

Agenda



Educational Services Committee

Date: Wednesday, 21 December 2016

Time: 14:00

Venue: Council Chamber
Clydebank Town Hall

Contact: Scott Kelly, Committee Officer
Tel: 01389 737220 scott.kelly@west-dunbarton.gov.uk

Dear Member

Please attend a special meeting of the **Educational Services Committee** as detailed above. **Please note the venue for the meeting.** The business is shown on the attached agenda.

Yours faithfully

JOYCE WHITE

Chief Executive

Distribution:

Councillor M. McGinty (Chair)
Councillor G. Black
Councillor G. Casey
Councillor W. Hendrie
Provost D. McAllister
Councillor D. McBride
Councillor J. McColl
Councillor J. Millar
Councillor J. Mooney (Vice Chair)
Councillor I. Murray
Councillor T. Rainey
Councillor M. Rooney
Councillor K. Ryall
Councillor H. Sorrell
Mrs B. Barnes
Ms L. Bonnar
Mr G. Corrigan
Mr I. Ellis
Miss E. McBride
Miss S. Rennie
Ms J. Strang

All other Councillors for information

Strategic Director – Transformation & Public Service Reform
Chief Education Officer

Date of Issue: 30 November 2016

EDUCATIONAL SERVICES COMMITTEE

WEDNESDAY, 21 DECEMBER 2016

AGENDA

1 APOLOGIES

2 DECLARATIONS OF INTEREST

Members are invited to declare if they have an interest in any of the items of business on this agenda and the reasons for such declarations.

REPORT FOR DECISION

**3 RESULTS OF STATUTORY CONSULTATION ON A PROPOSAL TO
PLACE GARTOCHARN EARLY LEARNING & CHILDCARE CENTRE
UNDER THE MANAGEMENT AND LEADERSHIP OF THE HEADTEACHER
OF GARTOCHARN PRIMARY SCHOOL 5 – 17**

Submit report by Chief Education Officer informing of the outcome of the statutory consultation process on a proposal to place Gartocharn Early Learning and Childcare Centre (ELCC) under the management and leadership of the Headteacher of Gartocharn Primary School.

**4 RESULTS OF STATUTORY CONSULTATION ON A PROPOSAL TO
PLACE ST EUNAN'S EARLY LEARNING & CHILDCARE CENTRE UNDER
THE MANAGEMENT AND LEADERSHIP OF THE HEADTEACHER OF ST
EUNAN'S PRIMARY SCHOOL 19 – 36**

Submit report by Chief Education Officer informing of the outcome of the statutory consultation process on a proposal to place St Eunan's Early Learning and Childcare Centre (ELCC) under the management and leadership of the Headteacher of St Eunan's Primary School.

5 PROPOSAL TO RELOCATE THE CHOICES PROGRAMME, WITHIN A WIDER SCHOOL SUPPORT SERVICE, TO NEW PREMISES IN THE VACANT JAMESTOWN PRIMARY SCHOOL BUILDING

To Follow

Submit report by the Chief Education Officer:-

- (a) presenting the proposal to relocate the Choices Programme and associated central support services to Jamestown Primary School Building in 2017; and
- (b) seeking approval to initiate a formal consultation process within the terms of the Schools (Consultation) (Scotland) Act 2010 to relocate the Choices Programme which is a designated school.

WEST DUNBARTONSHIRE COUNCIL**Report by the Chief Education Officer****Education Services Committee: 21 December 2016**

Subject: Results of statutory consultation on a proposal to place Gartocharn Early Learning & Childcare Centre under the management and leadership of the Headteacher of Gartocharn Primary School

1. Purpose

- 1.1** The purpose of this report is to inform Committee of the outcome of the Statutory consultation process on the proposal to place Gartocharn Early Learning and Childcare Centre (ELCC) under the management and leadership of the head teacher of Gartocharn Primary School.

2. Recommendations

- 2.1** The Committee is asked to:

- a) note the outcome of the consultation process; and
- b) approve the proposal to place Gartocharn ELCC under the management and leadership of the Headteacher of Gartocharn Primary school.

3. Background

- 3.1** At its meeting on 24 August 2016, the Educational Services Committee agreed that stakeholders should be consulted under the terms of the Schools (Consultation) (Scotland) Act 2010, as amended in 2014, on a proposal to place Gartocharn ELCC under the management and leadership of the Headteacher of Gartocharn Primary School from January 2017.

4. Main IssuesConsultation Process

- 4.1** The consultation took place from 5 September 2016 until 28 October 2016. This online consultation process was supported by a meeting with all staff on 15 September and a public meeting on 21 September.

Consultation Responses

- 4.2** A total of 33 people responded to the online consultation. Around half of respondents (16 people) reported that they were not associated with either the Primary School or ELCC.

It is important to note that the online consultation was open to anyone who had an interest in responding, meaning that a number of the responses received may be from individuals out with the immediate area of Gartocharn or out with West Dunbartonshire entirely. An analysis of responses can be found at appendix 1. Of this number respondents identified as follows:

Parent	24% (8 responses)
Staff member	15% (5 responses)
Pupil	0%
Unidentified	61% (20 responses)

- 4.3** Of the 33 respondents, 6% supported the proposal and 88% were against the proposal. 6% were undecided or chose not to express an opinion.
- 4.4** A key element of the statutory consultation involved a public meeting, held in Gartocharn Primary School on 21 September 2016. The meeting was attended by 11 individuals, including 6 employees. At this meeting the key discussion topics related to ensuring a commitment to management time and capacity within the campus, and also an ongoing commitment to professional development of ELCC employees. This assurance was given and overall parents in attendance were supportive of the proposal.
- 4.5** As required by legislation, Education Scotland conducted its own enquiry into the educational benefits of the proposal. This can be found on the Education Scotland website and is attached to this report as appendix 2.
- 4.6** Education Scotland recognises that the proposal has educational benefits and has also made some suggestions on strengthening information on the allocation of additional support.
- 4.7** For the purpose of providing that clarity to those concerned we have calculated that, to ensure manageability of the workload for the Headteacher and administrative staff, an additional 0.2 FTE be allocated and this is contained in the proposal for implementation in January 2017. 52 week establishments will be supported by ensuring a Principal Early Years Officer is appointed. In line with our Local Learning Community model, all leaders will be supported by link Senior Education Officer and Education Officers.
- 4.8** There is no need to revise clerical support allocations in either sector as pupil numbers remain the same. In line with normal practise, we will continue to address workload issues and adjust support accordingly. Professional development opportunities will be implemented to ensure all staff are supported in their abilities to deliver the strategy. The establishment and planned collegiate development of 0-3 Hubs in our Local Learning Communities will support staff skills and confidence in this sector. These will be further developed by a planned framework of support and improvement.

- 4.9** As the Strategy progresses, we will develop a workforce planning and professional development model; to ensure staff who wish to apply for positions, have the opportunity to achieve.

Local Context

- 4.10** As described in August 2016, there has been a significant amount of work carried out locally on the development and delivery of a local Early Years Strategy. This is focused on the delivery of services to meet the commitment of Scottish Government to increase free early learning and childcare to 1140 hours by 2020.
- 4.11** The Early Learning and Childcare Strategy 2016 - 2020 aims to:
- build on our current successful approach which provides 600 hours;
 - provide 1140 hours of ELC across WDC by 2020 in a flexible, child and parent focussed manner; and
 - expand the number of ELC facilities, increase ELC opportunities and develop a high quality workforce.
- 4.12** In developing and delivering the strategy there is a need to move forward with a mixed model of provision management to reflect the need for closer working across Early Level by both staff and children. Three Early Learning and Childcare Classes already exist in WDC. The proposal consulted on and reported through this paper relates to the extension of this model to Gartocharn ELCC. This would see management of the ELCC services sit with the Head Teacher of the school, supported by a Principal ELC Officer leading the Centre as part of the leadership team of the school.

Conclusion

- 4.13** The responses to the online consultation show a significant lack of support for the proposal as outlined in this report, across all groups of respondents, although as highlighted previously response rates were low and may reflect a wider pool of respondents than those directly linked to the establishments. However there has been a high degree of support for the proposal from the management team of the school and ELCC, with staff members enthusiastic about the opportunities this new management arrangement would bring.
- 4.14** The discussion with parents at the public meeting reflected positivity for the strong joint working arrangements already in place and the potential to build on this under new management arrangements.
- 4.15** It is important to note the comparatively low level of responses received to the public consultation carried out online, and the low level of turnout at the public meeting on this proposal. This suggests that feelings of the wider Gartocharn primary school and ELCC community are not particularly strong on this issue.

- 4.16** As detailed in the consultation paper there are a significant number of education benefits likely to arise from this proposal:
- It allows flexibility in access to a teacher for children in the ELCC;
 - It ensures minimum of two graduates working in and developing Early Level experiences in the ELCC;
 - It enhances staffing allocations supporting Early Level;
 - It enhances transition experiences for children from the ELCC to primary one;
 - It enhances the collaborative opportunities for staff to work cross sector and engage more easily in assessment and moderation and learning round activities;
 - It enhances coherent and consistent approaches to planning and improvement for Early level experiences and outcomes;
 - It promotes the opportunities for children to work together on Early Level experiences and outcomes across sectors;
 - It facilitates staff development, partnership working and collaboration across Early Level.
- 4.17** In response to concerns raised through the consultation it is important to note that this proposal has not been developed as a cost saving measure and that financial implications are minimal. It is also important to note that there is no evidence nationally that ELCCs managed by heads of centre are more successful than those managed by a head teacher as part of a school. Indeed, across the country, the latter model is far more common and other councils are confident that a model in which ELCCs are managed by schools can and do deliver results.
- 4.18** Concerns were raised by some staff members and parents that this model would result in less career development opportunities for ELCC staff. However reassurance was given that this is not the case. Development opportunities will continue to be available to all staff, with the potential for more ELCC opportunities as a result of the national direction on Early Years and in delivery of the local Early Years Strategy.
- 4.19** While concerns expressed by those opposed to this proposal are genuine and understandable, it remains the case that current structures within ELCC provision in West Dunbartonshire are unsustainable and will not deliver on the agreed Early Years Strategy. The educational case for change as outlined in 4.13 above is strong and for these reasons committee is asked to approve the original proposal in 2.1 above.

5. People Implications

- 5.1** To move under the management of the Head Teacher will result in the introduction of a Principal ELC officer role rather than a Head of Centre. There will also be additional responsibility for the Head Teacher, reflected in job sizing and additional support by way of management time for a Principal Teacher.

- 5.2** The job profile for the Principal ELC Officer is currently out for consultation with the working group which includes representatives from unions and current management representatives. Once the jobs are evaluated we will be in a position to provide further detail of the impact on staff in terms of salary grading. The Job Evaluation panel is on the 14 December so an update can be provided at Committee.

6. Financial and Procurement Implications

- 6.1** Changes proposed to Gartocharn ELCC management :

Current staffing	Proposed management	Savings £ p.a.	Additional Costs £ p.a.
Head of Centre 52 week contract	Principal ELC Officer 52 week contract	Nil	Nil
	Head Teacher	Nil	1,620
	Principal Teacher Management Time		968
Totals		Nil	2,588

7. Risk Analysis

- 7.1** This proposal supports delivery of the overall strategy for Early Years locally. Failure to review early years provision in West Dunbartonshire in light of national education and childcare developments and in light of recruitment and retention problems could result in a reduction in the quality of education and childcare provided.
- 7.2** Educational Services' internal quality assurance procedures will be used to monitor the revised arrangements if implemented to ensure that the quality of educational and childcare provision is of high quality. Education Scotland and the Care Inspectorate will continue to provide robust external assessment against national standards.

8. Equalities Impact Assessment (EIA)

- 8.1** An EIA has been carried out. No negative impacts have been identified thus far for any protected characteristic.

9. Consultation

- 9.1** Consultation has taken place as detailed throughout the report in line with the requirements of the Schools (Consultation) (Scotland) Act 2010 as amended in 2014.

10. Strategic Assessment

- 10.1** This report reflects the Council's aspiration to the following strategic priorities for 2012 – 2017:

- Improve economic growth and employability;
- Improve life chances for children and young people.

Laura Mason
 Chief Education officer
 Date: 17 November 2016

Person to Contact: Amanda Coulthard, C&CP Manager, Council Offices,
 Garshake Road, Dumbarton G82 3PU
 Tel: 01389 737271
 E-mail: amanda.coulthard@west-dunbarton.gov.uk

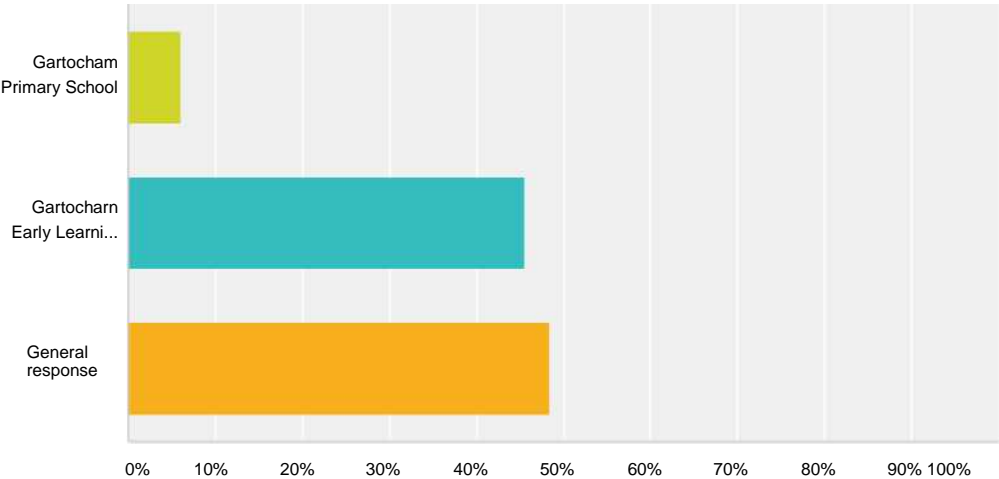
Appendices: Appendix 1 – Consultation response summary
 Appendix 2 – Education Scotland

Background Papers: [Education Services Committee 24 August 2016 – Item 6
 Delivering Excellence and Equity in Scottish Education: A
 delivery plan for Scotland, Scottish Government, June
 2016](#)

Wards Affected: Wards 1 - Lomond

Q1 Are you answering in relation to:

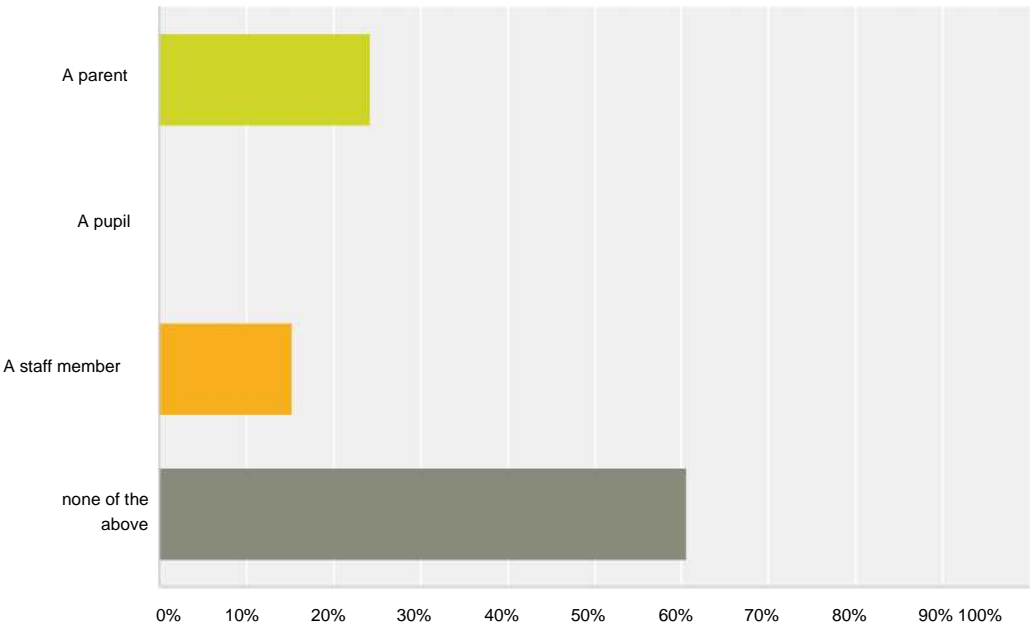
Answered: 33 Skipped: 0



Answer Choices	Responses	
Gartocharn Primary School	6.06%	2
Gartocharn Early Learning & Childcare Centre	45.45%	15
General response	48.48%	16
Total		33

Q2 Are you answering as:

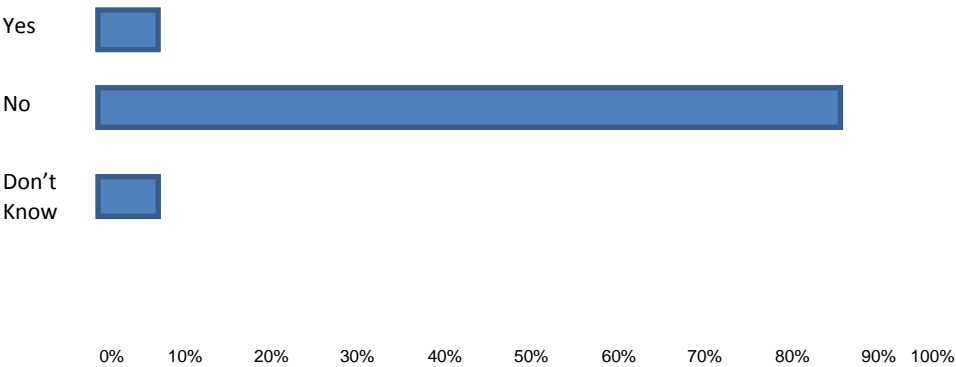
Answered: 33 Skipped: 0



Answer Choices	Responses	
A parent	24.24%	8
A pupil	0.00%	0
A staff member	15.15%	5
none of the above	60.61%	20
Total Respondents: 33		

Q3 West Dunbartonshire Council is proposing:-to place the management of Gartocharn Early Learning & Childcare Centre under the head teacher of Gartocharn Primary School- the new arrangements will come into force in January 2017Do you agree with these proposals?

Answered: 33 Skipped: 0



Answer Choices	Responses	
Yes	6.06%	2
No	87.88%	29
Don't Know	6.06%	2
Total		33

THIS PAGE IS INTENTIONALLY BLANK

Report by Education Scotland addressing educational aspects of the proposal by West Dunbartonshire Council to transfer the management of Gartocharn Early Learning and Childcare Centre to Gartocharn Primary School.

1. Introduction

1.1 This report from Education Scotland has been prepared by HM Inspectors 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*. The purpose of the report is to provide an independent and impartial consideration of West Dunbartonshire Council's proposal to transfer the management of Gartocharn Early Learning and Childcare Centre to Gartocharn 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' 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 a copy of 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. Where a council is proposing to close a school, it needs to follow all legislative obligations set out in the 2010 Act, including notifying Ministers within six working days of making its final decision and explaining to consultees the opportunity they have to make representations to Ministers.

1.2 HM Inspectors considered:

- the likely effects of the proposal for children and young people of the early learning and childcare centre and primary school; 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 21 September 2016 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 site of Gartocharn Early Learning and Childcare Centre and Gartocharn Primary School, including discussion with relevant consultees.

2. Consultation Process

2.1 West Dunbartonshire Council undertook the consultation on its proposal with reference to the *Schools (Consultation) (Scotland) Act 2010* and the amendments in the *Children and Young People (Scotland) Act 2014*.

2.2 The consultation period began on 5 September 2016 and ran until 28 October 2016. During this period, a public meeting was held in Gartocharn Primary School on 21 September 2016. A very small number of members of the public attended along with a group of staff. A council online survey about the proposal resulted in 33 responses from members of the public and staff. Twenty-nine of the respondents opposed the proposal for reasons including, alleged cost-cutting by West Dunbartonshire Council, additional workload for the primary school headteacher and concerns about the quality of experience for children under five years of age.

3. Educational Aspects of Proposal

3.1 West Dunbartonshire Council's proposal to transfer the management of Gartocharn Early Learning and Childcare Centre to Gartocharn Primary School does have educational benefit. The proposal will continue to enhance transitions for children and their families. These arrangements have improved further since the centre became part of the school. Access to a teacher for children in the centre has increased and should continue to do so through regular collaborative work with the school's P1 teacher. The council rightly states that greater collaboration between staff has the potential to improve the continuity of learning and teaching across the early level of Curriculum for Excellence for children in the centre and at P1. Whilst the council outlines well the educational benefit for children across the early level of Curriculum for Excellence, arrangements for children under three years of age and their families are less clear. In its final consultation, the council needs to outline what the arrangements are for the youngest children.

3.2 Stakeholders who responded to the online survey oppose the proposal overall. They expressed their genuine concerns about the additional workload for a headteacher who runs a busy, small school. The council will need to provide stakeholders with reassurance about the manageability of this workload within its final proposal. Stakeholders also expressed a view that the management of Gartocharn Early Learning and Childcare Centre and the quality of children's learning experiences could be diminished by the proposal. Stakeholders who met with HM Inspectors believe that the quality of transitions, children's access to school resources and the collaboration of staff have been enhanced since the headteacher assumed interim responsibility for the management of the early learning and childcare centre. However, they expressed a justifiable need for more information about the permanent arrangements for enhanced staffing allocations for the school which are indicated within the proposal. They would also like reassurance that

administrative duties for the early learning and childcare centre will not create additional responsibilities for the staff during teaching time.

3.3 Staff from the school who met with HM Inspectors do agree with the educational benefits within the proposal for children across the early level of Curriculum for Excellence. Staff from the centre are less positive. They agree with the educational benefits for children at the early level. However, they are not clear about the educational benefits for children under three years of age. Staff would also like clarification about career progression as the proposal will bring about changes to the managerial structure within the centre. A few staff are concerned about the potential for additional workload that could arise from this proposal, in particular, with regard to administrative arrangements. The council will need to give reassurance to them about provision for children under three, managerial structures, workload and professional development within the final proposal. Children who met with HM Inspectors expressed enthusiasm for the proposal. They spoke about improvements, for young children, with regard to transition arrangements, involvement in wider school activities and the use of school resources.

4. Summary

Overall, West Dunbartonshire Council's proposal to place the management of Gartocharn Early Learning and Childcare Centre under the headteacher of Gartocharn Primary School is of educational benefit in terms of continuity and progression for children's learning. If implemented, the proposal will increase children's access to a teacher and, importantly, continue to improve and enrich the quality of transitions for children and their families. Proportionately, the number of respondents to the consultation was low. However, the concerns raised by staff and stakeholders are justified. In its final proposal and in moving forward, the council should provide reassurance and clarification to staff and stakeholders about enhanced staffing arrangements at the early level, arrangements for children under three, potential workload issues, career progression and arrangements for administration of the early learning and childcare centre.

**HM Inspectors
Education Scotland
November 2016**

WEST DUNBARTONSHIRE COUNCIL**Report by the Chief Education Officer****Education Services Committee: 21 December 2016**

Subject: Results of statutory consultation on a proposal to place St Eunan's Early Learning & Childcare Centre under the management and leadership of the Headteacher of St Eunan's Primary School

1. Purpose

- 1.1** The purpose of this report is to inform Committee of the outcome of the statutory consultation process on the proposal to place St Eunan's Early Learning and Childcare Centre (ELCC) under the management and leadership of the Head Teacher of St Eunan's Primary School.

2. Recommendations

- 2.1** The Committee is asked to:

- a) note the outcome of the consultation process; and
- b) approve the proposal to place St Eunan's ELCC under the management and leadership of the Headteacher of St Eunan's Primary school.

3. Background

- 3.1** At its meeting on 24 August 2016, the Educational Services Committee agreed that stakeholders should be consulted under the terms of the Schools (Consultation) (Scotland) Act 2010, as amended in 2014, on a proposal to place St Eunan's ELCC under the management and leadership of the Headteacher of St Eunan's Primary School from January 2017.

4. Main IssuesConsultation Process

- 4.1** The consultation took place from 5 September 2016 until 28 October 2016. This online consultation process was supported by a meeting with all staff on 13 September and a public meeting on 20 September.

Consultation Responses

- 4.2** A total of 49 people responded to the online consultation. . Around half of respondents (24) were not associated with either the Primary School or ELCC. . This means that the 24 responses received were not necessarily received from parents or staff members of St Eunan's or the surrounding area.

An analysis of responses can be found at appendix 1. The category of respondents were as follows:

Parent	24% (12 responses)
Staff member	12% (6 responses)
Pupil	2% (1 response)
Unidentified	62% (31 responses)

- 4.3** Of the 49 respondents, 10% supported the proposal and 88% were against the proposal. A small number, - 2% - were undecided or chose not to express an opinion. It is important to note that the consultation was web based and open to anyone who had an interest in completing it
- 4.4** A key element of the statutory consultation involved a public meeting, held in St Eunan's Primary School on 20 September 2016. However no one attended this event - neither parents, residents nor any interested individuals / stakeholders. It could be inferred from this lack of turnout that that there is no significant opposition to the proposals.
- 4.5** St Eunan's Primary School sits within the Archdiocese of Glasgow, meaning it is appropriate for the Archdiocese to respond to the proposal being consulted on. In reviewing the proposal the Archdiocese notes the positive benefits likely to stem from implementation of this change. However in responding they also noted the need for additional management capacity in the ELCC and additional support staff for administration. The full response can be found as appendix 3 to this report.
- 4.6** As required by legislation, Education Scotland conducted its own enquiry into the educational benefits of the proposal. This can be found on the Education Scotland website and is attached to this report as appendix 2.
- 4.7** Education Scotland recognises that the proposal has educational benefits and also makes some suggestions around clarification of the allocation of additional support resources to strengthen this position.
- 4.8** For the purpose of providing that clarity to those concerned we have calculated that, to ensure manageability of the workload for the Headteacher and administrative staff, an additional 0.2 FTE be allocated and this is contained in the proposal for implementation in January 2017. There is no need to revise clerical support allocations in either sector as pupil numbers remain the same. In line with normal practice, we will continue to address workload issues and adjust support accordingly.

- 4.9** Professional development opportunities will be implemented to ensure all staff are supported to deliver the strategy. As the strategy progresses, we will develop a workforce planning and professional development model, ensuring staff who wish to apply for positions, have the opportunity to achieve.

Local Context

- 4.10** As described in August 2016, there has been a significant amount of work carried out locally on the development and delivery of a local Early Years Strategy. This is focused on the delivery of services to meet the commitment of Scottish Government to increase free early learning and childcare to 1140 hours by 2020.
- 4.11** The Early Learning and Childcare Strategy 2016 - 2020 aims to:
- build on our current successful approach which provides 600 hours;
 - provide 1140 hours of ELC across WDC by 2020 in a flexible, child and parent focussed manner; and
 - expand the number of ELC facilities, increase ELC opportunities and develop a high quality workforce.
- 4.12** In developing and delivering the strategy there is a need to move forward with a mixed model of provision to reflect the need for closer working across Early Level by both staff and children. Three Early Learning and Childcare Classes already exist in WDC. The proposal consulted on and reported through this paper relates to the extension of this model to St Eunan's ELCC. This would see management of the ELCC services sit with the Head Teacher of the school, supported by a Lead ELC Officer leading the Centre as part of the leadership team of the school.

Conclusion

- 4.13** The responses to the online consultation show a significant lack of support for the proposal as outlined in this report, across all groups of respondents. However there has been a high degree of support for the proposal from the management team of the school and ELCC, with staff members enthusiastic about the opportunities this new management arrangement would bring.
- 4.14** It is important to note the comparatively low level of responses received to the public consultation carried out online, and the fact that not all respondents were necessarily linked to the school or ELCC in any way. The lack of turnout at the public meeting suggests that opinions of the wider St Eunan's Primary School and ELCC community are not particularly strong on this proposal.
- 4.15** As detailed in the consultation paper there are a significant number of education benefits likely to arise from this proposal:
- It allows flexibility in access to a teacher for children in the ELCC;

- It ensures minimum of two graduates working in and developing Early Level experiences in the ELCC;
- It enhances staffing allocations supporting Early Level;
- It enhances transition experiences for children from the ELCC to primary one;
- It enhances the collaborative opportunities for staff to work cross sector and engage more easily in assessment and moderation and learning round activities;
- It enhances coherent and consistent approaches to planning and improvement for Early level experiences and outcomes;
- It promotes the opportunities for children to work together on Early Level experiences and outcomes across sectors;
- It facilitates staff development, partnership working and collaboration across Early Level.

4.16 In response to concerns raised through the consultation it is important to note that this proposal has not been developed as a cost saving measure with financial implications minimal. It is also important to note that there is no evidence nationally that ELCCs managed by heads of centre are more successful than those managed by a head teacher as part of a school. Indeed, across the country, the latter model is far more common and other councils are confident that a model in which ELCCs are managed by schools can and do deliver results.

4.17 Concerns were raised by some staff members and parents that this model would result in a significant additional burden on the Head Teacher and a resultant loss in management time spent on both establishments. However reassurance was given that this is not the case. The Lead ELCC officer post described in the Early Years Strategy ensures management capacity specific to the ELCC and also increases overall capacity of the management team for St Eunan's.

4.18 While concerns expressed by those opposed to this proposal are genuine and understandable, it remains the case that current structures within ELCC provision in West Dunbartonshire are unsustainable and will not deliver on the agreed Early Years Strategy. The educational case for change as outlined in 4.15 above is strong and for these reasons committee is asked to approve the original proposal in 2.1 above.

5. People Implications

5.1 To move under the management of the Head Teacher will result in the introduction of a Lead officer role rather than a current Depute. There will also be additional responsibility for the Head Teacher, reflected in job sizing and support by way of additional management time for a Principal Teacher.

The job profiles for the Lead ELC Officer is currently out for consultation with the working group which includes representatives from unions and current management representatives.

Once the jobs are evaluated we will be in a position to provide further detail of the impact on staff in terms of salary grading. The Job Evaluation panel is on the 14 December so an update can be provided at Committee.

6. Financial and Procurement Implications

6.1 Changes proposed to Gartocharn ELCC management :

Current staffing	Proposed staffing	Savings £	Additional Costs £
Depute	Lead ELC Officer	Nil	Nil
	Head teacher	Nil	2,490
	Principal Teacher Management Time	Nil	968
Totals		Nil	3,458

7. Risk Analysis

7.1 This proposal supports delivery of the overall strategy for Early Years locally. Failure to review early years provision in West Dunbartonshire in light of national education and childcare developments and in light of recruitment and retention problems could result in a reduction in the quality of education and childcare provided.

7.2 Educational Services' internal quality assurance procedures will be used to monitor the revised arrangements if implemented to ensure that the quality of educational and childcare provision is of high quality. Education Scotland and the Care Inspectorate will continue to provide robust external assessment against national standards.

8. Equalities Impact Assessment (EIA)

8.1 An EIA has been carried out. No negative impacts have been identified thus far for any protected characteristic.

9. Consultation

9.1 Consultation has taken place as detailed throughout the report in line with the requirements of the Schools (Consultation) (Scotland) Act 2010 as amended in 2014.

10. Strategic Assessment

10.1 This report reflects the Council's aspiration to the following strategic priorities for 2012 – 2017:

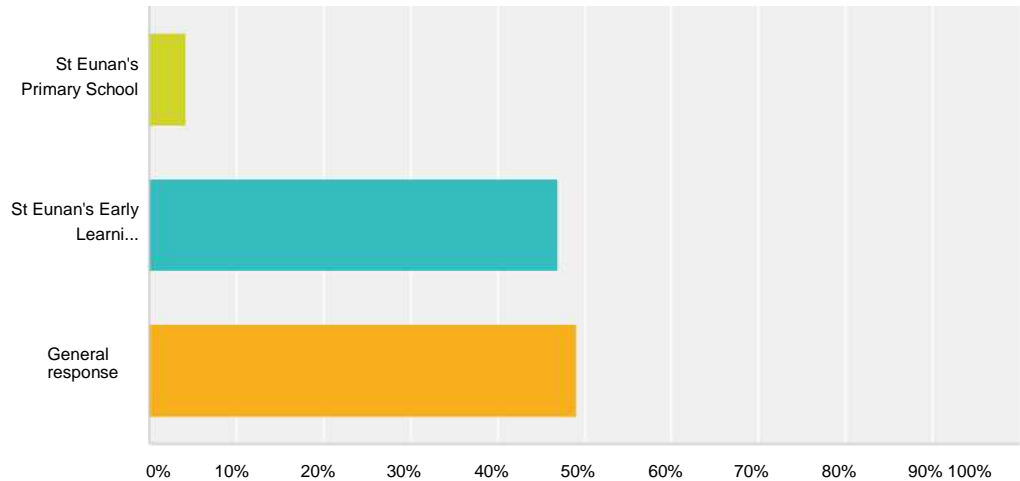
- Improve economic growth and employability;
- Improve life chances for children and young people.

Laura Mason
Chief Education officer
Date: 17 November 2016

- Person to Contact:** Amanda Coulthard, C&CP Manager, Council Offices,
Garshake Road, Dumbarton G82 3PU
Tel: 01389 737271
E-mail: amanda.coulthard@west-dunbarton.gov.uk
- Appendices:** Appendix 1 – Consultation response summary
Appendix 2 – Education Scotland response
Appendix 3 – Archdiocese of Glasgow response
- Background Papers:** [Education Services Committee 24 August 2016 – Item 6
Delivering Excellence and Equity in Scottish Education: A
delivery plan for Scotland, Scottish Government, June
2016](#)
- Wards Affected:** Wards 5 – Clydebank Central

Q1 Are you answering in relation to:

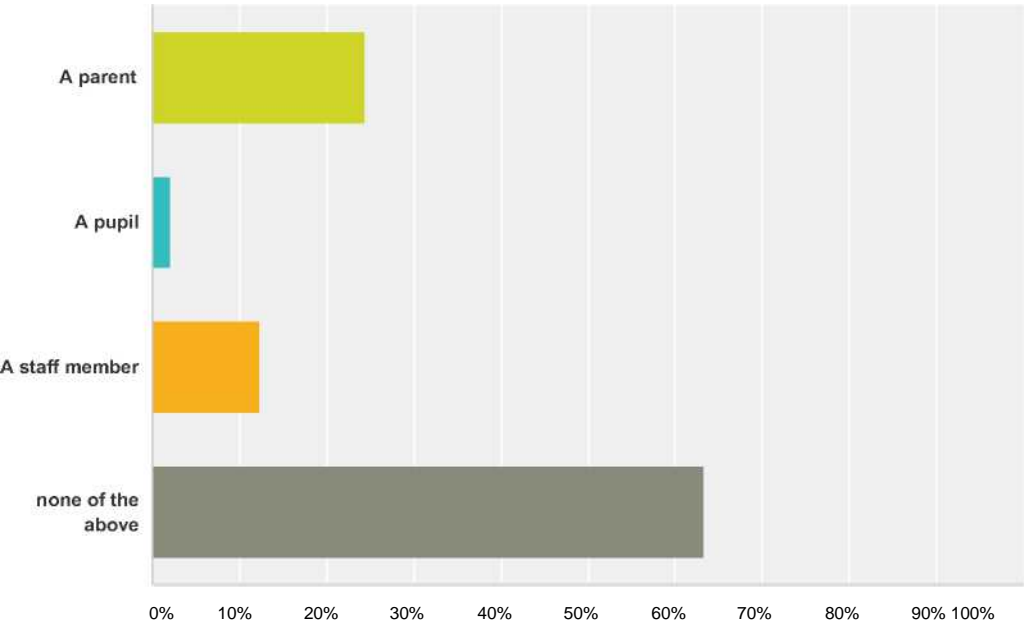
Answered: 49 Skipped: 0



Answer Choices	Responses	
St Eunan's Primary School	4.08%	2
St Eunan's Early Learning & Childcare Centre	46.94%	23
General response	48.98%	24
Total		49

Q2 Are you answering as:

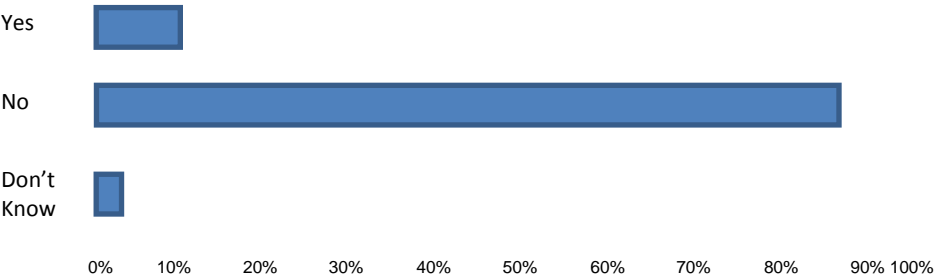
Answered: 49 Skipped: 0



Answer Choices	Responses	
A parent	24.49%	12
A pupil	2.04%	1
A staff member	12.24%	6
none of the above	63.27%	31
Total Respondents: 49		

Q3 West Dunbartonshire Council is proposing:-to place the management of St Eunan's Early Learning & Childcare Centre under the head teacher of St Eunan's Primary School- the new arrangements will come into force in January 2017It is important to note that Out of School care provision will continue to operate as it does at present.Do you agree with these proposals?

Answered: 49 Skipped: 0



Answer Choices	Responses	
Yes	10.20%	5
No	87.76%	43
Don't Know	2.04%	1
Total		49

THIS PAGE IS INTENTIONALLY BLANK

THIS PAGE IS INTENTIONALLY BLANK

THIS PAGE IS INTENTIONALLY BLANK

Report by Education Scotland addressing educational aspects of the proposal by West Dunbartonshire Council to transfer the management of St Eunan's Early Learning and Childcare Centre to St Eunan's Primary School.

1. Introduction

1.1 This report from Education Scotland has been prepared by HM Inspectors 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*. The purpose of the report is to provide an independent and impartial consideration of West Dunbartonshire's proposal to transfer the management of St Eunan's Early Learning and Childcare Centre to St Eunan's 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' 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 a copy of 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. Where a council is proposing to close a school, it needs to follow all legislative obligations set out in the 2010 Act, including notifying Ministers within six working days of making its final decision and explaining to consultees the opportunity they have to make representations to Ministers.

1.2 HM Inspectors considered:

- the likely effects of the proposal for children and young people of the school and early learning and childcare centre; 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 20 September 2016 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 site of St Eunan's Early Learning and Childcare Centre and St Eunan's Primary School, including discussion with relevant consultees.

2. Consultation Process

2.1 West Dunbartonshire Council undertook the consultation on its proposal with reference to the *Schools (Consultation) (Scotland) Act 2010* and the amendments in the *Children and Young People (Scotland) Act 2014*.

2.2 The consultation period began on 5 September 2016 and ran until 28 October 2016. During this period, a public meeting was held in St Eunan's Primary School on 20 September 2016. An Archdiocesan church representative was the only person who attended the meeting. A council online survey about the proposal resulted in 49 responses from members of the public and council staff. Forty-three of the respondents opposed the proposal for reasons including, alleged cost-cutting by West Dunbartonshire Council, additional workload for the primary school headteacher and concerns over the quality of experience for children under five years of age.

3. Educational Aspects of Proposal

3.1 West Dunbartonshire Council's proposal to transfer the management of St Eunan's Early Learning and Childcare Centre to St Eunan's Primary School does have educational benefit. The headteacher of St Eunan's Primary School has had temporary overall governance of the centre since 2015. In the past year, access to a teacher for children at the centre has increased through regular collaborative work with the school's P1 teacher. The proposal will continue to enhance transitions for children and their families. These arrangements have improved significantly since the centre became part of the school. The council rightly states that greater collaboration between staff has the potential to continue to improve the continuity of learning and teaching across the early level of Curriculum for Excellence for children in the centre and at P1.

3.2 Stakeholders who responded to the online survey oppose the proposal, overall. They expressed genuine concern about the additional workload for a headteacher who runs a busy school. The council will need to provide stakeholders with reassurance about the manageability of this workload within its final proposal. Stakeholders also expressed a view that the management of the centre and the quality learning experiences of children would be diminished by the proposal. However, a visit carried out by Education Scotland indicated that the quality of the centre had improved as a result of being part of the school. Stakeholders who met with HM Inspectors indicated strongly that the quality of transitions, children's access to school resources and the collaboration of staff have all improved in the last year. However, they expressed a justifiable need for more information about the permanent arrangements for enhanced staffing allocations for the school which are indicated within the proposal.

3.3 Staff in the centre and primary school who met with HM Inspectors are positive, overall, about the proposal. They can see benefits for children in working

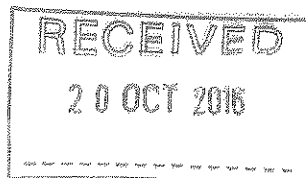
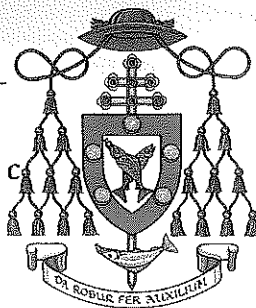
seamlessly across the early level of Curriculum for Excellence. They would like more clarification about the arrangements for the enhanced staffing allocation within the school. A temporary arrangement is in place at present and staff feel this has brought about measurable gains to children's learning experiences and transitions as a result of the post. Staff would also like clarification about career progression and professional development as the proposal will bring about changes to the managerial structure within the centre. A few staff are concerned about the potential for additional workload that could arise from this proposal. The council will need to provide reassurance to them about managerial structures, workload and professional development within the final proposal. Children who met with HM Inspectors are very positive about the proposal. They spoke enthusiastically about the improvements, for young children, with regard to transition arrangements, involvement in wider school activities and the use of school resources.

3.4 The Archdiocese of Glasgow supports the proposal in relation to the educational benefits it will bring to the children who will become pupils of St Eunan's Primary School. However, they have raised two issues about which they request further information from the council. Firstly, they wish to raise the possibility of the council providing additional managerial staffing for the school to allow quality management of the Early Learning and Childcare Centre. They also request consideration for the provision of additional support staff for the school to allow for additional office and administrative duties resulting from an additional 100 part-time children.

4. Summary

Overall, West Dunbartonshire Council's proposal to place the management of St Eunan's Early Learning and Childcare Centre under the headteacher of St Eunan's Primary School is of educational benefit in terms of continuity and progression for children's learning. If implemented, the proposal will increase children's access to a teacher and, importantly, continue to improve and enrich the quality of transitions for children and their families. Proportionately, the number of respondents to the consultation was low. However, the concerns raised by staff and other stakeholders are justified. Within its final proposal and in moving forward, the council should provide reassurance and clarification to these stakeholders over the arrangements for enhanced staffing arrangements at the early level, career progression, the professional development of staff and the manageability of the workload for the headteacher and administrative staff.

**HM Inspectors
Education Scotland
November 2016**



Curial Offices, 196 Clyde Street
Glasgow, G1 4JY

Tel: +44 (0) 141 226 5898

Fax: +44 (0) 141 225 2600

E-mail: archbishop@rcag.org.uk

www.rcag.org.uk

Ms Laura Mason

Chief Education Officer

West Dunbartonshire Council

Garshake Road

Dumbarton G82 3PU

10th October 2016

Consultation on the transfer of the management of St Eunan's Early Learning and Childcare Centre to St Eunan's Primary School

Response of the Archdiocese of Glasgow

General

St Eunan's Primary School, while situated in West Dunbartonshire Council area, is within the Archdiocese of Glasgow. It is appropriate, therefore, for this Archdiocese to respond to the proposal contained within the consultation paper and to be involved in any discussions about the provision of a denominational school in this area.

Present situation

We note that St Eunan's Early Learning and Childcare Centre is located within St Eunan's Primary School and has a roll of 50 full time places: 50 morning places and 50 afternoon places. Commendably it operates at near full capacity for most of the year. The Centre also operates an Out of School care provision.

St Eunan's Primary School has a current roll of 368 pupils and the head teacher has, for the last year, been managing the early learning and childcare centre. Education Scotland has reported that during this time the centre has made good progress in overtaking recommendations

from a previous inspection report. The Care Inspectorate also gave the centre a very positive report earlier this year.

The proposal to transfer the management of the Early Learning and Childcare Centre permanently to the Primary School

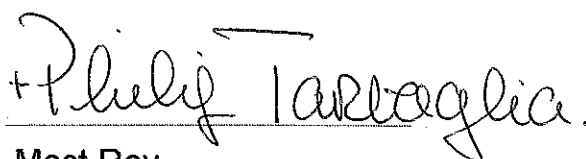
Having the Early Learning and Childcare Centre under the management of the Primary School would have a number of very positive benefits for the children viz: continuity and progression of experiences for children through coherent and consistent approaches in planning, learning and teaching and assessment; enhancement of transition arrangements for pre-five children to primary one; extension of opportunities for continued professional learning for staff in the centre and in the school.

If this proposal goes ahead, in order to ensure ongoing high quality education for all children on the campus and the smooth management of the primary school and early education and childcare centre it would be very important that the following points are noted and implemented:

- provision of additional managerial staffing for the school to encompass quality management of the early education and childcare centre;
- provision of additional secretarial staffing for the primary school in order to undertake the office management for an additional 100 part-time children.

We, in the Archdiocese support this proposal and hope that the education of all children will benefit from this re-organisation of the management of the early education and childcare centre.

We look forward to ongoing discussions on this and any other proposals which might affect denominational education in your Council area.



Most Rev.
Philip Tartaglia
Archbishop of Glasgow