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**Report to Council**

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**Date: 2nd June 2011**

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**Subject: The establishment of a nursery class of Park Primary School  
and the closure of Tower Nursery School**

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**Report by: Interim Head of Education**

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**1.0 Purpose**

- 1.1 This report provides information which has been gathered in the course of the consultation about the future of Tower Nursery School.
- 1.2 Approval from the Council to consult with all interested parties was granted at the meeting of December 2010. The Council requested that the report on the consultation be brought back to Council no later than June 2011. The consultation exercise was carried out in accordance with the Schools (Consultation) (Scotland) Act 2010. Two options were the subject of consultation:

**Option 1**

The complete integration of Park Primary School and Tower Nursery School with the relocation of the Nursery School in the primary school building.

**Option 2**

The merger of the management of Park Primary School with Tower Nursery School with the retention of the purpose built nursery accommodation. This option was suggested by parents and the community during the informal consultation.

**2.0 Recommendations**

- 2.1 It is recommended that the Council notes the contents of the consultation report which reflects the preference of the consultees to merge the management of the two schools whilst retaining the separate, existing nursery accommodation.

- 2.2 It is recommended that the Council agrees to merge the management of Tower Nursery School with Park Primary School. The Tower Nursery building will be used as the nursery class accommodation. Tower Nursery will be redesignated as the nursery class of Park Primary School from August 2011.

### **3.0 Considerations**

- 3.1 At its meeting of 27 September 2007, the Council approved the recommendations of the independent commission set up to review of the provision of education 3 -12. One of the recommendations of the commission was to move to provide early years' education within the campus of primary schools wherever possible.
- 3.2 The Council has already approved the closure Clackmannan Nursery School and its re-establishment as the nursery class of the primary school. Since the formally closure of the nursery as a separate establishment, inspections conducted by both HMIE and the Care Commission report that the quality of early years' education provided in Clackmannan has been sustained and built upon. It is expected that the Clackmannan model could be replicated with the same results.
- 3.3 At its meeting in December 2009, the Council considered a report on Primary School Provision in Alloa West, and approved a recommendation that officers examine any other possibilities within the Council area for improving the organisation and delivery of teaching and learning through shared leadership of service components.
- 3.4 The recommendation of officers is to retain the Tower Nursery building to deliver early years' education. However, if the Tower Nursery building is to be retained, its redesignation as a nursery class constitutes a closure of the establishment as a school. The proposed closure of any school requires a formal consultation process to be carried out in line with the Schools (Consultation) (Scotland) Act 2010.
- 3.5 The full report of the consultation is attached to this report.
- 3.6 As part of the consultation process, the Education Service undertook the following activities:
- Consultation papers were distributed to a wide range of stakeholders and interested parties
  - The consultation period ran from 26th January 2011 to 16th March 2011 inclusive, a total of 31 school days
  - A notice to advise of the consultation arrangements was placed in the local press

- A dedicated Clackmannanshire Council web page was established for all information on the consultation and any updates and minutes of meetings
  - A public meeting was held on 24th February 2011
  - A Parent forum meeting was held on 1st March 2011
  - A joint meeting with staff from Park Primary School and Tower Nursery School was held on 15th March 2011
  - Pupils from Tower Nursery School and Park Primary School were involved in the consultation process
- 3.7 The appendices to the report of the consultation provide details of the views expressed during the consultation.
- 3.8 A total of 60 responses to the proposal were received.
- 3.9 The education provided at Tower Nursery School is highly valued by the parents/carers. A number of respondents selected the option to merge the management of the schools (option 2) but stated that they would prefer things to continue as they are with a separate headteachers.
- 3.10 A report of the inspection of the consultation carried out by HMIE is also appended to the consultation report. The main messages contained in the HMIE report are that:
- a sound case has been made for the proposal to merge Tower Nursery School with Park Primary School.
  - the proposal is likely to lead to educational benefit, particularly for children in the nursery class.
  - there is the potential for the children to benefit from a more continuous and consistent range of curricular opportunities and there is also the potential for an increased level of joint staff development, shared understanding about Curriculum for Excellence and broader whole school improvement.
  - the Council should make sure that arrangements for the staffing and management of the nursery class are set out more clearly and that improvements to the perimeter of the new campus are carried out.
- 3.12 As well as raising concerns about staffing levels and the perimeter fencing, respondents' issues about the additional workload of the headteacher and the name of the nursery were raised.
- 3.13 The staffing levels of the nursery class will remain consistent with those in all other nursery classes in the authority. Statutory ratios have to be maintained. As a result, the authority is confident that the quality of service currently provided will be maintained.

- 3.14 The perimeter fencing round the school and the nursery will be reviewed to ensure that the safest access arrangements can be provided. If the report is approved, work on the secure access and the perimeter fence will be carried out as quickly as possible thereafter.
- 3.15 Currently, there are 11 primary school headteachers who manage nursery classes as part of their remit. The staffing formula for schools with nursery classes takes the additional management needs into account. The staffing formula for schools with nursery classes would be applied to Park Primary if the report is approved.
- 3.16 As it does at present, the service will endeavour to make sure that parents understand that all nursery classes attached to primary schools provide early years education for pupils who might choose to enrol at another primary school. If the formation of the nursery class goes ahead, 4 of the 5 primary schools in Alloa will have nursery classes. The way the nursery class is referred to will be the subject of discussion with the Parent Council. One suggestion has already been made.

#### **4.0 Sustainability Implications**

There are no sustainability implications arising from this report.

#### **5.0 Resource Implications**

##### **5.1 Financial Details**

- 5.2 The financial implications relate to the full year savings of £55 365 which will be found from the merger of the two headteacher posts. The saving takes account of adjustments which will be required to the staffing formula in Park Primary School. There will be a small one off cost (around £3500) to offset against these savings in the current financial year in order to carry out work on the perimeter fence to improve the secure access arrangements in both establishments.

##### **5.3 Staffing**

- 5.4 The merger of the nursery school and the primary school, if approved, will allow the deletion of the post of Headteacher, Tower Nursery School. The headteacher of Park Primary School will assume management responsibility for the nursery class. The acting headteacher of the nursery will return to her own post as a nursery teacher. Staffing will be maintained to meet statutory requirements.

## 6.0 Exempt Reports

Is this report exempt? Yes ☐ (please detail the reasons for exemption below) No ☒

## 7.0 Declarations

The recommendations contained within this report support or implement our Corporate Priorities and Council Policies.

### (1) Our Priorities 2008 - 2011 (Please tick ☒)

The area has a positive image and attracts people and businesses	<input type="checkbox"/>
Our communities are more cohesive and inclusive	<input checked="" type="checkbox"/>
People are better skilled, trained and ready for learning and employment	<input type="checkbox"/>
Our communities are safer	<input type="checkbox"/>
Vulnerable people and families are supported	<input checked="" type="checkbox"/>
Substance misuse and its effects are reduced	<input type="checkbox"/>
Health is improving and health inequalities are reducing	<input type="checkbox"/>
The environment is protected and enhanced for all	<input type="checkbox"/>
The Council is effective, efficient and recognised for excellence	<input type="checkbox"/>

### (2) Council Policies (Please detail)

## 8.0 Equalities Impact

8.1 Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations?

Yes ☒ No ☐

## 9.0 Legality

9.1 In adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes ☒

## 10.0 Appendices

10.1 Please list any appendices attached to this report. If there are no appendices, please state

Appendix 1 Future Plans for Tower Nursery Consultation Report

## 11.0 Background Papers


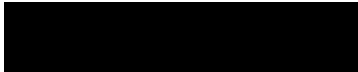
11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)

Yes ☐ (please list the documents below) No ☐

### Author(s)

NAME	DESIGNATION	TEL NO / EXTENSION
Lesley Robertson	Interim Head of Education	2515

### Approved by

NAME	DESIGNATION	SIGNATURE
Lesley Robertson	Interim Head of Education	
Angela Leitch	Chief Executive	



## **CONSULTATION REPORT**

### **FUTURE PLANS FOR TOWER NURSERY SCHOOL**

#### **Introduction**

- 1.1. On 16 December 2010, Clackmannanshire Council approved a request from the Education Service to consult on a proposal to close Tower Nursery School as a stand alone establishment and establish it as the nursery class of Park Primary School.
- 1.2. The consultation was conducted in line with the requirements of the Schools (Consultation) (Scotland) Act 2010. This Act requires a consultation process that is robust, open, transparent and fair. The process requires authorities to actively involve and consult children and young people, staff, parents/carers, parent councils and other school users. The authority must also include an educational benefits statement stating its assessment of the effects of the proposal on children and young people. There is a minimum consultation period of six weeks which must be in school term time.
- 1.3. As part of the consultation process, the Education Service undertook the following activities:
  - Consultation papers were distributed to a wide range of stakeholders and interested parties
  - The consultation period ran from 26th January 2011 to 16th March 2011 inclusive, a total of 31 school days
  - A notice to advise of the consultation arrangements was placed in the local press
  - A dedicated Clackmannanshire Council web page was established for all information on the consultation and any updates and minutes of meetings
  - A public meeting was held on 24th February 2011
  - A Parent forum meeting was held on 1st March 2011
  - A joint meeting with staff from Park Primary School and Tower Nursery School was held on 15th March 2011

- Children from Tower Nursery School and Park Primary School were involved in the consultation process
- 1.4. In relation to the proposal, a public meeting was held in Alloa Academy. Approximately 15 people attended this meeting. The questions and issues raised at this meeting are contained in Appendix F.
  - 1.5 One parent attended the parent forum meeting held on 1 March. Following the presentation, no additional issues were raised.

## **2.0 Response to the consultation**

- 2.1. A total of 60 responses to the proposal were received.
- 2.2. One of the 60 responses was on behalf of Alloa Central Community Council..
- 2.3. The breakdown of responses by respondent category is detailed in Appendix A.
- 2.4. A list of respondents to the consultation document is detailed in Appendix B.
- 2.5. The majority of the responses were in favour of Option 2 which is to merge the management of the two schools but retain the existing, separate accommodation. A breakdown of numbers selecting each option is detailed in Appendix C.
- 2.6. Consultation was also undertaken with pupils in both schools using the guidance issued by Scotland's Commissioner for Children and Young People. The outcome of the pupil consultation is attached as appendix G.

## **3.0 Main Issues**

- 3.1. The education provided at Tower Nursery School is highly valued by the parents/carers.
- 3.2. A number of respondents selected the option to merger the management of the schools (option 2) but stated that they would prefer things to continue as they are with a separate headteachers.
- 3.3. The responses to the consultation and the public meeting highlighted the following areas of concern:
  - There was concern expressed about how the nursery parents would access the primary school Headteacher. The expectation is that, in the first instance, the headteacher will be around as much as possible when the children arrive and depart from the nursery so that parents will not have the need to make an appointment.
  - Several respondents expressed concern about the job of the acting nursery headteacher. The arrangement is that she will return to her substantive post as a nursery teacher employed by the Council.



- Some of the respondents raised the issue of the cost of providing a gate for ease of access between the school and the nursery. They felt that this was a waste of money and the money would be better spent elsewhere.
- 3.4. The pupil consultation for Park Primary School and Tower Nursery School was carried out during the week of 14th March 2011. Two visits were made to Tower Nursery School to consult with the nursery children in their key worker groups. Park Primary School class teachers facilitated a discussion in class and recorded the pupils responses. Park primary pupils prefer option 1 which was to move the nursery into the school. Tower Nursery School pupils would prefer to stay in their current building. The outcome of the pupil consultation exercise is attached as Appendix G.

#### **4.0 HMIE report**

- 4.1. The Schools (Consultation) (Scotland) Act 2010 requires Her Majesty's Inspectorate of Education (HMIE) to be involved in the formal consultation process and as part of this process HMIE undertook a number of activities in considering the educational aspects of this proposal
- 4.2. The HMIE report is attached as Appendix D. Paragraph 4.3 summarises the key elements of that report.
- 4.3. HMIE state that a sound case has been made for the proposal to merge Tower Nursery School with Park Primary School and that the proposal is likely to lead to educational benefit, particularly for children in the nursery class. There is the potential for the children to benefit from a more continuous and consistent range of curricular opportunities and there is also the potential for an increased level of joint staff development, shared understanding about Curriculum for Excellence and broader whole school improvement. HMIE state that the proposal also achieves the Council's aim of ensuring that early years' education is provided within the campus of a primary school wherever possible. There is a significant saving in keeping Tower Nursery School in its current building rather than relocating it. The report suggests that the Council should make sure that arrangements for the staffing and management of the nursery class are set out more clearly and that improvements to the perimeter of the new campus are carried out.

#### **5.0 Legal Implications**

- 5.1. The Council may not decide to implement the proposal until the expiry of three weeks starting from the day on which the consultation report is published in both electronic and printed form.
- 5.2. Once a final decision has been taken on the closure, the Council must notify Scottish Ministers of this decision within a period of six working days. Ministers have the power to issue a call-in notice regarding a closure decision, but only where it appears to the Scottish Ministers that the council has failed in a significant regard to comply with the requirements of the act, or to take proper account of a material consideration relevant to its decision to implement the proposal. Ministers have six weeks to decide whether or not to issue a call-in notice. During the first three weeks of the six week period, any

person or group will be able to make representation to the Scottish Ministers on whether a decision would be called-in. Any relevant representations must be taken into account by the Scottish Ministers when deciding whether or not to issue a call-in

- 5.3. The Council carried out an Equality Impact Assessment (Appendix E). This did not identify that any child or young person would be treated less favourably on the basis of, for example, disability or race.

## **6.0 Financial Implications**

- 6.1. The preferred option of the merger of the managements of the two schools will result in a saving of around £40 000 in a full financial year. The cost of providing a secure access point, to make access to and from the school to the nursery easier, will cost around £3,500.

## **7.0 HR Implications**

- 7.1 The merger of the nursery school and the primary school will allow the deletion of the post of Headteacher, Tower Nursery School. This post is currently filled in an acting capacity.
- 7.2 Dependent on the roll of the nursery class staffing ratios will remain the same to meet the statutory requirements.

## **8.0 Recommendations from the Consultation**

- 8.1 It is recommended that Clackmannanshire Council approves the proposal to close Tower Nursery School in June 2011 and reopen it, in its current building, as the nursery class of Park Primary School in August 2011.

## **9.0 Appendices**

- A Number of responses to proposal by category
- B List of respondents to consultation document
- C Breakdown of numbers selecting each option
- D HMIE report
- E Equalities Impact Assessment
- F Notes of public meeting
- G Pupil consultation notes

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**APPENDIX 1A****Number of responses to proposal by category\***

<b>Appendix A - Number of responses to proposal by category</b>	
<b>Respondent Category</b>	<b>Number of Responses</b>
<b>Parent/carer</b>	<b>51</b>
<b>Pupil</b>	<b>2</b>
<b>Prospective Parent</b>	<b>1</b>
<b>Member of Staff</b>	<b>7</b>
<b>Member of Public</b>	<b>1</b>

\* totals here are 62. 2 respondents identified themselves in more than 1 category. 60 response sheets were received.



**APPENDIX 1B**  
**LIST OF RESPONDENTS TO CONSULTATION DOCUMENT**

Ref. Number	Respondent
4	Alloa Central Community Council
5	A. McAra
6	S. Brown
7	C. Burns
8	C. Hynd
9	Z. Burgess
10	K. McEwen
11	K. McDade
12	D. Christie
13	S. McDade
14	N. Baird
15	C Glass
16	K. Lawrence
17	G. Johnston
18	K. Prentice
19	L. Riddell
20	N. Paterson
21	S. Campbell
22	L. Wilson
23	N. Conlan
24	C. Paterson
25	A. McNally
26	A. & H. Jarvie
27	S. Dawson
28	J. Johnston
29	R. Rooney
30	G. Sneddon
31	L. Coyle
32	J. Smith
33	T. Paton
34	D. McGhee
35	L. Mackay
36	M. Freck
37	H. Brogan
38	H. Kopolynska
39	B. Williams
40	P. Hepburn
41	A. McKinsley
42	L. Hoggan
43	S. Hill
44	K. McEwan
45	A. Gray
46	L. Preston
47	S. Henderson
48	S. Drummond
49	A. Penman

50	D. Berney
51	N. Taylor
52	D. Skillin
53	L. Eadie
54	L. Maxwell
55	M. Keane
56	S. Snaddon
57	D. McMurdie
58	Gi. Gillies
59	K. Armit
60	K. Docherty
61	D. Johnstone
62	S. Morris
63	M. Michie

Total number of responses = 60

**APPENDIX 1 C**  
**BREAKDOWN OF NUMBERS SELECTING EACH OPTION**

Option	Numbers selecting as preferred option
<b>Option 1</b> To relocate the existing Tower Nursery School in the Park Primary Building	<b>3</b>
<b>Option 2</b> To merge the managements of the two schools, but retain the existing separate accommodation	<b>55</b>





**APPENDIX 1D**  
**HMIE report**  
**Consultation proposal by Clackmannanshire Council**

**Report by HM Inspectorate of Education addressing educational aspects of the proposal for education provision at Park Primary School and Tower Nursery School to be merged and managed by the headteacher of Park Primary School. Tower Nursery will be renamed 'Park Primary School Nursery Class'.**

**Introduction**

1.1 Clackmannanshire Council proposes to merge Tower Nursery School and Park Primary School and that the headteacher of Park Primary School should manage the new Park Primary School and Nursery Class. The council proposal includes two options: either to relocate the nursery within the existing Park Primary School with appropriate improvements to the building, or retain the existing Tower Nursery School building as the site for the Park Primary School Nursery Class with minor improvements to the boundary fencing and gated access. Clackmannanshire Council supports the second option. The distance between the two schools is 50 metres from the rear of the primary to the perimeter fence of the nursery.

1.2 The report from HM Inspectorate of Education (HMIE) is required under the terms of the *Schools (Consultation) (Scotland) Act 2010*. It has been prepared by HMIE in accordance with the terms of the Act.

1.3 HM Inspectors undertook the following activities in considering the educational aspects of the proposal:

- 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;
- consideration of further information on all schools affected; and
- visits to Park Primary School and Tower Nursery School, including discussion with relevant consultees.

1.4 HMIE considered:

- the likely effects of the proposal for children and young people of the schools, for any other users, for children likely to become pupils within two years of the date of publication of the proposal paper, and for 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

- benefits which the council believes will result from implementation of the proposal, and the council's reasons for coming to these beliefs.

## **2. Consultation process**

2.1 Clackmannanshire Council undertook the initial consultation on its proposals with reference to the *Schools (Consultation) (Scotland) Act 2010*.

2.2 Parents at Tower Nursery School are appreciative of Clackmannanshire Council's response to their initial concerns, proposed at an earlier budget engagement meeting, about relocating the nursery within the existing Park Primary School building. The council has now provided a second option to keep the nursery in its original building. Parents strongly believe this is a very effective learning environment for their children. Staff and children in Tower Nursery School unanimously share this view.

2.3 There is concern over the proposed change of name. Tower Nursery School has children who transfer to different primary schools in the area and changing the name, parents believe, could cause confusion. They feel that some parents may mistakenly assume that attendance at Park Primary School Nursery Class compels transfer to Park Primary School. The present Tower Nursery School could lose children in future years, parents suggest, as families choose other nursery classes believing that they will then have their first choice primary school.

2.4 Parents at Tower Nursery School feel that the present staffing provision is very effective in supporting both the nursery children and parents. Staff are available when parents feel they need to visit the nursery to raise a concern or seek advice or support. Parents feel that this is a strength of Tower Nursery School and that the nursery provides a service for the community, which is an area of severe deprivation. Staff in Tower Nursery School strongly support this view. Nursery children feel well nurtured and supported in their learning and development. Parents and staff within Tower Nursery School do not yet feel reassured about Clackmannanshire Council's intentions for managing and staffing the proposed Park Primary School Nursery Class once the present acting headteacher's post is terminated.

2.5 Parents and staff at Tower Nursery School are not yet fully aware of the council's proposed improvements to the boundary fencing and gated access to allow safe movement between the two buildings. They believe that a single campus with a clear perimeter and appropriate secure access would be the best option. They would benefit from more information from the council on this part of the proposal.

2.6 Parents and staff at Park Primary School strongly support the retention of the Tower Nursery School building should the two establishments merge. They also appreciate the council's willingness to listen to alternatives to relocating the nursery within the Park Primary School building. Children at Park Primary School are positive about both options, seeing advantages in each and expressing no strong preference.

2.7 Parents and staff in Park Primary School are concerned about the implications for the management of the new Park Primary School Nursery Class. They express concerns about the future workload of the headteacher in Park Primary School and the time required to lead and manage the nursery class effectively through the proposed merger while continuing with

existing responsibilities. They express concerns about the impact this will have on the management of Park Primary School. Parents and staff would benefit from further reassurance as to how the new merged establishment will be staffed and managed.

2.8 All stakeholders at Park Primary School do not feel fully informed about how the council intends to improve the boundary fencing and access between the two buildings to create a safe and secure single campus. They believe that the creation of a single campus is an important signal for future cohesion.

2.9 In both Tower Nursery School and Park Primary School, non-teaching staff currently employed in duplicated roles are uncertain as to the implications of the proposal on their future employment. The council has not yet fully explained in enough detail how non-teaching staff may be affected and any resulting issues resolved.

### **3. Educational aspects of the proposal**

3.1 Clackmannanshire Council believes that a series of benefits will accrue from the proposed merger. The majority of benefits relate to the children in Tower Nursery School rather than current Park Primary School children.

3.2 Certain aspects of the predicted future improvements as described by the council are already progressing well through the strong partnerships that currently exist between Tower Nursery School and Park Primary School. It is therefore reasonable to suggest, as the council does, that children would gain increased benefit from arrangements for transition being enhanced further by the merger and the identification of individual needs at the earliest possible stage.

3.3 The council proposes that children would benefit from closer staff collaboration and collegiate professional development. This would provide increased opportunities to develop a shared understanding of Curriculum for Excellence, notably the Early Level, and for enhancing learner's experiences through joint topic work, shared resources and increased continuity. This reflects current good practice as noted by HMIE in other parts of Clackmannanshire and across Scotland and should contribute to the outcomes the council describes.

3.4 The merger would establish a single management team across the primary school and nursery class and thereby provide opportunities for implementing a single vision of what the new establishment could achieve. This would be an effective means to incorporate the main points for action from the Tower Nursery School inspection by HMIE, published in November 2009, notably for children to be more closely involved in planning their own learning and for an increased emphasis on self-evaluation. It makes sound sense for such work to be through continued implementation of Curriculum for Excellence.

3.5 Progress in the areas outlined within the educational benefits statement would mean that children likely to become pupils within two years of the date of publication of the proposal paper would benefit from the result of such work across the nursery and primary. They could reasonably be expected to have a more consistent, continuous, challenging and supported education from age 3-12 and beyond.

3.6 The likely effects of the proposal on other users and on other children and young people would be minimal.

3.7 The council's proposal will result in the loss of the headteacher's post in Tower Nursery School and is likely to impact on staffing in other areas of work where there may be duplication across the two establishments. The council has outlined how it will manage these staffing changes but has not yet done so in enough detail to allay parental and staff concerns. There is currently a high level of satisfaction expressed by nursery staff and parents that key Scottish Government policies such as Getting It Right For Every Child and Early Years Framework are well supported. These can have a significant positive impact on children's educational progress. There is need to provide reassurance that this level of service will be at least maintained and possibly improved by the merger.

3.8 The council recognises the merger would require improvements to the boundary fencing and secure access between the two establishments. The educational benefits statement describes greater movement between the buildings as school and nursery children interact more regularly. Such improvements require to be outlined in more detail to give all stakeholders further reassurances about children's safety and security.

3.9 In September 2007, Clackmannanshire Council approved the recommendations of an independent commission set up to review of the provision of education 3-12. One of the recommendations of the commission was to move to provide early years' education within the campus of primary schools wherever possible. This is one of the major aims of the council's Schools Estate Management Plan for the period to 2015. The proposal, therefore, sits comfortably within council policy and Scottish Government guidance.

#### **4. Summary**

Clackmannanshire Council has set out a sound case for its proposal to merge Tower Nursery School with Park Primary School. Overall, the proposal is likely to lead to educational benefit, particularly for children in the nursery class. There is the potential for the children to benefit from a more continuous and consistent range of curricular opportunities. There is also the potential for an increased level of collaborative staff development and shared understanding in respect of implementation of Curriculum for Excellence and broader whole school improvement. The proposal also achieves the council's aim of ensuring that early years' education is provided within the campus of a primary school wherever possible. It would also represent best value for the council in achieving this aim. There is a significant saving in keeping Tower Nursery School in its current building rather than relocating it. From April 1 2011, Clackmannanshire and Stirling Councils will implement a joint service to deliver education. In taking forward the proposal the new joint head of education needs to ensure that arrangements are set out more clearly for the staffing and management of the nursery class and the improvements to the perimeter of the new campus and secure access within and between the two buildings.

**HM Inspectorate of Education**  
**March 2011**

## **APPENDIX 1E**

### **Equalities Impact Assessment**

An equality impact assessment is when we assess our policies and functions to find out if they discriminate against any of the groups we have listed below. We have carried out an equality impact assessment on this proposal. We do not believe that introducing this proposal will have an adverse impact on any of the groups listed below. We consulted a wide range of stakeholders as detailed in sections 1.3, 1.4 and 2.1 of the main response report. In total 60 responses were received. We have not identified any issues raised about equality during this consultation. From the impact assessment, we found that this policy would have neither a positive or negative effect on any of the six categories listed below. The relevant categories relating to equal opportunities are as follows:

- Age
- Gender
- Religion
- Racial group
- Disability
- Sexual orientation

#### **Background**

Full details of the background to this proposal were contained in the original consultation document published on 26th January 2011.

#### **Assessments**

##### **Age**

All children affected by this proposal will be given support to meet their needs. This proposal will not have an adverse impact on any child or young person in the area.

##### **Gender**

All children will be given support to meet their needs, whether they are male or female. This proposal will not have an adverse impact on any child or young person in the area.

##### **Religion**

Within early years provision in Clackmannanshire there is no differentiation based on religion. This proposal will not have an adverse impact on any child or young person in the area.

##### **Racial group**

This proposal affects all children currently attending Tower Nursery School and Park Primary School irrespective of their ethnicity. This proposal will not have an adverse impact on any child or young person on the basis of his/her ethnicity.

**Disability**

All support that children with additional support needs receive is matched to their individual needs. As this policy applies to all children in all establishments this proposal will not have an adverse impact on any child or young person in relation to admission to early years establishments.

**Sexual orientation**

This proposal will not have an adverse impact on any child in relation to their sexuality.

## **APPENDIX 1F**

### **Minutes of public meeting 24th February 2011**

Craig Machan welcomed attendees and introduced Lesley Robertson who gave a presentation in which she talked through the current position of Park Primary and Tower Nursery and the options for merging the two, as described:

Option 1 – Move Tower Nursery into the same building as Park Primary

Option 2 – Keep Tower Nursery in a separate building, but with the same Management as Park Primary.

The meeting was then opened for questions and comments.

### **QUESTIONS RAISED / AREAS OF CONCERN:**

**1. Should the proposal be accepted and the children moved into one building, will any savings be ring-fenced to improve staff and facilities at Park Primary?**

Bradley Cunningham, Parent - Tower Nursery

Lesley Roberston

If the result of the consultation is to be re-located in the school, there would be very little savings on staff costs due to pupil:teacher ratios.

**2. Would it be possible to go beyond the minimum set requirements? If you sell the building and receive a cash injection would the revenue be used on the school or for another statue on a roundabout or potholes?**

Bradley Cunningham, Parent - Tower Nursery

Lesley Robertson

I cannot guarantee that any savings would be ring-fenced to Park Primary. I would expect a good proportion would be spread across education. When we consulted on the Budget Engagement Strategy with the public

respondents agreed that savings could be made with fewer buildings; with more resources spent on Education.

Eileen Turnbull

Part of the re-location costs and adaptation costs would be off set with the first years savings, which is in excess of £180,000.

**3. Why are you changing the name from Tower Nursery to Park Nursery? Isn't this an additional cost as signs for example will have to be replaced, it has always been known as Tower Nursery, is there a need for this to change?**

Gladys Johnstone –Parent, Park Primary and Tower Nursery

Lesley Roberston

The Nursery will have to be officially closed with the Government so only one School name would be acceptable.

**4. Will there be another teacher at the nursery to help out?**

Gladys Johnstone –Parent, Park Primary and Tower Nursery

Lesley Robertson

Every nursery child will have access to a nursery teacher.

**5. You pointed out the benefit of nursery children moving onto primary school. What about the children who will not be attending Park Primary?**

Jennifer Johnston, Parent Tower Nursery

Lesley Robertson

This is why the second proposal is an option, as this was a strong view in the last consultation.

**6. So you prefer the second option?**

Kevin McEwan, Parent



Lesley Robertson

Yes. Having listened to the views and opinions from the previous consultation we now believe that option 2 is the preferred option.

**7. How often are we going to see the Head Teacher at the nursery, will she know the children?**

Jennifer Johnston, Parent Tower Nursery

Lesley Robertson

I would expect any Head Teacher to know every child in the school, whether they be in the nursery class or Primary 7.

**8. It won't be easy to be in two places at once.**

Jennifer Johnston, Parent Tower Nursery

Lesley Robertson

This is an advantage of option 1 however, the distance between the nursery and school is not far. For example

Abercromby Primary have a separate nursery class in such a situation the Head Teacher will be determined and this is the standard we would set.

Eileen Turnbull

11 primary schools in Clackmannanshire now have a nursery class attached to the school, for example Clackmannan Primary.

**9. If we want to see the Head Teacher, will it be the case that we have to make an appointment?**

Jennifer Johnston, Parent Tower Nursery

Lesley Robertson

I would expect the Head Teacher as much as possible to be around when the children arrive and depart from the nursery so parents will not have the need to make an appointment.

Sharon Evenden

Clackmannan Primary is the most recent school to have a nursery class and parents had similar anxieties, feedback since has been extremely positive and they see the Head Teacher a huge amount.

**10. A recent report by the EIS on nursery education highlighted the importance and value of having qualified teachers in nursery classes and schools. Clackmannanshire must be commended on committing and providing such, can we have an assurance that that provision will continue in the future?**

Gordon Joyce, EIS

Lesley Robertson

The children in the nursery class will have access to a qualified teacher.

**12. Will the funding for the nursery still be separate or will it be conjoined with the school funding?**

Kevin McEwan, Parent – Park Primary and Tower Nursery

Lesley Robertson

The nursery classes and primary schools have separate lines in the budget.

**13. Who decides what it will be spent on?**

Kevin McEwan, Parent – Park Primary and Tower Nursery

Lesley Robertson

The Head Teacher, in consultation with staff and parents.

**14. Will there be a full time teacher in the nursery class?**

Kevin McEwan, Parent – Park Primary and Tower Nursery

Lesley Robertson

It may not be full time, but nursery children will have access to a qualified teacher.

**15. Why not full time?**

Kevin McEwan, Parent – Park Primary and Tower Nursery

Lesley Robertson

The requirement is that we provide access, not necessarily a full time teacher. We are currently looking at the number of hours of teacher time that is provided in nursery classes across Clackmannanshire.

**16. How will the school support the nursery, who will be responsible for the nursery?**

Kevin McEwan, Parent – Park Primary and Tower Nursery

Lesley Robertson

The Head Teacher will be responsible for all the children.

**17. How often will they be there, will it be whenever she has free time?**

Kevin McEwan, Parent – Park Primary and Tower Nursery

Lesley Robertson

No, I would expect the Head Teacher to see the parents and children regularly at expected times.

**18. You cannot guarantee these times. This is unfair to the Head Teacher to split their time.**

Jennifer Johnston, Parent Tower Nursery

Sharon

We have 11 of our nurseries set like this already, and it works extremely successfully.

**19. Does Clackmannan Primary have as many children as Park Primary?**

Jennifer Johnston, Parent Tower Nursery

Sharon

Clackmannan Primary has more children than Park Primary.

**20. My child attended St Johns Nursery and I was not aware of any difference in the manner in which it was run in relation to it being a nursery class rather than a stand alone nursery. I felt I had no access issues in relation to the Head Teacher.**

Bradley Cunningham, Parent - Tower Nursery

**21. Will the running of the nursery be the same. For example can the groups that run currently?**

Kevin McEwan, Parent – Park Primary and Tower Nursery

Lesley Robertson

There will be no reason to change any activities that are working however, on consultation with children and parents improvements can be made.

**22. You stated that there is no reason to change something that is working. The current set up of Mrs Dempster being the Head Teacher in the nursery is working, so why is there the need to change?**

Jennifer Johnston, Parent Tower Nursery

Lesley Robertson

Mrs Dempster is an acting Head Teacher at the nursery.

**23. What about the children with additional needs in the school?**

Kevin McEwan, Parent – Park Primary and Tower Nursery

Lesley Robertson

The Primary School Support Service would also be relocated.

**24. You have stated costings at £3,500 for a new fence and door. Will they get new windows and a new roof?**

Kevin McEwan, Parent – Park Primary and Tower Nursery

Eileen Turnbull

Council wide, there is a programme of maintenance over the next 3-5 years that looks at the condition of schools.

If Tower Nursery became a condition level 'C' for example it would be moved accordingly in the priority list, this would be no different if the second option was chosen.

**25. Is Tower Nursery not in the running for new windows and a new roof before any other nursery?**

Kevin McEwan, Parent – Park Primary and Tower Nursery

Eileen Turnbull

There are other buildings sitting in a worse condition than Tower Nursery.

**26. What will happen to Mrs Dempster, will she still be in the nursery class as the full time teacher?**

Kevin McEwan, Parent – Park Primary and Tower Nursery

Lesley Robertson

Mrs Dempster would return to the post as a nursery teacher, teachers are employed by the Council, not a particular school.

**27. Why are you going to spend so much money on a gate and fence if you are trying to save on costs. Can't this money be used on something else rather than a gate?**

Jennifer Johnston, Parent Tower Nursery

Lesley Robertson

The cost is relatively low in terms of work to be done.

Eileen Turnbull

If parents feel that a gate is an unnecessary expense, please articulate this on the consultation form. This was looked for the ease of the Head Teacher in transition between the school building and nursery building and for the safety of children.

**28. Who gets the job as Head Teacher, if you take one of the two acting Head Teachers away from the post a new one will have to start from scratch.**

Kevin McEwan, Parent – Park Primary and Tower Nursery

Lesley Robertson

The post will be advertised. There are procedures that must be followed in the appointment of a Head Teacher. Representatives of the Parent Council will be heavily involved in the appointment of a new Head Teacher. Recently parents of Strathdevon, Alloa Academy, Claremont and Coalsnaughton Primaries can show how heavily they played a part in the selection and recruitment of the Head Teacher.

**29. Can I clarify that the same contact hours will be adhered to in terms of teacher contact as there is currently?**

Gordon Joyce, EIS

Lesley Robertson

Not necessarily, but this is being reviewed Council wide.

**30. Can you confirm the time and location of the meeting?**

Name Undeclared (A)

Lesley Robertson

Alloa Academy at 6.30pm.

**31. Can't you make the meeting an earlier time?**

Kevin McEwan, Parent – Park Primary and Tower Nursery

Lesley Robertson

Due to the availability of buildings and timescales the time is arranged. We will be happy to try and accommodate a different time if you feel it is unsuitable.

**32. Most parents have access to the internet, can't you have then opportunity for them to comment and ask questions there?**

Jennifer Johnston, Parent Tower Nursery

Lesley Robertson

If you go onto Clacksweb, the online questionnaires and documentation is available. The minute and presentation will also be available in due course.

**33. Are we to infer that contact hours between teacher and child is to be reduced across all institutions?**

Gordon Joyce, EIS

Lesley Robertson

We are currently reviewing the deployment of teachers.

**34. Are we looking at a reduced amount of buildings to increase the incoming revenue, and reducing the amount of outgoings in regards to teachers?**

Gordon Joyce, EIS

Lesley Robertson

You could infer such, as we must find considerable savings but still maintain the high quality of education

**35. Will the teachers and staff currently at the nursery change?**

Kevin McEwan, Parent – Park Primary and Tower Nursery

Sharon Evenden

Staff can change, but the Council must adhere to the ratios set by the Government.

**36. Will the support staff change in number?**

Kevin McEwan, Parent – Park Primary and Tower Nursery

Sharon

We will look at the requirements of the nursery, which is reviewed each year.

**37. Will there still be a gym teacher for the nursery?**

Kevin McEwan, Parent – Park Primary and Tower Nursery

Sharon

The Council still has a commitment to provide an Active Start Programme.

Lesley Robertson

Visitors came to review the Active Start Programme and it is still a valuable programme with which they were very impressed.

Craig Machan closed the meeting on behalf of the panel, everyone was thanked for their attendance, views and opinions. Forms and proposals were available and attendees were encouraged to take copies for neighbours or other parents. Copies are also available in the nursery. Gordon Joyce will place the EIS research paper at Tower Nursery if anyone would like a copy.



## Child consultation notes -

## Proposed merger of Park Primary School with Tower Nursery School Consultation with pupils

School:	Tower Nursery School
Date of consultation	14/3/11 and 15/3/11

**What do I think about Tower Nursery School becoming a Nursery Class of Park Primary School?**

Don't know, don't know  
ok, ok, ok, ok, ok, ok, ok, ok, ok, ok, ok, ok, ok  
I'm fine  
Don't mind, don't mind, don't mind, don't mind  
Happy, happy, happy, happy, happy, happy, happy, happy, happy, happy, happy, happy, happy  
happy, happy, happy, happy, happy, happy, happy, happy, happy  
Sad  
Pleased, pleased  
Like  
Good idea, good idea, good idea, good idea  
Good, good, good  
Thumbs up  
Yes, aye, aye, yes, yes, yes, yes  
No, no wouldn't like it  
School is far away  
Part of Park ok  
Sad because I like nursery and don't want to go to school  
Not good idea I like here  
Not ok don't want to

Proposed merger of Park Primary School with Tower Nursery School  
Consultation with pupils

School:	Park Primary School
Date of consultation	14/3/11 and 15/3/11

**What do I think about Tower Nursery School becoming a Nursery Class of Park Primary School?**

Then that would be a big group of people  
 I think there wouldn't be enough room for everybody  
 I want the nursery to assemblies with us  
 There won't be enough chairs for everyone  
 I want them to come beside us because I like them  
 I like the nursery to come because my little pal is there  
 I'd like my pal to be in a class beside me  
 What if my wee brother tries to find me?  
 Easier for mum to drop off my sister at nursery and me at school  
 Will they have a padlock on the gate to keep them safe?  
 All children agree it would be a good idea to have all the children together -  
 'like a family'  
 I would be happy to see my wee sister  
 I think it's a good idea, I'd get to see my cousin  
 The nursery children would get a big playground  
 The nursery children would learn more about school before they start  
 If one fell bigger children could help them  
 I think they'll be nice and not noisy  
 We can help them to find things  
 We can show them what to do before P1  
 They would be scared and shy in nursery but not in P1 because they'd know  
 what to do  
 Good idea so that I can see my brother more when I'm at school  
 Good idea because Sunshine class could be like a nursery  
 It would be nice for us to help the children and teach the children to learn  
 You could have more friends if they come to our school  
 It's a good idea because the children are looking forward to it  
 It will be fun because they can play with us at golden time  
 Might give them a chance to learn something new  
 The little ones in your family can play with you  
 The little ones won't know what they are doing  
 It will be noisy for the little ones  
 They might break the school staff because they don't know what to do with it  
 It's a good idea that both have the same headteacher  
 Would be happy if nursery moved into Park building  
 Nursery should stay where it is, ok for it to have same H/t as Park  
 Park pupils could help the nursery children if they moved to Park  
 Bad idea if P1 were playing with nursery children in the playground but a good  
 idea if they are not in the playground  
 Good idea because they can learn from boys and girls in school like in the  
 dinner hall  
 Good we get to know wee people

Good we can see wee sisters and stuff  
Good for having buddies  
Good to get more people in our school  
We'll know what Nursery are doing and they'll know what we're doing  
We have to stop playing football when they walk through our playground  
already so it would be worse if they moved here. We don't want them getting  
hurt  
We would like more information about where they would be placed and how  
they will be integrated into the school  
They already use the gym and dining hall  
Easier for the buddies training- no getting wet in bad weather  
Might form new friendships  
They would be used to the school rules  
Being settled within school already would help build their confidence  
Better for meeting buddies  
Saves nursery walking for dinner hall/gym hall when raining  
Nursery get good space to use  
Be able to pick up/drop off family members  
Be able to see family members  
Nursery children will be familiar with school for moving to P1  
Could be scared of so many big people  
Might hear noises from classrooms e.g. children/teacher shouting

