
Report to Clackmannanshire Council

Date of Meeting: 11 October 2012

**Subject: Review of Pre-School Provision at Ladywell Nursery -
Approval to Consult on Proposals**

Report by: Head of Education

1.0 Purpose

- 1.1. This report seeks approval from the Council to conduct a formal public consultation, required under the Schools (Consultation) (Scotland) Act 2010, with a view to a proposed change in nursery provision in Tullibody from stand alone nursery to nursery class.
- 1.2. The proposed change would enhance children's learning experiences and would generate savings, making the service more efficient.

2.0 Recommendations

- 2.1. It is recommended that the Council:
- a) agrees to formal public consultation on the proposals:
 - i) to merge education provision at St. Serf's Primary School and Ladywell Nursery School
 - ii) that the merged education provision is managed by the head teacher of St Serf's Primary School.
 - iii) that the nursery should be retained in its current building and operate as a nursery class of the primary school
 - iv) that Ladywell Nursery School should be renamed "St. Serf's Primary School Nursery Class".
 - b) notes that a report on the findings of the consultation will be brought back to Council on 14 March 2013.

3.0 Considerations

- 3.1. Clackmannanshire Council has already moved two nurseries into nursery classes within primary schools. Clackmannan Nursery School merged with Clackmannan Primary School as approved by council in June 2009. Tower Nursery School merged with Park Primary School as approved by council in

June 2011. Inspections conducted by Her Majesty's Inspectorate of Education, Education Scotland and The Care Inspectorate report that the quality of early years education has been sustained and built upon.

- 3.2. Ladywell Nursery School currently provides education to 3-5 year old children resident in the St Serf's catchment area. The nursery school is located beside St Serf's Primary School.
- 3.3. The current level and quality of pre-school provision would be enhanced by the proposed change. The staffing ratios in the nursery class would continue at the same level as is currently provided in the nursery school.
- 3.4. The new arrangements would support improved transition for children moving from nursery to primary education. The early stage of Curriculum for Excellence covers the age range 3-6 years. Early years provision in a nursery class supports greater continuity in learning particularly at the transition from nursery to primary 1. A single management arrangement is consistent with the principles of the Early Years Framework, published by the Scottish Government and COSLA.
- 3.5. The changes in management arrangements would generate a saving of around £53,610 per annum in a full financial year.

4.0 Sustainability Implications

There are no sustainability implications arising from this report

5.0 Resource Implications

5.1. Financial Details

- 5.2. There will be savings of £36,220 in 2013/14 and a further £17,390 in 2014/15. The only additional spend required will be some adaptation of perimeter fencing to make a secure entrance from the nursery to the school. The cost of this is in the region of £3,500

- 5.3. Finance have been consulted and have agreed the financial implications as set out in the report. Yes

5.4. Staffing

There are no staffing implications in relation to the arrangements which exist currently for the management of nursery provision in Ladywell Nursery School or in St. Serf's Primary School. The merger of the nursery school and the primary school, if approved, will allow the deletion of the post of Headteacher, Ladywell Nursery School.

6.0 Exempt Reports

- 6.1. 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** (Please double click on the check box)

- | | |
|--|-------------------------------------|
| The area has a positive image and attracts people and businesses | <input type="checkbox"/> |
| Our communities are more cohesive and inclusive | <input type="checkbox"/> |
| People are better skilled, trained and ready for learning and employment | <input checked="" type="checkbox"/> |
| Our communities are safer | <input type="checkbox"/> |
| Vulnerable people and families are supported | <input 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 checked="" 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 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes

9.2 The closure of any school requires that a formal consultation process be carried out in line with the Schools (Consultation)(Scotland) Act 2010.

9.3 Clackmannanshire Council has a duty to provide effective and efficient education under the 1980 Education (Scotland) Act. In performing this duty, the Education Service undertakes regular reviews of all its establishments to consider:-

9.3.1 The educational experience and quality of learning delivered.

9.3.2 How well the establishment meets the needs of children and young people.

9.3.3 The school estate strategy, including the key areas of:-

- Condition – A safe, secure environment
- Sufficiency – Schools that match demand

- Suitability – Supporting the delivery of better public services including the provision of the right facilities
- Life Cycle Management – Taking account of the longer term

9.3.4 The impact of migration both in terms of inward and outward migration and also impact of any planned house build.

9.3.5 Projection of future population needs and the services required to support these.

9.4 The cost of delivering services against available resources, including monitoring the cost per pupil.

10.0 Appendices

10.1 PROPOSAL DOCUMENT: August 2012

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)


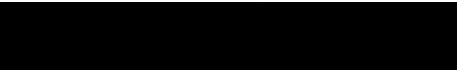
Yes (please list the documents below) No

Independent Review of Education 3-12 in Clackmannanshire

Author(s)

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Approved by

NAME	DESIGNATION	SIGNATURE
Belinda Greer	Head of Education	
Elaine McPherson	Chief Executive	

APPENDIX 1



Clackmannanshire Council
www.clacksweb.org.uk

Services to People: Education Service

PROPOSAL DOCUMENT: August 2012

Review of Education Provision

The following schools are affected by this proposal document

Ladywell Nursery School

St. Serf's Primary School

This document has been issued by Clackmannanshire Council for proposal in terms of the Schools (Consultation) (Scotland) Act 2010.

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Ladywell St. Serf's August 2012

Summary Proposal

It is proposed that:

Education provision at St. Serf's Primary School and Ladywell Nursery School should be merged and managed by the head teacher of St. Serf's Primary School. Ladywell Nursery School should be renamed "St. Serf's Primary School Nursery Class". with effect from 26 June 2013

Distribution

A copy of this document is available on the Clackmannanshire Council web-site

www.clacksweb.org.uk

A copy of the document will be provided for:

The Parent Council of each school
The parents of pupils on the roll of each school
Parents of children expected to attend the affected schools within 2 years of the date of publication of this proposal document
The pupils at the affected schools
The staff of the affected schools
Trade Union representatives of the staff at the affected schools
Relevant users of the affected schools
Councillors in Clackmannanshire West ward
Tullibody Cambus Community Council
The constituency MSP
Superintendent Alloa Police
Chief Executive NHS Forth Valley
Area Commander Alloa Fire Station
Education Scotland

A copy of this document is available from Council Headquarters, Greenfield Alloa
Tullibody branch library
St Serf's Primary School
Ladywell Nursery School

This document is available in alternative formats or translated form for readers whose first language is not English. Please apply to the Education Service, Fourth floor, Kilncraigs, Alloa, FK10 1EB by telephone 01259 452437 or by email education@clacks.gov.uk

This is a proposal document

Proposal

That subject to the outcome of this proposal exercise:

Education provision at St. Serf's Primary School and Ladywell Nursery School should be merged and managed by the head teacher of St. Serf's Primary School. Ladywell Nursery School should be renamed "St. Serf's Primary School Nursery Class".

1. Introduction

- 1.1 Clackmannanshire Council aims to provide the best possible educational experience for all pupils.
- 1.2 Aspirations for education are contained within the Single Outcome Agreement and the Council's Priorities contained within the Corporate Plan. Key priorities for education are:
 - Our communities are more cohesive and inclusive
 - Our people are better skilled and ready for learning and employment
 - Vulnerable people and families are supported
 - Health is improving and health inequalities are reducing
 - The council is effective, efficient and recognised for excellence

The vision for education is contained within the document Learning to Succeed in Clackmannanshire in the 21st century. The skills and knowledge that young people will require in the future are consistent with the Council's aspirations to enable all learners to become:

- Successful learners
- Confident individuals
- Responsible citizens
- Effective contributors

2. Reason for the proposal

- 2.1 When it was established, Ladywell Nursery School provided nursery education for Tullibody. Over time, nursery classes have been established in the other schools in the Tullibody area. Ladywell Nursery School currently provides education services to 3-5 year old children who are resident in the catchment area of St. Serf's Primary School and Banchory Primary School. The nursery school is located next to St. Serf's Primary School.

- 2.2 As part of the Government's School Estate Strategy, Clackmannanshire Council, in

common with all Scottish local authorities, is required to assess the condition and suitability of its schools and report these 'core facts' to the Scottish Government. It is required to produce a School Estate Management Plan (SEMP) also.

- 2.3 The major aims of the Council's Schools Estate Management Plan for the period to 2015 are to:
- bring the condition of all schools in the 3-12 estate to condition B or better and to maintain it
 - address issues of sufficiency as they arise
 - increase the number of 3-12 campus arrangements
 - improve the suitability of external learning, teaching and social spaces
 - improve dining facilities in those schools with the smallest dining space
- 2.4 St. Serf's Primary School roll is currently 182 pupils.
- 2.5 Ladywell Nursery School has capacity for 120 children split across 2 sessions. This is normally referred to as a 60:60 establishment.
- 2.6 The headteacher at Ladywell Nursery School is due to retire in October 2012
- 2.7 The change of management provides an opportunity to consider the delivery of education 3-12. This would be consistent with changes expected of curriculum delivery through the requirement to implement the Curriculum for Excellence from August 2010.

3.0 The Options for Consultation

- 3.1 **Option 1** To retain the nursery school in its current building and operate it as the nursery class of the school
- 3.2 Merge the management of the two establishments under the leadership of the head teacher of St. Serf's Primary School and retain the current Ladywell Nursery building and rename it St. Serf's Nursery Class.
- 3.3 This has the advantage of retaining all of the features already in the building which means it is suitable for educating young children and is already consistent with the requirements of the Care Inspectorate in terms of facilities and regulations.
- 3.4 The Council would continue to maintain the property. Outdoor play and learning areas can continue to be used. In order to maximise the educational benefits of this proposal, some adaptation of perimeter fencing is required to make a secure entrance from the nursery to the school. The cost of this is in the region of £3,500.

4.0 Educational benefits

- 4.1 The children at Ladywell Nursery School would benefit from the reconfiguration of provision to a nursery class. The implementation of this proposal would offer the following educational advantages

(1) management support

The nursery class will be managed by the primary headteacher with a member of the senior management team having day to day responsibility for the running of the nursery class. The primary school management team, with a wide experience in school self-evaluation and curriculum development will be well placed to have a positive impact on nursery improvements. Areas identified for continuous improvement in the nursery class will be fully integrated and supported by the whole school improvement plan. This should lead to a more coherent learning experience for children at the early stage of Curriculum for Excellence and beyond.

(2) Early intervention

The primary school will be able to collaborate with the nursery class in identifying children's needs at the earliest possible stage. They will be able to work with the child from the age of 3 which will help identify the range of support they might need as they develop. Transition planning should be improved as a result of better tailored and more coherent support packages which can be put in place to help each child reach their full potential.

(3) Enhanced staff development opportunities

Staff would benefit from working together and learning with a wide range of teaching and non-teaching colleagues. Nursery staff will be able to visit P1 on a regular basis. This provides a CPD opportunity for staff to look at how children learn in P1. The school will also be able to make use of the expertise of the nursery staff in building on and further developing a play based early years environment. Shared staff development opportunities are enhanced. Nursery staff will be able to join school working groups and attend early years meetings.

(4) Improved transition

The proposal will significantly enhance transition arrangements for children who will attend St. Serf's Primary. During their time in the nursery class the children will be involved in the wider life of the school. They will be able to attend school events, use the gym hall and attend school assemblies. All these activities will enhance transition to school. If they wish, nursery parents will be able to join the parent council and other parents' activities which will enable them to get to know the establishment before formal schooling begins. High levels of parental involvement are recognised as important to the learning success of children. If parents become actively involved at the nursery stages, the habit is more likely continue for the rest of their child's schooling.

(5) Enhanced learning experiences

This proposal supports continuity in children's learning at the early level of Curriculum for Excellence. The nursery staff and school staff will work closely together to provide the children with a high quality experience. They will be able to share resources and carry out shared learning experiences. This will ensure that the children are receiving an appropriate broad and balanced curriculum. When children move to P1 they will be building more confidently on what they already know.

5.0 Likely Effect on the Local Community

The effect is likely to be minimal. Apart from a change in the role of the most senior manager responsible for the nursery, the community should be unaffected by the proposal.

6.0 Consequence of Preferred Option

There will be a saving in staffing costs. This will not diminish the quality of the service provided to children and families.

7.0 Financial Implications

There will be finance savings of £36,220 in 2013/14 and a further £17,390 in 2014/15. Some adaptation of perimeter fencing is required to make a secure entrance from the nursery to the school. The cost of this is in the region of £3,500.

8.0 Other Considerations

8.1 Feasibility

In the case of Ladywell Nursery, the purpose built unit provides the best option at times of financial constraint. As well as regard being given to the accommodation requirements of merged service provision, consideration was given to travel time or safety issues that may preclude the proposed changes taking place.

8.2 Safety

There would be no safety issues as a result of this change.

8.3 Service Users

The proposal would provide access for nursery provision to facilities in the school as appropriate. From time to time, it might be appropriate for P1 children to make use of the play facilities in the nursery.

The proposal will not affect the rights of parents to request that their child attends the school of their choice in an area outwith the designated catchment of their home address as determined by the Education (Scotland) Act 1980

8.4 Staff

The proposal would mean that a headteacher post would be removed from the establishment. The current postholder is due to retire in October 2012. All staff transfers would be completed in accordance with the council procedures relevant to the posts. There would be no impact on staff travel arrangements. Staffing of the school will be in accordance with council staffing standards and the regulations of relevant bodies such as the Care Commission for staffing in the nursery. The staffing allocation for support assistants may vary because these posts are allocated to schools on a needs led basis and are managed by the Access to Educational Resources Group. In order to facilitate the management of the nursery, it is proposed to improve the perimeter fence to include a locked gate in the fence between the school and the nursery.

8.5 Trade Unions and Professional Associations

Representatives of all staff will be included as part of the consultation exercise.

8.6 Other pupils in the authority

All pupils will benefit from an education service that is efficient and makes best use of available resources which can be focussed on front-line delivery.

8.7 Other users of the buildings

Current levels of community use do not indicate that either building fulfils a particular need in the community.

9.0 Financial impact

There will be finance savings of £36,220 in 2013/14 and a further £17,390 in 2014/15. Some adaptation of perimeter fencing is required to make a secure entrance from the nursery to the school. The cost of this is in the region of £3,500.

9.2 Environmental impact

There would be no change to the current impact.

10.0 Equal opportunities

10.1 As part of the consultation, the council will consult with a wide range of stakeholders including staff, parents, children, trade unions, elected members and members of the community. Comments about equality will be addressed. The target groups are:

disability
gender
sexual orientation
belief
age
black and ethnic minorities

10.2 Under the Disability Discrimination Act, (DDA) education providers must not treat disabled children less favourably and should take reasonable steps to avoid putting disabled children at a substantial disadvantage. This is the reasonable adjustments duty. The council is committed to providing a fully accessible service to all children.

10.3 Subject to a more detailed Equalities Impact Assessment, the council considers that there will be no negative impact on any of the target groups. If, in a subsequent EIA issues are identified then these will be addressed by the council.

11.0 Consultation arrangements if proposal is approved

The full consultation timeline is attached at the end of this document

11.1 Consideration by the Council on the 11 October 2012

11.2 Proposal Document issued to consultees and published on clacksweb
A copy will also be issued free of charge to the consultees listed on the previous page

11.3 An advertisement will be placed in relevant local newspapers. The proposal process may be announced on Central FM

11.4 Length of consultation
An advertisement will be placed in local newspapers regarding the consultation process. The consultation will run for 30 school days.

11.5 A public meeting will be held.

11.6 Involvement of Education Scotland
When the proposal document is published, a copy will be sent to Education Scotland. Education Scotland will also receive a copy of any relevant written representations that are received by the Council from any person during the consultation period. Education Scotland will receive a copy of oral representation made at the public meeting and, as available (and so far as is otherwise practicable), a copy of any other relevant documentation. Education Scotland will then prepare a report on the educational aspects of the proposal not later than 3 weeks after the Council has sent them all representations and documents mentioned above. The 3 week period involving Education Scotland will not begin until after the consultation period has ended. In preparing their report, Education Scotland may visit the schools affected by the proposal

11.7 Preparation of consultation report

The Council will review the proposal having regard to the Education Scotland report, written representation that it has received and oral representations made to it by any person at the public meeting. It will then prepare a consultation report. This report will be published in electronic and printed formats and will be advertised in local newspapers. It will be available on clacksweb and from Council headquarters, Tullibody branch library and the affected schools. Anyone who made written representation during the consultation period will be informed about the report. The report will include a record of the total number of written representations, a summary of the written representations, a summary of the oral representations made at the public meeting, the Authority's response to the Education Scotland report, a copy of the Education Scotland report, and any other relevant information, including alleged inaccuracies and how those have been handled. The report will also contain the proposal in light of the Education Scotland report and representations, both written and oral received. The consultation report will be published and available for further consideration for a period of 3 weeks.

11.8 Decision

This report together with any other relevant documentation will be considered by the Council which will come to a decision.

The Council is required to notify the Scottish Ministers of the council decision and provide them with a copy of the proposal document and the consultation report within 6 days of the decision being made. The Scottish Ministers have a 6 week period from the date of that final decision to decide whether they will call in the proposal. Within the first 3 weeks of that 6 week period, the Scottish Ministers will take account of all relevant representations made to them by any person. Until the outcome of the 6 week call in process has been notified to the Council, they will not proceed to implement the proposal. If Scottish Ministers call in the proposal, they may refuse to grant their consent to the proposal, subject to conditions or unconditionally. Until the outcome of the call in has been notified to the Council, it is unable to proceed to implement the proposal.

If any inaccuracy or omission is discovered in the proposal document, either by the Council or any other person, the Council will determine whether relevant information has been omitted or whether there has been an inaccuracy. It will then take appropriate action which may include the issue of a correction or the reissuing of the proposal paper or the revision of the timescale for the consultation period if appropriate. In that event, relevant consultees and Education Scotland will be advised.

11.9 Public Meeting

A public meeting will be held to discuss the proposals. Anyone wishing to attend the public meeting is invited to do so. The meeting, which will be convened by Clackmannanshire Council in consultation with the parent councils of St Serf's Primary School and Ladywell Nursery School will be addressed by the Head of Education (Clackmannanshire and Stirling) and other senior officers of the Council.

The meeting will provide an opportunity to:

- hear more about the proposals
- ask questions about the proposals
- have views recorded so that they can be taken into account as part of the proposal process

A note will be taken at the meeting of questions and views. This note will be published on the Council website and a copy will be made available on request.

12.0 Conclusion

- 12.1 The results of the consultation including recommendations will be reported by the Head of Education to the Clackmannanshire Council on 14 March 2013.

**August 2012
Belinda Greer
Head of Education**

NB Consultation report must contain

- The number of written representations received.
- Summary of representations made at public meeting
- Summary of all written and oral representations made and the authority's response to these
- The authority response to the Education Scotland report
- The full text of the Education Scotland report
- A statement of how the authority reviewed the proposal in the light of the representations and the Education Scotland report
- Details of any omissions or inaccuracies and actions taken to correct these
- Explanation of how people can make representations to Ministers
- The report must be available in electronic and paper format at Greenfield on the website and at schools affected as a minimum
- All persons who make written representations must be informed of the publication of the consultation report

DATE	EVENT
October 2012	Consultation starts
	Public meeting -
	Parent Council Meeting
December 2012	Consultation ends
December 2012	Report to Education Scotland
January 2013	Education Scotland report-consultation period ends
14 March 2013	Council Meeting
March 2013	Scottish Minister's Notification

