

ANGUS COUNCIL

Education and Lifelong Learning Directorate



Comhairle Aonghais

Proposal Paper

(Administrative) Closure of Hayshead Nursery and St Thomas Nursery Classes from August 2024

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

1. INTRODUCTION

Angus Council's vision, as agreed in Committee Report 189/171, is to develop and maintain a learning estate that provides the best quality learning environments for all of our children and young people, and makes the best use of the resources available. This is underpinned by our statement of ambition and our guiding principles of:

- equity of access, nurture and inclusion - all children and young people have opportunities to experience different types of learning and teaching in an environment that feels safe and welcoming;
- sustainability and value for money - we have a learning estate that we can afford and which makes the most effective use of natural resources;
- community - Where possible, and as relevant, schools are an integral part of the community they serve. This will depend upon the needs and circumstances of the individual community and the school.
- well-maintained, flexible spaces - we will make the best of the buildings we have, including natural light, green spaces, flexible and responsive
- transparency and fairness in decision-making - Our decisions will be made taking a long-term strategic view and supported by good quality information.

Under the Schools (Consultation) (Scotland) Act 2010, we are now undertaking a statutory consultation in relation to a proposal linked to our guiding principles. This is required on the following ground:

Proposal to close a school or a stage of education.

2. PROPOSAL

An opportunity has been identified to rationalise the management structure in place for the two early learning and childcare (ELC) settings based at the Abbey View Campus in Arbroath. Under the terms of the Schools (Consultation) (Scotland) Act 2010 it is therefore necessary to propose:

Administrative Closure of Hayshead Nursery and St Thomas Nursery Classes from August 2024.

The transfer of all children on the roll at Hayshead Nursery and St Thomas Nursery to the newly "established" Abbey View Early Learning and Childcare Centre (ELCC), located on the same site, from August 2024.

3. BACKGROUND

Abbey View Campus opened in February 2020, providing accommodation for Hayshead Primary School (including nursery classes) and St Thomas RC Primary School (including nursery class).

The current Hayshead Nursery has capacity for 80 children. It is resourced for children with additional support needs and provides 6 ASN places per year.

St Thomas Nursery has a capacity of 20 children, although this is currently capped at 16. While based within a denominational school, the ELC itself is non-denominational.

The two ELC settings are located within the Abbey View Campus building and hold separate registrations with the Care Inspectorate. Due to this, it is necessary for each setting to retain a separate management structure. This is as follows:

Setting	Hayshead Nursery	St Thomas Nursery
Registered Manager	Deputy Head Teacher	Headteacher
Staff	1 Senior Early Years Practitioner 1 Excellence and Equity lead 12 Early Years Practitioners 4 Early Years Assistants 1 Modern Apprentice 1 Locality Early Years Practitioner 1 Locality Early Years Assistant	1 Senior Early Years Practitioner 2 Early Years Practitioners 1 Early Years Assistant

Children attending the two settings use a single point of entry from outside the building and then use separate internal entrance points to access the relevant learning space. Snack services are provided together. Lunch is taken separately.

Education Authorities have a statutory duty in terms of the Education (Scotland) Act 1980 to make adequate and efficient provision of school education which includes early learning and childcare across their area. This duty applies in respect of both the current nursery population and anticipated pattern of demand.

Councils have a statutory duty to secure best value in terms of the Local Government in Scotland Act 2003. Most importantly, the Education Authority would wish to optimise the early years early learning and childcare experience for every child by providing provision that offers:

- High quality
- Flexibility
- Accessibility

To achieve best value and optimum efficiency, the organisation of the service estate is therefore kept under regular review, including the efficiency of associated staffing models.

At the meeting of the Children and Learning Committee on Thursday 01 June 2023 (Report 160/23 refers), elected members instructed the Director of Education and Lifelong Learning to formally consult on the closure of Hayshead Nursery and St Thomas Nursery Classes.

4. CURRENT POSITION

A review of the staffing structures for Hayshead Nursery and St Thomas Nursery has highlighted the opportunity to make an efficiency saving, with no impact on how ELC services are delivered. This will involve the administrative “closure” of Hayshead Nursery and St Thomas Nursery Classes, and the transfer of all children on the roll to the newly established Abbey View ELCC, which will be located on the same site as the current settings.

Implementing this change would allow for a new management structure to be put in place as follows:

Setting	Abbey View ELCC
Registered Manager	Manager (From existing ELC)
Staff	Lead SEYP 1 Senior Early Years Practitioner 1 Excellence and Equity lead 13 Early Years Practitioners 5 Early Years Assistants 1 Modern Apprentice 1 Locality Early Years Practitioner 1 Locality Early Years Assistant

The Care Inspectorate registration for the Abbey View ELCC would be established at 100 children, with provision retained for 6 ASN places. The Care Inspectorate registrations for Hayshead Nursery and St Thomas Nursery would be cancelled.

5. IMPACT OF THE PROPOSAL ON HAYSHEAD NURSERY AND ST THOMAS NURSERY

From an administrative perspective, both Hayshead Nursery and St Thomas Nursery classes would close.

From an operational perspective, children will continue to have access to high quality early learning and childcare, delivered in the same modern and stimulating environment. The only change to their experience, and that of their families, will be the name of the establishment they attend.

Support services such as provision of meals and snack would be streamlined, allowing for a single service to be delivered and less disruption to the day.

ELC services will continue to be offered in accordance with Model 1 – 190 days per year.

6. EDUCATIONAL BENEFITS OF A CLOSURE

As a result of the recent expansion of children's entitlement to 1140 hours of funded early learning and childcare, the overall capacity and range of delivery models for children aged 3-5years and eligible 2 year olds has increased. This proposal would enable an increase in ELC capacity at the campus, benefiting the wider Arbroath locality.

Making this proposed change ensures that ELC services are being delivered in a way which aligns to the following guiding principle identified in the School Investment Strategy:

Sustainability and value for money

This proposal offers the best possible value to Angus Council and its service users. Children will continue to access high quality ELC provision. Our resources will be focused on delivering educational opportunities which are sustainable in the long-term and promote equity and inclusion.

The proposal supports Angus Council in its duties in terms of:

- Education (Scotland) Act 1980 - to secure adequate and efficient provision of school education, including for pre-school aged children. Implementation of this proposal will support the delivery of a more efficient management model, ensuring our resources are appropriately aligned to service needs.
- Education (Additional Support for Learning) (Scotland) Act 2009 – to provide support for any children with additional support needs. We will continue to retain 6 places for children with ASN which are allocated through projections each year.
- Standards in Scotland's Schools etc Act 2000 – ensure education provided is directed to the development of children to their fullest potential. All children in the affected setting will continue to have access to high quality early learning and childcare, and be offered learning opportunities designed to meet their individual needs.

Children attending Abbey View ELCC will continue to have access to highly skilled practitioners, delivering a curriculum appropriate for the age and stage of learners.

The proposal enhances leadership capacity at the associated primary schools in the campus. Changes to managerial responsibilities will reduce requirements on the two head teachers and as such enhance their capacity for taking forward school improvement.

7. LIKELY EFFECTS ON OTHER USERS OF THE NURSERY FACILITIES

Out with Nursery hours the Hayshead Nursery and St Thomas Nursery accommodation is not used for community or wider service delivery. There will be no detrimental impact as the building is not Let to other organisations or groups.

8. LIKELY EFFECTS ON CHILDREN IN OTHER ANGUS NURSERIES

A new single nursery will be “established” on the existing campus site as Abbey View ELCC. A revised management structure will be put in place and the registered capacity of the setting will be 100.

Families will continue to have the choice to apply to any Angus Council ELC or contracted provider in accordance with existing procedures.

9. HOW THE COUNCIL INTENDS TO MINIMISE OR AVOID POTENTIAL ADVERSE EFFECTS

No adverse effects have been identified as a result of this proposal, due to it being a purely administrative change in nature. Children attending the setting will continue to have close links with the two school communities based within the same campus. Appropriate transition arrangements will remain in place for children who go on to attend either Hayshead Primary or St Thomas RC Primary.

10. LIKELY EFFECT ON THE LOCAL COMMUNITY

As the nursery accommodation does not currently facilitate Lets and therefore it is not used outside of the 1140hrs commitment, there is no anticipated impact upon the community.

It is noted that St Thomas Primary School is denominational and makes provision for Roman Catholic education. There will be no effect on the provision of denominational education in the Primary School. The nursery itself is non-denominational and as such is open to anyone in the community. Informal discussions have taken place with representatives of the Roman Catholic Church, and no specific concerns have been identified.

11. BENEFITS RESULTING FROM IMPLEMENTATION OF THIS PROPOSAL

No children will be disadvantaged by this proposal as they will continue to be offered high quality ELC provision from the same accommodation. Currently the two settings are managed by two leadership teams with two different School Improvement Plans, working together across a single space. The proposal, if implemented will result in the setting being led by one manager who takes into account the priorities of both schools and works to achieve a shared vision for the ELC provision. This improves the clarity for the children, families and staff team with regards to the high quality aims they are trying to achieve and improves the quality of learning and care for the children.

All staff will remain employed within Angus Council and there will be no redundancies.

Angus Council will make financial savings at a time of significant constraint for local authorities.

In delivering these broad benefits, the authority is confident that it is discharging its duty to secure best value through continuous improvement in the performance of its functions, as required by the Local Government in Scotland Act 2003.

12. FINANCIAL IMPLICATIONS

If the proposal is accepted, the revenue savings which will be generated could amount to an annual recurring saving of approximately £28,162 by 2024-25. It is anticipated this saving will increase as a result of job-sizing process changes for relevant posts in both schools.

A financial template with full details is included as Appendix 1.

13. FORMAL CONSULTATION PROCESS AND THE PUBLICATION OF THE FORMAL PROPOSAL PAPERS

If approved, the consultation will take place in accordance with the Schools (Consultation) (Scotland) Act 2010, on the proposal to close St Thomas Nursery will begin on **Monday 21 August 2023**.

Formal proposal papers will be published in both electronic and printed form, and available for inspection at all reasonable times and without charge from:

Angus House, Sylvie Way, Orchardbank Business Park, Forfar, DD8 1AN

On the Angus Council website:

Abbey View Campus Office, Hayshead Road, Arbroath, DD11 5FE

Arbroath Library, Hill Terrace, Arbroath, DD11 1AH

The consultation process will be open for a period of 30 school days and end on **Friday 30 September 2023**.

Formal notification of the proposal and relevant information will be provided to statutory consultees as follows:

- Parents/carers of pre-school children attending Hayshead Nursery and St Thomas Nursery;
- Parents/carers of children in the community who may in future wish to access services at the affected settings.
- The Parent Council of Hayshead Primary School and St Thomas RC Primary School;
- Elected members representing Angus Council;
- Members of Parliament and Members of the Scottish Parliament for the constituency affected by the proposal;
- Staff at Hayshead Nursery and St Thomas Nursery;
- Trade Union Representatives;
- Royal Burgh of Arbroath Community Council;
- The Diocese of Dunkeld;
- Education Scotland

A notice announcing the proposal and the commencement of the consultation activity will be placed in the Arbroath Herald and The Courier. The same notice will be displayed in Angus Council buildings where the proposal document is available to

view. Information will also be advertised via the website and social media platforms.

Consultees wishing to express their views on the proposal will be invited to complete a survey available on the Council website [LINK TO BE ADDED WHEN PUBLISHED].

OR

Write to the Director of Education and Lifelong Learning at:

Angus House
Sylvie Way
Orchardbank Business Park
Angus Council DD8 1AN
ELLTeam@angus.gov.uk

14. PUBLIC MEETING

A public meeting will be held to discuss these proposals. Anyone wishing to attend the public meeting is invited to do so. The meeting, which will be convened by the Education Authority, will be addressed by the Director of Education and Lifelong Learning or other senior officers of the Council.

The meeting will be an opportunity for interested parties to:

- Hear more about the proposal
- Ask questions about the proposal
- Have their views recorded so that they can be considered as part of the consultation process.

Formal Public Consultation Meeting is arranged as follows:

Date	Venue
TO FOLLOW	TO FOLLOW

15. REPORTING ON THE OUTCOME OF THE CONSULTATION

Following the conclusion of the consultation period the Director of Education and Lifelong Learning will prepare a report incorporating copies of written representations and a summary of oral representations from key stakeholders. The report and related documents will then go to Education Scotland for consideration and comment. A maximum of three weeks will be set aside for this part of the process.

Education Scotland will prepare a report on the educational aspects of the proposal not later than 3 weeks after the Authority has sent them all representations and documents mentioned above. For the avoidance of doubt, the 3-week period will not start until after the consultation period has ended. In preparing their report, Education Scotland may enter the affected nursery and make such reasonable enquiries of such people there as they consider appropriate and may make such reasonable enquiries

of such other people as they consider appropriate.

On receipt of the Education Scotland feedback report, the Director of Education and Lifelong Learning, on behalf of the local authority, will prepare and publish a consultation report containing the views of Education Scotland and including an explanation of how the Council proposes to deal with any issues raised. After a period of no less than three weeks, the Children and Learning Committee will consider the consultation report and decide whether or not to approve the proposal.

It is anticipated that the Children and Learning Committee will meet to determine the outcome of the proposal in February 2024.

In the case of a closure, Scottish Government Ministers have the power to call in decisions. Ministers have up to 8 weeks to decide whether or not to issue a call in notice. Where the Council approves a closure of a nursery after consultation, this decision will be clearly reported on the council website and, where possible, to all those who have sent in responses to the consultation. Information will also be provided on how consultees can make further representations to Scottish Government Ministers.

16. INACCURACIES OR OMISSIONS WITHIN THE PROPOSAL DOCUMENT

Any inaccuracies or omissions to this proposal document can be reported to Angus Council. Please contact

Angus Council, Education and Lifelong Learning, Angus House, Orchardbank Business Park, Orchardbank, Forfar DD8 1AE, Tel: 01307 476300, e-mail: ELLTeam@angus.gov.uk

Angus Council will investigate and then inform the notifier of its decision and its reasons for reaching its decision. The notifier will be invited to make further representations on the council's decision.

Where the inaccuracy or omission relates to a material consideration, Angus Council will:

- Publish a corrected Proposal document
- Send the corrected document to Education Scotland and
- Issue a notice to all consultees correcting the inaccuracy or providing the missing information.
- If required, extend or restart the consultation period.

Note on Corrections

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

APPENDIX 1

Financial Template for Establishment of Abbey View ELCC

Table 1

Current joint revenue costs for Nursery proposed for closure			
	Costs for full financial year 2022/23	Projected full financial year costs for Abbey View Campus	Annual recurring savings
ELC Staffing costs			
<i>Employee costs</i>			
teaching staff	£0	£0	£0
support staff	£750,191	£722,757	£28,162
<i>Building costs:</i>			
non domestic rates	N/A	N/A	N/A
water & sewerage charges	N/A	N/A	N/A
energy costs	N/A	N/A	N/A
cleaning	N/A	N/A	N/A
building repair & maintenance / Health and safety contracts	N/A	N/A	N/A
facilities management costs	N/A	N/A	N/A
other – rent	N/A	N/A	N/A
<i>School operational costs:</i>			
learning materials	N/A	N/A	N/A
catering (contract or inhouse)	N/A	N/A	N/A
other school operational costs (e.g. licences)	N/A	N/A	N/A
<i>Transport costs:</i>			
home to school	N/A	N/A	N/A
staff travel	N/A	N/A	N/A
SCHOOL COSTS SUB-TOTAL			
<i>Income:</i>			
Sale of meals	N/A	N/A	N/A
Other	N/A	N/A	N/A
SCHOOL INCOME SUB-TOTAL			
TOTAL COSTS MINUS INCOME FOR SCHOOL			

Table 2		
Capital costs	School proposed for closure	Receiving school
Demolition costs	N/A	N/A
Capital Life Cycle Costs	N/A	N/A

Table 3

Annual Property costs incurred (moth-balling) until disposal	
property insurance	N/A
non domestic rates	N/A
water & sewerage charges	N/A
energy costs	N/A
security costs	N/A
TOTAL ANNUAL COST UNTIL DISPOSAL	N/A

Table 4

Non-recurring revenue costs	
Removal and decommissioning costs (disposal of property)	N/A
TOTAL NON-RECURRING REVENUE COSTS	N/A

Table 5

Impact on GAE	
GAE IMPACT	N/A