 and will end on 17 December 2024</p> <p>Public Consultation Meeting will be held week beginning 25 November 2024.</p> <p>Staff and Parent Councils will be met with separately but will also be invited to the public meeting.</p> <p>The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning for approval and decision published thereafter.</p> <p>Statutory Consultation commenced on 4 November 2024 and will end on 17 December 2024</p> <p>Public Consultation Meeting will be held week beginning 25 November 2024.</p> <p>Staff and Parent Councils will be met with separately but will also be invited to the public meeting.</p> <p>The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning 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 changes that are due to be carried out.</p> <p>Statutory Consultation commenced on 4 November 2024 and will end on 17 December 2024</p> <p>Public Consultation Meeting will be held week beginning 25 November 2024.</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>Children under the age of 12 and families will be consulted throughout the design period.</p> <p>Statutory Consultation on the proposal commenced on 4 November 2024 and will end on 17 December 2024</p> <p>Public Consultation Meeting will be held week beginning 25 November 2024.</p> <p>Staff and Parent Councils will be met with separately but will also be invited to the public meeting.</p> <p>The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning for approval and decision published thereafter.</p>
Homeless people			n/a
Care Experienced people	Y		<p>Statutory Consultation on the proposal commenced on 4 November 2024 and will end on 17 December 2024</p> <p>Public Consultation Meeting will be held week beginning 25 November 2024.</p> <p>The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning for approval and decision published thereafter.</p>
Care leavers	Y		<p>Statutory Consultation on the proposal commenced on 4 November 2024 and will end on 17 December 2024</p> <p>Public Consultation Meeting will be held week beginning 25 November 2024.</p> <p>The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning for approval and decision published thereafter.</p>
Carers – paid / unpaid, family members	Y		<p>Statutory Consultation on the proposal commenced on 4 November 2024 and will end on 17 December 2024</p> <p>Public Consultation Meeting will be held week beginning 25 November 2024.</p> <p>The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning 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 Trade Union and HR consultations with affected staff members from Bothwellpark High School.</p> <p>Children under the age of 12 and families will be consulted throughout consultation period to hear views.</p> <p>Statutory Consultation commenced on 4 November 2024 and will end on 17 December 2024</p> <p>Public Consultation Meeting will be held week beginning 25 November 2024.</p> <p>Staff and Parent Councils will be met with separately but will also be invited to the public meeting.</p> <p>The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning for approval and decision published thereafter.</p>
Employee Equality Forum		N	
Others		N	

3.2 What additional research or data is required?

Continuous consultation with all school and community stakeholders to obtain and consider views.

Children under the age of 12 and families will be consulted throughout consultation period to hear views.

Statutory Consultation commenced on 4 November 2024 and will end on 17 December 2024

Public Consultation Meeting will be held week beginning 25 November 2024.

Staff and Parent Councils will be met with separately but will also be invited to the public meeting.

The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning for approval and decision published thereafter.

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

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

FAQs based on feedback from Stakeholders along with questions raised at the public consultation meetings on 28 November 2024 will allow further analysis of the effects. This EQIA will continue to be reviewed 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)	3-12 years The proposal within the statutory consultation will have an impact on all children who attend Glenboig Primary School	The impact of change on children and young people	Extensive statutory consultation processes with pupils and families from Glenboig Primary School Careful transition planning will be developed to allow pupils to anticipate the changes.
Disabled people and people with long term health conditions	The new school will be fully accessible to disabled learners as required by the Equality Act (2010). This will be ensured through the delivery of the council's equality outcomes, promoting inclusive design protocol and partnership with North Lanarkshire Disability Access Panel	There may be adverse experiences for some pupils should their teaching environment change.	This will be ensured through the delivery of the council's equality outcomes, promoting inclusive design protocol and partnership with North Lanarkshire Disability Access Panel
Women and men, girls and boys	n/a		
People defined by their race, colour and nationality, ethnic or national origins.	n/a		
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	The proposal within the statutory consultation will have an impact on all children who attend Glenboig Primary School and their families.	The impact of change on children and young people and their families.	Extensive statutory consultation processes with pupils and families Glenboig Primary School Careful transition planning will be developed to allow pupils to anticipate the changes. The Parent Councils and parents will be included in the consultations.
Homeless people	n/a		
Looked after and accommodated people	Pupils, including care-experienced children, in both schools and will receive robust needs-based support promptly when required. Support will end when the requirement ceases, thus encouraging the independence of pupils and supporting an inclusive pedagogy within schools whereby pupils of all abilities are encouraged to reach their fullest potential.	As above, there may be adverse experiences for some pupils should their teaching environment change.	Extensive statutory consultation processes with pupils and families. Enhanced transition planning to allow pupils to anticipate the changes.
Care leavers	Pupils in both schools, including care-	As above, there may be adverse	Extensive statutory consultation processes

	experienced pupils, will receive robust needs-based support promptly when required. Support will end when the requirement ceases, thus encouraging the independence of pupils and supporting an inclusive pedagogy within schools whereby pupils of all abilities are encouraged to reach their fullest potential.	experiences for some pupils should their teaching environment change.	with pupils and families. Enhanced transition planning to allow pupils to anticipate the changes.
Carers – paid / unpaid, family members	n/a		
Asylum Seekers	n/a		
Employees – full and part time. Including SES, MAs etc.	Access to flexible 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 throughout the consultation process and beyond if the policy is adopted.

Enhanced transition planning to allow pupils and parents/carers to anticipate the changes.

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.	4 November 2024 – 17 December 2024	Michael Dolan, Education & Families Manager Maryann McGorry, Project Manager	Statutory Consultation to begin on 4 November 2024 to 17 December 2024 Public Consultation meeting will take place

			<p>week beginning 25 November 2024</p> <p>Ongoing consultation with staff/parents throughout transition process.</p>
An ongoing thorough review of the proposal	Present and ongoing	<p>Michael Dolan, Education & Families Manager</p> <p>Maryann McGorry, Project Manager</p>	Continued liaison with necessary stakeholders.

Section 5. Monitoring, evaluating and reviewing

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

- Monitoring and evaluating the quality of the learning outcomes of both schools (Glenboig Primary School and Our Lady and St Joseph Primary and nursery pupils) and the increased access to experiences and opportunities for pupils.

Section 6. Making a decision and sign-off

Recommendation	Tick	Comment (where applicable, please give more information e.g. where to pilot, what modifications, etc.)	Timescales
Introduce the policy			<p>Completion date of June 2024</p> <p>Implementation date August 2025 and onwards</p>
Adjust the policy then introduce			
Introduce the policy with justification regarding potential adverse impact			
Stop and withdraw the policy			

Name of Policy	Proposal to build a new Glenboig Primary School		
Head of Service /Senior Manager sign-off:			
Name	Job title and division/ team	Date	Signature
Gerard McLaughlin	Head of Education & Families	21 May 2024	<div>Gerard S. McLaughlin</div>

1. For further information please contact:

Name:	Michael Dolan
Job title:	Education & Families Manager
Service:	Education, Children and Families
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