



CHILDREN AND LEARNING

CONSULTATION REPORT

PROPOSAL TO CREATE ARBROATH NORTH CAMPUS ACCOMMODATING:

HAYSHEAD PRIMARY SCHOOL,

ST THOMAS RC PRIMARY SCHOOL

AND AN EARLY YEARS FACILITY

**This document has been issued by Angus Council for consultation in terms of the Schools
(Consultation) (Scotland) Act 2010**

Contents

<u>Purpose of the Consultation</u>	Page 2
<u>List of Consultees notified</u>	Page 3
<u>Consultation Methodology</u>	Page 4
<u>Summary of Children's Consultation</u>	Page 7
<u>Summary of Staff Consultation Events</u>	Page 9
<u>Summary of Public Events</u>	Page 10
<u>Summary of Online Consultation</u>	Page 12
<u>Summary of Other Responses</u>	Page 12
<u>Response from Diocese of Dunkeld</u>	Page 13
<u>Common Questions or Statements raised through Consultation</u>	Page 14
<u>Report by Education Scotland</u>	Page 19
<u>Next Steps</u>	Page 25

Purpose and Format of the Consultation.

We consulted on the Proposal to create Arbroath North Campus accommodating Hayshead Primary School, St Thomas RC Primary School and an Early Years facility. The feedback obtained from the consultation will help inform the Council's decision.

The statutory consultation period ran from 10 May 2017 until 23 June 2017. During this period there was one in-service day on 29 May 2017. The statutory consultation period therefore ran for 33 school days.

The consultation was advertised in the local press; on the Angus Council website, Facebook page and Twitter feed; via posters in both schools, the local library and Access Office; and via emails and letters to all parent/carers, and parents of children who may attend either school in the future, community user groups of both schools, staff, trade unions, the Catholic Church, Catholic Education Service, Education Scotland, MP's, MEPs and the Community Council.

During the period a number of consultation events were held:

- Children's consultation event in each school
- Staff consultation event in each school
- Public consultation event in each school
- Online consultation

Across the consultation period a total of 639 people provided responses. The consultees were made up of the following:

- 368 children who attend Hayshead Primary School (excluding nursery children)
- 110 children from St Thomas RC Primary School (excluding nursery children)
- 35 staff from Hayshead Primary School
- 9 staff from St Thomas RC Primary School
- 38 parents/carers interested in Hayshead Primary School
- 59 parents/carers interested in St Thomas RC Primary School
- 6 community users
- 14 others

There were no reported omissions or inaccuracies within the proposal document during the consultation period.

List of Consultees notified.

The following people / groups were notified of the consultation: –

- the children attending Hayshead and St Thomas primary schools.
- the parents/carers of children attending Hayshead and St Thomas primary schools.
- the parents/carers of any children expected by Angus Council to attend either Hayshead and St Thomas primary schools within two years of the date of publication of this Proposal Document.
- the teaching and support staff at Hayshead and St Thomas primary schools.
- the Parent Councils of Hayshead and St Thomas primary schools.
- user groups or individuals who currently utilise the facilities at Hayshead and St Thomas primary schools.
- the Scottish Catholic Education Service.
- The Right Reverent Bishop Stephen Robson
- The Very Reverent Canon Kevin Golden
- Her Majesty's Inspectorate of Education (HMIE).
- the trade union representatives of the staff at Hayshead and St Thomas primary schools.
- Arbroath Community Council
- Arbroath and Area Partnership (local Community Planning Group).
- the constituency MSP
- the constituency MEP

The proposal document was made available for download via an electronic link in notification letters and social media messages; by means of a web address on public notices and press releases; and printed copies were made available in the following Council buildings:

- Hayshead Primary School, St Abb's Road, Arbroath DD11 5AB;
- St Thomas RC Primary School, Seaton Road, Arbroath DD11 5DT;
- Arbroath Library, Hill Terrace, Arbroath DD11 1AH;
- Arbroath Access Office, Old Parish Church, Kirk Square, Arbroath DD11 1DX;
- and
- Angus House, Orchardbank Business Park, Orchardbank, Forfar DD8 1AX

The document was also translated into Polish and made available electronically to both schools so that any interested parties could request a copy of this.

Consultation Methodology

Pupil Consultation

The format for the pupil events was the same at both schools, with Hayshead Primary School being split into two sessions – one for lower school, and one for upper school. A presentation was provided to the school assembly of the proposal including PowerPoint presentation which detailed the key points of the proposal, sketch plans and artists impressions. Children were given the opportunity to ask questions.

Children were asked to return to classrooms and consider:

1. What would be good about a shared campus accommodating Hayshead and St Thomas primary schools?
2. What would be good about remaining within schools on separate sites?

Children returned to classrooms to discuss the proposal – Angus Council Project staff members attended each class to answer questions on the proposal. Children provided responses to initial questions on provided class sheets. Upper school pupils assisted in data gathering exercise by carrying out the following survey in each class:

1. How many children are in favour of a new shared campus accommodating Hayshead and St Thomas primary schools?
2. How many children are in favour of the schools remaining on separate sites in separate buildings?
3. How many children are not sure yet if they would prefer a shared campus or separate buildings?

Staff Consultation Events.

The format of the Staff events was the same at both schools. A presentation was provided of the proposal including a PowerPoint presentation which detailed the key points of the proposal, sketch plans and artists impressions.

The group was then asked to break into 'carousel' groups of four and move around stations discussing and recording the following PMI (plus, minus, interesting) for each of the following:

1. PMI – A shared campus accommodating Hayshead and St Thomas within a single building.
2. PMI – The schools remaining on separate sites.
3. PMI – The proposed new learning spaces within a new building
4. WHAT/WHO/WHEN?
To help develop and progress a shared campus:-
WHAT support do you need?
WHO can provide this support?
WHEN do you need this support?

Staff were then asked to complete individual questionnaires with the following questions:

1. On a scale of 1-10 how confident are you about engaging in this consultation?
2. Who do you feel are the key people who need to be involved in this consultation process?
3. What is your preferred outcome of the consultation?
4. What has influenced your response to Question 3?
5. Do you have any further comments?

Public Consultation Events

There were two public events held – one at each school. The format for the drop in events was the same at both schools. Parents/carers and interested members of the public were invited to attend at any time between 6.00 and 8.00pm.

Four matching display boards were set up in the hall, with Angus Council staff members assisting at each. The display boards contained general information on key points of the proposal, sketch plans and artists impressions. Copies of the supplementary leaflet were also available at each station.

A film which detailed key points of the proposal, along with sketch plans and artist's impressions ran on a loop for the duration of the event. This film also contained footage of children from Hayshead and St Thomas' RC Primary Schools visiting the recently completed Warddykes Primary School in Arbroath. The film featured sound bites of the children who gave their views on the best things about the school.

Each visitor to the event was encouraged to complete a questionnaire card in order to record their views on the proposal. The cards contained the following questions:

1. In what capacity are you commenting?
2. What is your main interest in relation to the proposal?
3. What is your preferred outcome of the consultation?
4. What has influenced your response to Question 3?
5. Do you have any further comments on the proposal?

The public were also offered to provide a contact email address where copies of the consultation report would be sent to.

St Thomas RC Primary School Sports Day and Barbecue.

At the pre organised school barbecue and sports day, the head teacher offered interested parents/carers the opportunity to receive information on the proposal if they had missed the previous public drop-in events.

A display board was set up in the hall containing general information on key points of the proposal, sketch plans and artists impressions. The Head Teacher delivered a presentation detailing the key points to the proposal.

Each parent/carer was encouraged to complete the same questionnaire card used at the public consultation events.

Online Consultation

A dedicated Arbroath Schools Project website was created to provide online users with further information relating to the proposal. The website contained information on the proposal, detailing key points, and also contained a link to the full proposal document. The web page also contained a link to an online survey where users were encouraged to leave their views on the proposal.

Each participant online was invited to answer the following questions:

1. In what capacity are you commenting?
2. What is your main interest in relation to the proposal?
3. What is your preferred outcome of the consultation?
4. What has influenced your response to Question 3?
5. Do you have any further comments on the proposal?

Summary of Children's Consultation

A total of 368 children who attend Hayshead Primary School and 110 children from St Thomas RC Primary School (excluding nursery children) took part in the consultation events.

At Hayshead Primary School, 231 (63%) children were in favour of a shared campus, 105 (28%) children were in favour of the schools remaining on separate sites, and 32 (9%) children were not yet sure or had no preference.

At St Thomas RC Primary School, 88 (80%) children were in favour of a shared campus, 13 (12%) children were in favour of the schools remaining on separate sites, and 9 (8%) children were not yet sure or had no preference.

Many children across the age groups in both schools were able to identify things that would be good about a shared campus including the opportunity to make new friends, have more space, and to have more opportunities for clubs.

For example:

"We could make new friends."

"More people to play with – more fun and happiness."

"All be together."

"We can get to know each other better and play together."

"It's nice to share. It would save space and isn't greedy."

"More resources to share."

"Bigger school."

"Do gym more often."

"Two gym halls would be good because there could be clubs."

"I think it would be good because we can have more clubs and it's a bigger space for them."

"More things to do clubs, assembly, different clubs like football, dodgeball, art club."

The children were also asked to identify what would be good about the schools remaining on separate sites. Many of the children from Hayshead Primary School stated that if the schools remained separate this would result in more space in the new building and playgrounds, and that there would be less conflict between the two schools.

For example:

"The field and playgrounds would be the same size and smaller if we have two schools together."

"We would not have to share things – gym hall, library."

"St Thomas and Hayshead might not get along."

The children from St Thomas RC Primary School provided similar responses when asked to identify what would be good about the two schools remaining separate.

For example:

"Not so many people in our playground."

"It's small and nice."

"More likely to be bullied."

"We know the building well."

Summary of Staff Consultation Events.

A total of 35 staff from Hayshead Primary School, and 10 staff from St Thomas RC Primary School took part in the staff consultation events.

At the event at Hayshead Primary School, 12 (34%) were in favour of a shared campus, two (6%) were in favour of the schools remaining on separate sites, and 21 (60%) had no preference. Mostly staff had no preference, as it was acknowledged that Hayshead would receive a new school building regardless of the outcome of the consultation.

At the event at St Thomas RC Primary School, five (50%) were in favour of a shared campus, four (40%) were in favour of the schools remaining on separate sites. One (10%) staff member did not respond.

Staff from both schools were able to provide many examples of the benefits and opportunities which would be created by the schools sharing a campus.

For example:

"Opportunities for a bigger educational community within Arbroath North."

"Opportunity to share experience with other staff"

"The opportunity to work closely and collegially with another school in the cluster."

"The increase in the shared resources and the shared campus ethos."

"Up to date facilities that allows better delivery of Curriculum for Excellence."

The staff not in favour of a shared campus cited reasons such as loss of identity or ethos, unknown aspects of maintaining separate identities, and potential timetabling issues over shared spaces.

For example:

"I am not convinced that having a shared campus, but separate staff, rooms/ individual schools, is the way forward. I would rather see total integration or the present situation continued."

"Possible complications regarding responsibilities of staff and pupils within shared site. i.e. crossover issues."

"Losing our identity – small, family feel as a school. Benefits for both."

Following the consultation period and as part of an Education Scotland Focus Group, the St Thomas teachers have identified they are all in support of staying on a separate site. Concerns raised included loss of school identity and its future viability together with transition arrangements between early years and P1. The Head Teacher, Depute Head Teacher and support staff were not part of the Education Scotland Focus Group.

Summary of Public Events.

Hayshead Primary School – Drop in Event.

At The public event held at Hayshead Primary School, a total of 19 questionnaires were completed. 17 of the questionnaires were completed by parents/carers and two were completed by 'others'.

12 (63%) were in favour of a shared campus, four (21%) were in favour of the schools remaining on separate sites, and three (16%) had no preference.

Those in favour of a shared campus could see the benefit of additional facilities as a result of the two schools sharing.

For example:

"The shared facilities offer more opportunities for both schools. I think interaction between the two schools would be really valuable to the community as a whole."

"Benefits of having joint facilities with two schools that are so close in proximity at present."

The respondents with a preference for the schools remaining on separate sites made comments relating to the overall size of the school and the fact that the schools differ due to one being denominational.

For example:

"Small separate schools are better for learning. I am not a fan of large schools."

"Different schools"

St Thomas RC Primary School – Drop in Event

At the public event held at St Thomas RC Primary School, a total of 15 questionnaires were completed. 12 of the questionnaires were completed by parents/carers, one was completed by a community user, and two were completed by 'others'.

Three (20%) were in favour of a shared campus, 11 (73%) were in favour of the schools remaining on separate sites, and one (7%) made no response stating they were to be convinced.

Those who were in favour of a shared campus highlighted the opportunities for St Thomas RC Primary School to access new facilities.

For example:

"Opportunity to provide St Thomas with a brand new facility."

"A bigger modern facility pooling resources has to be better than not."

The respondents who were in favour of the schools remaining on separate sites were particularly concerned about a loss of identity and the imbalance of the two schools sharing the campus.

For example:

"I feel that this building will be solely built for Hayshead and St Thomas identity will not be able to be maintained. This will be Hayshead with St Thomas squashed in!"

"... I think it will be hard for St Thomas to keep its identity. I think the ratio of Hayshead to St Thomas kids is too big."

"Not even split – History and heritage of Catholic school is important. St Thomas will lose its identity. Hayshead numbers will swamp opinions etc. of St Thomas."

St Thomas RC Primary School – School Sports Day and Barbecue.

A group of 19 parents/carers took the opportunity to complete a questionnaire at this event. 12 (63%) were in favour of a shared campus, six (32%) were in favour of the schools remaining on separate sites, and one (5%) stated they had no preference.

The respondents who were in favour of a shared campus highlighted the opportunities for improved facilities the shared campus would offer.

For example:

"Better facilities."

"This is a good idea for a future for our children."

Those who were in favour of the schools remaining on separate sites again noted concerns regarding the overall size of the campus and the potential for a loss of identity.

For example:

"Child appears to have flourished in small environment."

"We are the only RC school in Arbroath and we should remain separate. A new school should be built on the existing site to ensure the RC faith to be exclusive."

Summary of Online Consultation.

A total of 64 valid online questionnaires were received. 49 were completed by parents/carers from either school, one by a learner, five by community users and nine by 'others'.

18 (28%) of the respondents were in favour of a shared campus, 43 (67%) were in favour of the schools remaining on separate sites, two (3%) had no preference and one (2%) provided no response.

Those who were in favour of a shared campus cited opportunities for both schools to benefit from new facilities.

For example:

"The opportunity for pupils to have access to a new modern teaching building with access to the latest technologies sounds a great opportunity for local pupils."

"Combination of two separate buildings in to one new shared building is a logical use of funds when both schools are in need of replacement."

The respondents who were in favour of the schools remaining on separate sites again provided reasons based on the potential loss of identity to St Thomas RC Primary School. Comments were also made highlighting issues relating to the imbalance of the size of the two schools within the campus.

For example:

"To keep the fundamentals, the Catholic role and the independence of St Thomas PS."

"Many children struggle with school life without adding a whole new school of children in the mix. There will be far too many children in one school if it goes ahead."

Summary of Other Responses

Three further responses were received by email, all of which expressed concerns with the shared campus proposal. The size of the potential Early Years facility; imbalance of rolls between the two schools; and obvious division of religions were cited as reasons for the proposal not to proceed.

Response from Diocese of Dunkeld.

The official submission from the Diocese of Dunkeld received during the statutory consultation period is in favour of St Thomas RC Primary School remaining on its existing site, citing that the proposal could lead to a "definite loss of the Catholic School identity." Their preference is that St Thomas' existing school building is retained and with alteration to the campus proposal, more monies be made available to allow a major refurbishment of St Thomas' existing school building.

Prior to the publication of the consultation report, further engagement has been undertaken with representatives from the Diocese of Dunkeld and the Church Education Representative. A second formal response has now been received from the Bishop of Dunkeld. The letter states:

"... it became clear that a better option for the future needs of our Catholic children in Arbroath was to positively embrace the proposition of a shared campus with Hayshead Primary. This was on the proviso that certain assurances were given on the following points:

That the guidelines issued by the Bishops' Conference of Scotland on shared campuses be adhered to wherever possible, and in particular:

- 1. That on entering the main foyer of the campus, St Thomas' School be clearly identified.*
- 2. That St Thomas' School should by its layout be clearly recognised as a distinct entity within the campus with the freedom to function as a Catholic School.*
- 3. That reasonable provision be made for possible expansion.*
- 4. That provision for a prayer/ reflection space be made available, primarily for St. Thomas, but also to the possible benefit of the campus as a whole.*
- 5. That as much creativity as possible be employed in the provision of all aspects of this campus.*

My representatives, having had further discussions with Mr Armstrong and Mr Hutchinson on 4th October, have recommended to me that we indeed move forward positively and together on the creation of the Arbroath North Campus incorporating St Thomas School. They are confident that the aforementioned points will be formally adopted."

Common Questions or Statements raised through Consultation.

Throughout the consultation events there were a number of common questions raised. As part of the consultation process it is necessary for Angus Council to review the proposal having regard to the representations:

Use of existing St Thomas Site if proposal goes ahead.

- *What will happen to St Thomas land if we move to a shared campus?*

The future use of vacated sites is decided by an Angus Council process which is separate to this consultation.

- *Can the existing playing fields be used by Hayshead children during construction works?*

The continued operation of both schools and phasing of works to create the campus building will be developed with input from the school community following the outcome of this consultation.

Size of proposed campus building.

- *Concerns over the amount of children in the new school.*
- *Bigger school does not mean it will be better. I think it will be worse, and we will lose 'family' type school.*

The campus will be designed to accommodate both schools on a like for like capacity with increased Early Years accommodation. This will assist Angus Council to deliver the Scottish Government's extended target of 1140 hours of Early Learning and Childcare for all three, four and eligible two year olds. The design will be developed to allow each school to retain their own identities. The sketch design shows areas of the building dedicated to either school, alongside areas which are shared.

- *Concerns over loss of green space on Hayshead site.*

The design of the campus building will accommodate the necessary amount of playground and green spaces set out in guidelines produced by the Department for Education. Where practicable, existing established trees on the site will also be protected and retained throughout the creation of a shared campus.

Design of the proposed campus building.

- *Concerns about noise levels in shared areas, especially with no doors on classrooms.*

The design of classrooms and activity spaces will follow similar models constructed in Angus, and the model primary school developed by Scottish Futures Trust. This allows for creation of learning spaces which integrate with the classrooms to help meet the needs of Curriculum for Excellence. The risk of potential increased noise levels will be mitigated by the staggering of classroom openings, the use of acoustic absorbent surfaces and the division of classrooms into wings.

- *Why are most of the areas identified allocated as Hayshead or St Thomas – could things not be more together?*

In order to fully analyse the viability of a shared campus it was necessary to undertake feasibility designs. The final design for the school will be developed with input from the school community following the outcome of this consultation. To retain school identities it is envisaged that some areas of the building will be identified as for one school or the other.

- *Concerns over percentage of the new campus allocated to St Thomas RC Primary School.*

The campus will be designed to accommodate both schools on a like for like capacity with increased Early Years accommodation. The available space for St Thomas will be larger than the current school.

- *Will there be an accessible 'Changing Places' compliant facility within the new campus?*

The campus will be designed to accommodate a Changing Places facility. The Changing Places facility will be at least 12m², have an accessible toilet, wash hand basin, changing plinth and hoist, in accordance with the Changing Places requirement.

Concerns over Early Years Facility

- *How will the Early Years facility operate? Will there be a management team in the nursery? There will be a lot of children in one space. How can individual nurseries maintain their identity in such a large space? Transition far away St Thomas primary one area. Parents like St Thomas nursery being small.*

The design of the shared campus will allow increased Early Years capacity to assist Angus Council to deliver the Scottish Government's extended target of 1140 hours of Early Learning and Childcare for all three, four and eligible two year olds. The design and management of this facility will be subject to the outcome a wider Early Years strategy currently being undertaken.

- *Concern about safety of nursery garden.*

The final design for the school will be developed with input from the school community following the outcome of this consultation.

Operational Issues.

- *Concerns regarding janitorial cover in the future. Will there be separate reception hatches for each school? Will procedures be put in place for office staff regarding work load? Will playtime and lunchtime be staggered between schools? Are there ways for there to be more collegiate work in the shared campus rather than a them and us system?*

Operational aspects of the campus will be developed with input from the school community following the outcome of the consultation.

- *There is no further information on what will happen with jobs (teachers, support staff).*

Both schools will have their own Head Teacher, staff group, parent council and budgets. Facilities staff (catering, cleaning and facility assistants) currently supplied by Tayside Contracts will be utilised throughout the campus.

Car Parking, Drop Off facility and access to the proposed campus.

- *Not enough spaces provided in the plan for car parking. Concerns regarding ability to provide suitable access for cars from Hayswell Road.*
- *As homeowners in the school grounds have a concern about access to our house.*

The design of the access road will meet the requirements set out to achieve Roads Construction Consent. The design of the car park will be in accordance with National Roads Development Guide (Scots). The design will take account of guidelines to achieve Planning Permission. The existing car parking area on St Abbs Road will also be retained for both school and wider community use.

- *Concerns regarding numbers of children accessing the campus safely with potential for increased traffic in the surrounding areas.*

A school transport plan and safe routes to school plan will be developed with input from the school community following the outcome of this consultation.

Concerns over loss of identity of St Thomas RC Primary School within campus.

- *I think it will be hard for St Thomas to keep its identity. I think the ratio of Hayshead to St Thomas kids is too big.*

Both schools will have their own dedicated spaces, but will benefit from more shared spaces including halls and general purpose rooms. Both schools will have their own Head Teacher, staff group, parent council and budgets. The overall interior design of each school's spaces has the ability to reflect their individual identity. This will be developed with input from the school community following the outcome of this consultation.

St Thomas RC Primary School should have a new building on existing site.

- *St Thomas has the right to have its own space in its own site.*
- *If money is available to build a huge campus as suggested and if St Thomas' request to retain separate, why can't funds be made available to refurbishment/ expand the existing St Thomas' school.*

St Thomas RC Primary School has not been identified as most in need of replacement based on suitability and condition. St Thomas RC Primary School was identified for refurbishment in later years rather than replacement. With the close proximity of both St Thomas and Hayshead primary schools, there is an opportunity to explore the proposal of a new shared campus facility. This will see both schools benefit from modern and flexible accommodation on the existing site of Hayshead Primary School. The cost to include St Thomas RC Primary School within a shared campus is less than building a new separate school.

- *No privacy for Mass in school hall for St Thomas pupils.*

There are a number of shared spaces throughout the campus which could be utilised by St Thomas RC Primary School for Mass, including two hall spaces of 200m² each and three General Purpose rooms within the campus of 40m² each. The hall spaces are larger than the current hall in St Thomas and two of the GP Rooms will have a moveable partition between them which will create one larger space when required. All of these spaces are enclosed to ensure, where required, there is privacy for any events or activities being carried out.

Concerns over rivalry between schools within campus

- *Any ill feelings between children from the two schools could spill out in the playground due to being shared*

Following the outcome of this consultation, if a shared campus is to progress, further engagement will be carried out with both head teachers to agree operational and management aspects, together with developing the ethos of the campus involving all pupils.

Concerns over eventual amalgamation of both schools within the shared campus.

- *On a shared campus and over time, both schools would become amalgamated and will lose their identities.*

Angus Council is committed to the importance of the choice of Roman Catholic education for some families. St Thomas RC Primary School is one of two Roman Catholic denomination primary schools in Angus. There is no intention to amalgamate the two schools and Angus Council could not merge any schools without undertaking necessary consultation in accordance with Schools (Consultation) (Scotland) Act 2010.

Report by Education Scotland

As part of the statutory consultation process, Education Scotland prepare a report on the consultation undertaken by Angus Council. A copy of this report is included below, and can also be found on the Education Scotland and Angus Council website.

Report by Education Scotland addressing educational aspects of the proposal by Angus Council to create an Arbroath North Campus accommodating Hayshead Primary School, St Thomas RC Primary School and an Early Years facility.

1. Introduction

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 Angus Council's proposal to create an Arbroath North Campus accommodating Hayshead Primary School, St Thomas RC Primary School and an Early Years facility. 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.

1.1 HM Inspectors considered:

- the likely effects of the proposal for children and young people of Hayshead Primary School and St Thomas RC 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.

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

- 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 sites of Hayshead Primary School and St Thomas RC Primary School, including discussion with relevant consultees.

2. Consultation Process

2.1 Angus 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 formal consultation ran from 10 May 2017 until 23 June 2017. The council posted the consultation document on its website. An advert to notify the public of the consultation process, including public consultation meetings, was placed in the local press. Copies of the consultation document were issued to parents of children attending Hayshead Primary School and St Thomas RC Primary School and associated nursery classes. Good use was made of social media to encourage stakeholders to share their views. A leaflet inviting stakeholders to share their views was also circulated. The council also made arrangements to gather the views of children and staff at both Hayshead Primary School and St Thomas RC Primary School.

2.3 A public meeting on 30 May 2017 at Hayshead Primary School resulted in the completion of 19 questionnaires. Of these, 12 were in favour of a shared campus, four supported retaining separate schools and three gave no preference. A public meeting on 31 May 2017 at St Thomas RC Primary School led to 15 questionnaires being returned. Of these, three were in favour of a shared campus, 11 supported retaining separate schools and one expressed no preference. At the St Thomas Barbecue and Sports Day on 13 June 2017, a further 19 questionnaires were returned. Of these, 12 were in favour of a shared campus, six supported retaining separate schools and one expressed no preference. A number of issues were raised. These included how the individual identity of St Thomas RC Primary School would be retained within a shared campus and how shared areas would be managed.

2.4 The council received 64 online and four written responses from a range of interested stakeholders including the Diocese of Dunkeld. The majority of these responses (46) expressed opposition to the proposal. Key concerns raised included the future independence of St Thomas RC Primary School, potential loss of its Catholic ethos/identity, and its ability to maintain its traditions within a larger campus.

3. Educational Aspects of Proposal

3.1 There will be a number of potential educational benefits for children and staff if the proposal goes ahead. These include the provision of a modern, purpose built campus offering an improved learning environment which suits the demands of a 21st Century curriculum. The new campus has the potential to be more environmentally friendly, making maximum use of natural light and ventilation. Access and security will be improved. Both schools will benefit from improved access to digital technology designed to meet the needs of all age groups. Early years provision will be increased to accommodate 100 children. The provision of two hall spaces with a moveable partition will address current space limitations

currently experienced in both schools and offer more flexibility for larger events. Opportunities for outdoor learning and sports for children from both schools will be enhanced. Social interaction between children will be increased through shared external play areas. The inclusion of a dedicated area for community use will benefit the local community and also improve opportunities to develop initiatives, such as, campus breakfast and out-of-school clubs.

3.2 Children with additional support needs from both schools will benefit from access to a dedicated central resource, including, a purpose built multi-sensory room. Existing collaborative working between teaching staff and children from both schools will be enhanced. A centrally located shared campus library will provide the opportunity for both schools to develop story telling events, paired reading and homework clubs.

3.3 In terms of best value, the proposal sets out a strong case. Hayshead Primary School is rated as 'C' (poor) for educational suitability. Ongoing maintenance and energy efficiency issues relating to single glazed metal windows, insufficient insulation and inefficient heating contribute to the poor quality of the building fabric. As a result, the building's Energy Performance Certificate (EPC) is rated as 'E' on a scale of A+ (best) to G (worst). Whilst the overall educational suitability of St Thomas RC Primary School is rated as category 'B' (satisfactory), due to the electric heating system, and requirement for replacement windows the building's EPC is rated as 'G'. The new shared campus would reduce long term maintenance and utility costs in comparison to two separate buildings.

3.4 All the children from both Hayshead Primary School and St Thomas RC Primary School who met with HM Inspectors were supportive of the proposal. They liked the idea of a modern, bright, well equipped school with more spacious learning areas. Access to improved physical education accommodation, sports facilities, larger playground and after-school activities were seen as attractive. Children from both schools saw the proposal offered the opportunity for new friendships to be made and existing friendships from outside school to be maintained. Key concerns expressed by children in both schools related to the potential for congestion and potential impact on the safety of children during drop off and pick up times. Children from St Thomas RC Primary School also expressed concerns about moving from a small school to a big school campus and with it the potential for bullying.

3.5 All Hayshead Primary School parents who met with HM Inspectors were supportive of the proposal to build a new school for Hayshead. However, they were less clear on the benefits of a shared campus. The proposed Early Years facilities were seen as much needed and would improve transition arrangements. Parents expressed concerns around the potential for increased traffic and the safety of children should the campus progress. Issues arising from how joint-use areas would be managed fairly were also raised as a concern.

3.6 All teaching and support staff from Hayshead Primary School who met with HM Inspectors were supportive of the proposal and its potential to place the schools at the heart of the local community. Staff recognised the opportunity to build on existing joint cluster working with St Thomas RC Primary School colleagues.

3.7 All teaching staff from St Thomas RC Primary School who met with HM Inspectors opposed the proposal. They wished the schools to remain on separate sites. Staff clearly recognised the benefits that a new, modern, purpose built school with state of the art facilities would bring for staff and children alike. However, they expressed concerns about the possible loss of the school's identity and its future viability and, particularly, about possible transition arrangements for children moving from the proposed Early Years Centre into P1. Staff expressed the view that to maintain the overall wellbeing and ethos of their faith school their preference was to remain in a refurbished St Thomas RC Primary School. In taking forward its proposal the council needs to engage with school staff to address the areas of concern raised.

3.8 St Thomas RC Primary School parents who met with HM Inspectors were evenly split on their support for the campus proposal. Those in favour recognised that the new campus would offer a modern, well-resourced learning environment for their children. Parents who did not support the proposal were concerned about the potential threat to the future identity and ethos of St Thomas RC Primary School in years to come. Of specific concern was the perception that this proposal might eventually result in a merger. Programming of shared facilities without disadvantage to St Thomas RC Primary School children due to their smaller numbers was also an area of concern. In taking forward its proposal the council needs to engage with parents to address the concerns raised.

3.9 The Diocese of Dunkeld submitted a comprehensive written response setting out its opposition to the proposal. A major concern was the potential loss of the school's identity and ethos, built up over many years. Concerns were also expressed about the loss of the current St Thomas Nursery Class in favour of the proposed Early Years Centre and associated P1 transition arrangements. Sustaining and maintaining the Catholic ethos of St Thomas RC Primary School in the proposed shared campus alongside the larger Hayshead Primary School were also raised as concerns. The Diocese would wish to receive more detail about any future refurbishment of St Thomas RC Primary School should the proposal not proceed. In taking forward its proposal, the council will need to engage with the Diocese to address the concerns and issues raised.

4. Summary

The proposal has clear educational benefits for children who may attend the shared campus in the future. These include the delivery of Curriculum for Excellence within modern, purpose-built accommodation and a rich digital learning environment with appropriate outdoor learning spaces. Children will potentially have access to increased learning opportunities and better socialisation across both schools. Staff in both schools will have access to more flexible work/meeting spaces, campus library and opportunities to share and improve their practice alongside colleagues from the other school. Community provision will be enhanced. It will also assist the council to deliver best value and make more efficient and effective use of its resources. Site security will be improved. However, traffic management measures during busy drop off and pick up times needs to be clarified.

Not all the stakeholders engaged in the consultation are supportive of the proposal. In its final consultation the council needs to clearly set out how it intends to engage with key stakeholders such as the Diocese of Dunkeld, parent representatives and teaching staff from St Thomas RC Primary School to address concerns raised during the consultation. In particular, it will need to clarify what arrangements it will put in place to retain the ethos and identity of each school and manage the shared facilities in a fair and equitable way.

**HM Inspectors
Education Scotland
August 2017**

Next Steps

Following the publication of this report, Angus Council will allow time for further consideration. This requires three weeks to lapse before taking a final decision on whether to implement a final proposal. The decision on this consultation is due to be taken by Angus Council Children and Learning Committee on Tuesday 7 November 2017.

The items below highlight the proposed next steps for either proceeding with a shared campus, or a Hayshead only replacement.

Proceeding with a Shared Campus

Should the proposal to create a shared campus proceed, Angus Council will undertake further engagement with key stakeholders including:

- Children of St Thomas RC Primary School
- Children of Hayshead Primary School
- Parents/carers of St Thomas RC Primary School
- Parents/carers of Hayshead Primary School
- Staff of St Thomas RC Primary School
- Staff of Hayshead Primary School.
- Diocese of Dunkeld

To address concerns raised by consultees and as highlighted by Education Scotland, it will be necessary to clarify how the design and operation of the proposed campus will allow both schools to retain their own individual identity and ethos. Discussions with head teachers, staff and school communities will be required to address concerns over how the campus would be managed and operated. Details of traffic management measures during busy drop off and pick up times will also require to be developed.

The proposed initial engagement will take the form of workshop events with: - staff; school management team; pupil representatives; parent councils; and the Diocese of Dunkeld. These will be joint events involving stakeholders from both schools. The workshops will be designed to: - address concerns raised as part of the consultation; develop how the ethos of each school will be retained and developed; and identify how the shared facility could be managed and operated to promote equality between the schools. These initial workshops would be concluded by the end of November 2017 to allow any updated accommodation schedules and design requirements to be agreed.

Following this engagement, revised sketch proposals will be developed by the project architects to reflect the revised requirements. These revised designs will be used within a non-statutory consultation programme of events which will include

children, staff and the school community. This consultation will also form part of the major planning application process.

It is recognised that the initial consultation workshops will inform the design development. Joint consultation and engagement with the schools will continue throughout the project's development.

Proceeding with a Hayshead only replacement

Should the decision be made that both schools should remain on separate sites, Angus Council will proceed with a replacement for Hayshead Primary School only. The current accommodation schedules will be reviewed and updated with the Hayshead Management Team to reflect this.

Revised sketch proposals will be developed by the project architects to reflect the revised requirements. These revised designs will be used within a non-statutory consultation programme of events which will include children, staff and the school community. This consultation will also form part of the major planning application process.

The priority for refurbishing St Thomas is unknown. This will be determined within the school investment strategy which is currently being developed.