



North Lanarkshire Council

Statutory Consultation – Final Outcome Report

Proposal to relocate Mavisbank School
to the 'existing' Cambroe Primary School

Education, Children & Families

Published August 2023

This report is available for inspection at:

- (a) www.northlanarkshire.gov.uk/consultation
- (b) Education, Children and Families Headquarters, Civic Centre, Motherwell, ML1 1AB
- (c) Mavisbank School

This report has been prepared having regard (in particular) to:

- (a) relevant written representation received by the council (from any persons) during the consultation period;
 - (b) oral representations made to the council (by any person) at an online public meeting;
- and
- (c) Report by Education Scotland prepared by His Majesty's Inspectors of Education

This document has been issued by North Lanarkshire Council in accordance with the terms of the Schools (Consultation) (Scotland) Act 2010 and amendments contained in the Children and Young People (Scotland) Act 2014

1. BACKGROUND

1.1 In September 2019, the Education and Families Committee approved a review of Additional Support Needs services which established twelve key recommendations for action. Two key recommendations are cited here, which underpin the intentions of the strategic recommendations in this paper.

1.2 The key reasons for the proposal, as set out in the Committee paper, were;

Recommendation 8: 'Partnership working will be strengthened in a revised Support Around the School model, which will enable greater empowerment of staff to meet the needs of young people and enable a greater connection between needs and the partnership response to them. A more holistic approach to supporting families will underpin this.'

Recommendation 11: 'A clear plan for the future of the ASN estate, which creates Cluster ASN Hubs and specialist provision around the envisaged campus model of the future will be established as part of the Community Investment Fund and developed as part of the ongoing work to prioritise community hub investment proposals.'

1.3 Appendix (i) of this report contains the consultation report as issued.

2. THE CONSULTATION PROCESS

2.1 Consultation Framework

2.1.1 The consultation process was carried out 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. It is within this statutory framework that Education and Families, has engaged in a consultation exercise with all relevant consultees.

The consultation document developed for consideration included information on:-

- the proposal;
- the consultation process;
- the arrangements for public meetings;
- relevant school data;
- the educational benefits of the proposal;
- community benefits statement;
- equality impact assessment; and
- consultation timeline.

2.1.2 Consultation packs were made available on-line and paper copies on request to all relevant consultees.

2.1.3 The Head Teacher of Carnbroe Primary School was notified of the consultation.

2.1.4 The consultation period commenced on Wednesday 1 March 2023 and closed on Wednesday 3 May 2023, a total of 60 days, which included 30 school days.

2.1.5 Details of the consultation process were made available on a dedicated area

of the North Lanarkshire Council website at www.northlanarkshire.gov.uk/consultation

- 2.1.6 A face-to-face staff meeting was held on Tuesday 7 March 2023 from 3.30pm until 4.30pm at Mavisbank School.
- 2.1.7 A face-to-face public meeting was held on Tuesday 7 March 2023 from 7.00pm until 9.00pm at Mavisbank School.
- 2.1.8 A follow up drop in session was held for all stakeholders on Thursday 27 April 2023 from 3.30pm until 5.00pm at Mavisbank School.
- 2.1.9 Responses to the proposal could be made electronically to mavisbankconsultation@northlan.gov.uk, or in writing posted to the council.

2.2 Relevant Consultees

Consultees were identified according to Schedule 2 of the Schools (Consultation)(Scotland)Act 2010. The relevant consultees included:-

- Parent Council of Mavisbank School
- Parents/Carers and pupils of Mavisbank School
- Staff of Mavisbank School
- Any body or organisation which has been established by North Lanarkshire Council, whether formally or informally, for the purpose of assisting it in carrying out its functions under Part 2 of the Local Government Act 2003;
- Education Scotland
- Elected members
- Trade Unions
- Community Councils

3. **RESPONSES TO THE CONSULTATION**

3.1 Overview of Level of Response to the Consultation

During the consultation period the numbers of consultee who engaged in the process were as follows:-

- Staff meeting held on Tuesday 7 March 2023 – 15 attendees.
- Public meeting held on Tuesday 7 March 2023 – 10 attendees. There was representation from Education Scotland.
- Follow up drop in session held on Thursday 27 April 2023 – no attendees.
- The total number of individual consultee email responses received was 3.

The matters raised by stakeholders are summarised in Appendix (iii) of this report and form the basis for the areas listed below. Copies of the full consultation responses and notes from the on-line meetings can be found at www.northlanarkshire.gov.uk/consultation

3.2 Consultation and Channels and views expressed

Following the public meeting and drop in session the council produced a Frequently Asked Questions (FAQs) document that was published on-line.

There were 3 email responses in total to the proposal.

There was one phone call regarding the proposal.

20 pupils engaged with the proposal.

The total number of individual consultee responses received was 3

Further analysis of opinion is include at Appendix (iii) through the FAQs/Notes.

4. SUMMARY OF ISSUES RAISED BY STAKEHOLDERS AND EDUCATION & FAMILIES RESPONSE

The issues raised by participants in the consultation have been grouped and considered by Education, Children & Families, with input from other Council officers with appropriate specialisms, under the following headings with the response from the service added in each case:-

- Facilities available/capacity
- Effects on young people
- Transport issues / congestion
- Staffing arrangements

4.1 Facilities available/capacity

Questions were asked on what facilities would be available and the likely capacity of the school.

Response

If the proposal is approved, the council design teams will work collaboratively with the school's senior leadership teams to ensure that the environment meets all pupils' needs. This will include other areas within the school eg multi-agency staff requirements. Classes will be configured to suit pupil needs, zones developed, and security of site considered in the design which will ensure the school will be safe.

There are no immediate plans to increase capacity at Mavisbank School however there may be children who are allocated a place in the coming years as the 'Closer to Home' policy is a key council priority as part of the 2019 ASN review and we are committed to ensuring that

Moving forward there will be a vocational offer available within the building and the service is looking at different provision for various ASN schools which is part of the We Aspire model. The operating model for this provision will be communicated to staff and parent/carers as the provision develops.

4.2 Effects on young people

Questions were asked about the safety and privacy of young people.

Response

The safety of all children is paramount, and security of the site will be considered during the design period, if approved. This will include assessing each of the areas to ensure that pupil privacy and dignity is maintained.

4.3 Transport issues/congestion

A question was asked about the cars parked at the main entrance and how the buses will get in and out and access to bus transport for pupils accessing the vocational provision.

Response

The council will look at the roads to ensure safe access is provided including a turning circle within the school and the council's Planning Department will notify residents of all works required.

4.4 Staffing arrangements

Questions were asked on the guarantee of increased staffing and if the NLC grade will change to meet the needs of any change to pupil cohort. Some specific individual HR questions were asked.

Response

The expectation is that the current staff will move and if additionality is required, will be addressed. Approval has been given to look at staffing cohorts which will be better than SCNT conditions. There will be an additional shared Depute Head Teacher appointed between Mavisbank School and Redburn School to augment the current management structure within the school.

HR will meet with all staff on a one to one basis.

5. SUMMARY OF EDUCATION SCOTLAND REPORT AND RESPONSE OFFERED BY THE SERVICE

The full report provided by Education Scotland is attached in Appendix (ii). Please see this report for full commentary. The main points are as follows:-

- HM Inspectors agree that the proposal to relocate Mavisbank School to the existing Cambroe Primary School has clear potential education benefits.
- The proposed new location provides additional indoor and outdoor space that may support staff increase the range of learning opportunities for young people.
- There is potential for areas in the proposed location to be refurbished to a high-standard and to increase therapeutic and sensory opportunities for young people.
- If the council agree to the relocation, HMI Inspectors recommend that it includes young people, parents, staff and other relevant professionals in refurbishment planning. It should alleviate any safety concerns of parents.
- The council should engage with parents to support their understanding of the purpose of the shared space and the potential benefits it has for young people.
- HM Inspectors recommend that information is provided by the council to relevant consultees regarding the plans for technologies. In doing so, the council should make clear what technologies it plans to use and how this will support young people at Mavisbank School.

5.1 In response to the observations of Education Scotland, Education, Children & Families agree that these findings are consistent with those of the Service.

North Lanarkshire Council has a strong track record in engaging with all stakeholders in the aspects of school design, management, and operation. The Service will continue to engage with all stakeholders both formally (statutory planning process) and informally (through the school's management and parent councils) with regard to the proposals as they proceed, should this proposal be implemented.

6. ALLEGED OMISSIONS OR INACCURACIES

It was noticed by the Service that the indicative time-line within the Proposal to Consult Committee Paper dated 28 February 2023 did not take account of the teacher strike days that were announced during the consultation period. The indicative time-line was updated and this change reported to Education Scotland and uploaded to the council's website.

7. EQUALITY CONSIDERATIONS

Assessments have been carried out in accordance with the following statutory duties:

Public Sector Equality Duty

Fairer Scotland Duty

Armed Forces Covenant Duty

Children's Rights and Wellbeing Act

The assessments concluded that the main groups impacted are:-

- Pupils of Mavisbank School
- Parents/carers of those pupils;
- Staff who work at Mavisbank School

The assessment summary is attached at Appendix (v)

8. NEXT STEPS

Following the publication of this Report time is allowed for further considerations. A three-week period will lapse before North Lanarkshire Council will take a final decision on whether to implement a final proposal.

The report on this consultation is due to be considered by North Lanarkshire Council's Education, Children & Families Committee on Tuesday 12 September 2023.

If approved, an implementation group consisting of members of Senior Management from Mavisbank School, along with parent council and pupils will be established to ensure continued engagement of all stakeholders throughout the relocation.

Statutory Consultation

Proposal to relocate Mavisbank School to the existing Carnbroe Primary School

EDUCATION, CHILDREN & FAMILIES



NORTH LANARKSHIRE COUNCIL: EDUCATION & FAMILIES

Proposal to relocate Mavisbank School to the existing Carnbroe Primary School

1. INTRODUCTION

Mavisbank School is located at Mitchell Street in Airdrie and caters for secondary pupils from across the central area of North Lanarkshire. Pupils have complex additional support and significant medical needs. The school capacity is 24 with a current roll of 22 pupils.

It is recommended that Mavisbank School pupils are relocated to the existing Carnbroe Primary School that will facilitate and enhance provision for pupils with complex needs within the Central locality. Carnbroe Primary School is located at Kirkton Crescent in Coatbridge.

Within the overarching planning for Education and Families, there is a focus on providing universal, additional and intensive services, with the universal provided by schools, the additional supported by the Integrated Cluster Wellbeing Teams and Bases. Intensive level support is normally delivered through ASN schools with appropriate support from social work or other services as part of an integrated child's plan. This latter category is also supported by additional services. It is the intensive elements that this paper focuses on.

2. CONSULTATION REQUIREMENTS

- 2.1 In terms of the Schools (Consultation) (Scotland) Act 2010, the Education Authority is required to publish details of, and consult on any proposal to establish a new school and on any proposal to establish, terminate or otherwise alter the catchment area of a school.
- 2.2 North Lanarkshire Council will not make any decision, or put any changes into effect, until the consultation period has been concluded in line with statutory requirements.
- 2.3 The consultation period will be a minimum of 57 days, which include 30 school days. It begins on 1 March 2023 and finishes on 27 April 2023.
- 2.4 The consultation will involve pupils, parent/carers, Parent Councils and staff of the schools involved, as well as other associated stakeholder and statutory consultees.
- 2.5 A public meeting will be held on week beginning 6th March 2023.
- 2.6 Council officers will be present at the public meeting to discuss the proposal. There will be limited time at the meeting to discuss all issues fully. To ensure that all issues are covered and that those who may be uncomfortable with speaking publicly are heard, advance notice of specific questions or issues to be raised will be accepted in writing up to two days in advance of the meeting – see contact details at 2.9.
- 2.7 At the end of the consultation process, a report will be prepared for North Lanarkshire Council detailing all responses received, summaries of their content and a statement from Education Scotland on the educational aspects of the proposal. Responses to the issues raised through the consultation will also be incorporated in the report. Copies of the report will be available, prior to consideration by the council, in the affected schools and online. It is envisaged that the report will be published on 29 June 2023.
- 2.8 An online version of the document and other items related to the consultation can be found online at www.northlanarkshire.gov.uk/mavisbank-consultation
- 2.9 Further information on the proposal can be obtained by sending an email to mavisbankconsultation@northlan.gov.uk
- 2.10 All interested parties are invited to submit their comments on or before 27 April 2023.

3. PROPOSAL

- 3.1 The proposal is that Mavisbank pupils relocate to the existing Carnbroe Primary School.
- 3.2 The reasons for this proposal are:

- To ensure that there is highly appropriate provision for young people with significant additional support needs within this area of North Lanarkshire.
- To facilitate a wide range of vocational and outdoor learning activities for young people with significant additional support needs.
- To create real-life, work-related opportunities to support young people in their pathway to potential future employment.
- To enable the on-going repatriation of North Lanarkshire's young people who are currently in out of authority placements.

4. EDUCATION BENEFITS STATEMENT

4.1 Through the planned proposals it is expected that several educational benefits will be achieved on behalf of children and young people with the requirement for intensive services to meet their additional support needs:

- Improved access to an enhanced outdoor environment which will support a range of vocational and outdoor learning opportunities for the secondary pupils at Mavisbank.
- Enhanced, innovative, opportunities for vocational and life skills work within the school building.
- Greater scope for multi-agency and family engagement work within the school building, including health professionals.
- Wider access to sensory and therapeutic spaces within the school building.
- Carefully planned and designed use of technology will support learners with significant support needs.

5. COMMUNITY IMPACT

5.1 Mavisbank School is not being considered for closure or service cessation.

5.2 Work will now be done between Education, Children and Families and Enterprise and Communities to:

- Assess the impact on community use
- Assess the budget implications income streams
- Engage effectively/co-producing the approach with communities/users
- Sigh the CLNL Board on the proposals and impact as required

6. IMPLICATIONS OF THE PROPOSAL

6.1 Transitions

It is recognised that the change of location for some Mavisbank pupils may be challenging, and consideration has been given to how best to support pupils to make the transition as seamless as possible. Staff will work collaboratively with parents and pupils to support pupils in preparing for the transition to the new learning spaces within Cambroe Primary School. Each pupil will be offered individualised support, as required, to ensure they are completely comfortable to complete the transition. This may involve visits during and after school.

6.2 Transport

Pupils will continue to be transported from home to school. Transport contracts will be updated to reflect the different drop off and pick up point. As a result, there is no anticipated negative impact on pupils in relation to transport.

6.3 Financial Implications

At this stage there is no financial impact linked to this consultation.

6.4 HR Implications

Affected staff will be managed in accordance with the appropriate Workforce Change Policies of the Council, and in consultation with the signatory trades unions. Considerations would include Compulsory Transfer, Premature/Early Retirement, Redundancy/ Redeployment.

7. EQUALITY IMPACT ASSESSMENT

An Equality Impact Assessment has been completed and will underpin planning for these proposals, since a number of the young people involved are considered as being from a protected group, due to disability.

8. INACCURACIES OR OMISSIONS

- 8.1 There is a statutory requirement for the Council to consider any allegation of an inaccuracy or omission in the proposal paper and determine whether the allegation has foundation. Where inaccuracies or omissions are notified to, or discovered by, the Council within this proposal document, the Council will determine if relevant information has, in its opinion been omitted or whether there is in fact an inaccuracy.
- 8.2 Notifiers of any omissions or inaccuracies will be informed of the Council's decision and the reasons for that decision. Notifiers will also be informed of any action. The Council will invite the notifiers to make further representations to the Council should they disagree with the Council's determination or its decision as to whether to take action.
- 8.3 If the Council has found, either itself or through a concern being raised, that there is an inaccuracy or omission in the proposal paper, it must decide whether this relates to a material consideration relevant to the proposal.
- 8.4 Where the confirmed inaccuracy or omission relates to a material consideration, there is a duty on the Council to correct it.
- 8.5 Appropriate action will then be taken by the Council depending on whether the inaccuracy or omission relates to a material consideration.

- 8.6 Such action may include withdrawing the proposal and issuing a revised proposal paper for the whole consultation period, or issuing a corrected proposal paper with, if, an extension of the consultation period. In any of these eventualities, all relevant consultees (and, where applicable, the notifier(s) of any omissions or inaccuracies) and HMIE (Education Scotland) will be advised of the action.
- 8.7 Where inaccuracies or omissions are discovered within the proposal document, the Council will determine whether relevant information has been omitted or if there has been an inaccuracy. action will then be taken by the Council, which may include issuing corrections, issuing a corrected proposal document, or an extension of the consultation period. In any of these eventualities, all relevant consultees (and where applicable, the notifiers(s) of any action) will be advised.
- 8.8 Notifiers of any omissions or inaccuracies will also be given the opportunity to make representations if they disagree with the Council's determination of any action on the matter, which may result in the Council making a further determination/decision on the matter.

9. THE STATUTORY CONSULTATION PROCESS – ADDITIONAL INFORMATION

- 9.1 The current requirements for consulting are set out in the Schools (Consultation) (Scotland) Act 2010. This consultation will be carried out in accordance with the Act.
- 9.2 This consultation has been planned in order to meet the following statutory requirements:
- 9.3 The consultation document sets out the details of the proposal.
- 9.4 The proposal paper details the educational benefits of the proposal and other relevant information.
- 9.5 The proposal paper will be published and widely advertised.
- 9.6 North Lanarkshire Council will seek to determine whether there are inaccuracies or omissions within the proposal paper and take such action as it considers necessary.
- 9.7 The consultation period will be a period of at least 6 weeks including at least 30 school days.
- 9.8 Prior to the commencement of the consultation period, the authority will give notice of the proposal to the relevant consultees. The relevant consultees are defined in the Schools (Consultation) (Scotland) Act 2010, and are as follows:
- (a) The parent council or combined parent council of any affected school
 - (b) The parents of the pupils at any affected school
 - (c) The parents of any children expected by the education authority to attend the affected school within two years of the date of publication of the proposed paper
 - (d) The pupils at any affected school (in so far as the education authority considers them to be of suitable age and maturity)
 - (e) The staff (teaching and other) at any of the affected school(s)
 - (f) Any trade union which appears to the education authority to be representative of the persons mentioned above

- (g) The community council (if any)
- (h) The community planning partnership (within the meaning of section 4(5) of the Community Empowerments (Scotland) Act 2015 for the area of the local authority in which any affected school is situated
- (i) Any other community planning partnership that the education authority considers relevant
- (j) Any other education authority that the education authority considers relevant
- (k) Any other users of any affected school that the education authority considers relevant.

9.9 During the consultation period, the authority will hold and be represented at public meetings on the relevant proposal.

9.10 The council will involve Education Scotland in the consultation process. This will culminate in Education Scotland preparing and submitting an independent report on the educational aspects of the proposal.

9.11 Following the consultation period, the council will prepare and publish a consultation report. The report will be published at least three weeks before a final decision is taken on the proposal.

9.12 The consultation timeline provides further information on the timescales for various stages in the statutory process.

Please click on the link below to share your views on the proposal (Ctrl + Click to follow link)

www.northlanarkshire.gov.uk/mavisbankschool-consultation

Appendix 1

Indicative Timeline for Reconfiguring Intensive ASN Systems and Services

Stages	Timeline	Date
1. Committee Date		Tuesday 28 February 2023
2. Consultation Starts Phase 1	Minimum of 6 weeks To include 30 calendar days	Wednesday 1 March 2023
3. Public Meetings	Mavisbank School	Tue 7 March 2023 Wed 8 March 2023 Thu 9 March 2023
4. Consultation Ends	30 Days	Wednesday 3 May 2023
5. Report to Education Scotland Phase2	3 weeks*	Thursday 25 May 2023
6. Education Scotland produce report	3 weeks*	Tuesday 20 June 2023
7. Consultation report published Phase 3	No specified timescale*	
8. Time for further consideration	3 weeks from publication date	(This 3 weeks will be calculated once publication date known)
9. Final Committee Decision		September 2023
10. Implement proposal if approved by Committee	3 weeks	

*timescales/dates to be agreed by ES

Appendix (ii) – Education Scotland Report



Schools (Consultation) (Scotland) Act 2010

Report by Education Scotland addressing educational aspects of the proposal by North Lanarkshire Council to relocate Mavisbank School to the 'existing' Carnbroe Primary School within North Lanarkshire.

June 2023

Introduction

1.1 This report from Education Scotland has been prepared by His Majesty's Inspectors of Education (HM Inspectors) in accordance with the terms of the [Schools \(Consultation\) \(Scotland\) Act 2010](#) ("the 2010 Act"). The purpose of the report is to provide an independent and impartial consideration of North Lanarkshire Council's proposal to relocate Mavisbank School to the 'existing' Carnbroe Primary School within North Lanarkshire. 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 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 statutory obligations set out in the 2010 Act, including notifying Ministers within six working days of making its final decision and explaining to consultees the opportunity they have to make representations to Ministers.

1.2 HM Inspectors considered:

- the likely effects of the proposal for young people of the school; any other users; and young people likely to become pupils within two years of the date of publication of the proposal paper.
- any other likely effects of the proposal;
- how the council intends to minimise or avoid any adverse effects that may arise from the proposal; and
- the educational benefits the council believes will result from implementation of the proposal, and the council's reasons for coming to these beliefs.

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

- attendance at the public meeting held on 7 March 2023 in connection with the council's proposals;
- consideration of all relevant documentation provided by the council in relation to the proposal, specifically the educational benefits statement and related consultation documents, written and oral submissions from parents and others; and
- visits to the site of Mavisbank School and Carnbroe Primary School, including discussion with relevant consultees.

2. Consultation process

2.1 North Lanarkshire Council undertook the consultation on its proposal(s) with reference to the [Schools \(Consultation\) \(Scotland\) Act 2010](#). Details of the proposal were located on the council website.

2.2 The consultation period for the proposal took place from 1 March 2023 to 27 April 2023. During this period, North Lanarkshire Council held a meeting at Mavisbank School for relevant consultees on 7 March 2023, 10 members of the public attended. Stakeholders asked questions about the future school roll, aspects of safety at the proposed new school location, proposed facilities in the school if relocated and matters related to staffing. The council arranged a further drop in at Mavisbank School session on 27 April 2023, no members of the public attended. The council invited further views on the proposal from consultees via email. The council responded to all questions, including those received by email. The council created a helpful 'frequently asked questions' paper, which was published online for public view along with the notes and the presentation from the meeting. The council's proposal to relocate Mavisbank School to the location of Carnbroe Primary School relies on a few key milestones. If the proposal is accepted by the council, the relocation will happen following Carnbroe Primary School moving to its new building. After Carnbroe Primary School moves, the council should continue with its plans to extensively refurbish the vacated Carnbroe Primary School building before young people are relocated.

2.3 North Lanarkshire Council consulted with staff from Mavisbank School on 7 March 2023, where 15 members of staff attended. It provided a further drop-in session on 27 April 2023, no members of staff attended. Staff shared with the council their suggestions for facilities and resources for the school, should the proposal move forward. The council sought the views of young people affected by the proposal. Due to the range and complexity of additional support needs of young people attending the school, responses were gathered using appropriate approaches. Seventeen young people had their views represented by staff who considered the young person's needs in the responses. Three young people provided their views through recording and sharing what they like about school. Overall, consultees consider the proposal as a positive one for young people at the school. They understand that the proposed new location for the school provides more space and increases the potential range of opportunities for learning.

3. Educational aspects of proposal

3.1 The local authority has outlined and connected a number of the educational benefits directly to its review of Additional Support Needs in 2019. Overall, HM Inspectors agree that many of these educational benefits have the potential to impact positively on young people. The proposed new location for Mavisbank School can provide young people with significantly more space for learning. If the council agrees the proposal, staff and young people will benefit from up to eight classroom spaces compared to the four classroom spaces in the current school. HM Inspectors recommend that council planners consult with young people, staff, allied health professionals and parents before finalising refurbishment plans. This approach may support planners to understand how internal spaces can be utilised effectively to meet the range and complexity of needs of young people. When compared to the current school location, there is potential to align the proposed location's areas better to the sensory and therapeutic needs of young people. Within its educational benefits statement, it is unclear how the council plan to use technologies to support young people attending Mavisbank School. Before making its final decision, the council should

make clear what technologies it plans to use and design to support the young people attending Mavisbank School.

3.2 The majority of classrooms in the proposed new location have direct access to the school grounds. The council recognises the potential to develop these school grounds to increase the outdoor learning opportunities for young people. HM Inspectors agree that there is potential to develop the grounds and provide high-quality outdoor learning experiences. It will be important to ensure that outdoor areas are accessible and safe for all young people at Mavisbank School. HM Inspectors recommend that the council undertake a comprehensive risk assessment of the school grounds and make appropriate adaptations to improve accessibility for young people. In doing so they should address parents' concerns over young people's safety on school grounds.

3.3 The proposed new location for Mavisbank School will share a section of the school with two other North Lanarkshire special schools. The purpose of the shared section of the campus is to provide targeted vocational and life skills programmes for young people in their senior phase. HM Inspectors recognise that this approach has the potential to broaden educational pathways for young people in Mavisbank School, particularly during their senior phase. Parents who spoke with HM Inspectors are unaware that the campus will have a shared section for other special schools to utilise in partnership with Mavisbank School. The council should work with parents to develop their understanding of this potentially important resource for young people from Mavisbank School. The council recognise that transitions for some young people at Mavisbank School will be difficult. HM Inspectors recommend that the council works with staff, parents and young people to develop appropriate and flexible transition arrangements. If the council agree the proposal to relocate Mavisbank School to the new location, the predicted entry date is April 2024. The council, staff and parents should assess whether relocating young people in their final months of statutory education to the new campus will meet their needs. Where it is assessed as not meeting a young person's needs, HM Inspectors recommend that young people should be supported to complete their final months of statutory education in the current school building.

4. Summary

Overall, HM Inspectors agree that the proposal to relocate Mavisbank School to the existing Carnbroe Primary School has clear potential education benefits. The proposed new location provides additional indoor and outdoor space that may support staff increase the range of learning opportunities for young people. There is potential for areas in the proposed location to be refurbished to a high-standard and to increase therapeutic and sensory opportunities for young people. If the council agree to the relocation, HMI Inspectors recommend that it includes young people, parents, staff and other relevant professionals in refurbishment planning. It should alleviate any safety concerns of parents. The council should engage with parents to support their understanding of the purpose of the shared space and the potential benefits it has for young people. HM Inspectors recommend that information is provided by the council to relevant consultees regarding the plans for technologies. In doing so, the council should make clear what technologies it plans to use and how this will support young people at Mavisbank School.

HM Inspectors

June 2023

Appendix (iii) - Staff and Public Consultation Notes and FAQs

Mavisbank School Relocation

Staff Meeting held Tuesday 7 March 2023 in Mavisbank School

Notes/Frequently Asked Questions (FAQs)

Q Question

A Answer

S Statement

AH welcomed everyone by explaining the purpose of meeting (to inform staff of the detail of the proposals and to gather staff views on the proposals).

AH introduced the officers present:

G McLaughlin, Chief Officer (Education – North)

A Henry, Senior Education & Families Manager

M Dolan, Education & Families Manager

A Dickson, Continuous Improvement Officer

M McGorry, Education Project Manager

L Macpherson, Education Project Coordinator

D Lees, Education Project Administrator

GMcL began the presentation by providing the background to the proposal and the statutory process. GMcL highlighted that the current building does not adequately support pupils and staff in terms of learning and teaching in terms of size and outdoor space. GMcL stated that a schedule of programmed visits will be arranged across existing and 'more recently completed' rationalisation projects.

AD then explained the educational benefits, including the key factors of Carnbroe PS having the ability to accommodate an enhanced outdoor environment, a vocational and life skills offer, with both sensory and technological options within a much larger space.

MD outlined in his presentation, the rationale for the proposed relocation and furthermore the service's recent experience in developing recent high quality modern facilities. in order to provide staff with the opportunity to see the excellent scale and space of our recent repurposed Inclusion buildings (Pentland School, Drumpark Primary School and Clydeview Primary School).

AH opened the floor for questions:

QUESTIONS

Q Has consideration been given to the privacy for children as it is overlooked by houses?

A The fencing could be changed and the campus could be zoned, we can also consider solutions such as screening.

Q The Carnbroe plan shows 13 rooms, how many are allocated to Mavisbank, and will there be another school?

A This statutory consultation is only for for children and staff of Mavisbank. Consideration will also be given to other areas within the school e.g rooms required including multi-agency staff requirements. When Mavisbank's requirements are met, we will then consider the purpose of any remaining spaces thereafter.

Q Is the space in Carnbroe actually bigger?

A Mavisbank School is approx. 300 sq. m and Carnbroe PS is approximately 1000 sq. m. The current school roll is 29 in Mavisbank School and 263 in Carnbroe PS, therefore there is sufficient space to accommodate the current Mavisbank cohort.

Q Will there be other meetings as we have met with officers before and then they have not come back to speak to us? Is this a done deal?

A We will engage with further meetings; workshops and we will arrange walk-rounds of previous projects.

The service will link with the school, and will liaise with the project delivery team to schedule visits to Carnbroe PS and other completed ASN school's project.

AH stressed that this is a statutory consultation. We enter into dialogue with stakeholders and are duty bound to pass comments and views to Education Scotland and Elected Members. This is not a done deal.

Q Due to the changing needs of children, can you give commitment that the cohort of pupils will not change?

A We recognise the needs of children are changing and it is impossible to say what this will look like in 5 years. Nationally we are seeing different trends with a local priority being the 'Closer to Home' agenda of bringing children back into their local communities. Where children's needs have changed, we will upskill, and support staff as required.

Q Can you guarantee staffing? We don't have enough just now and Carnbroe PS is bigger.

A The expectation is that the current staff will move. If additionality is required, this will be addressed. Additional pupils are not the expectation but if more staff is required, we will support this. We have been given approval to look at staffing cohorts and these will be better than SCNT conditions, however if approved colleagues from HR will meet with staff one a one to one basis.

Q If the school cohort changes will the NLC grade change?

A No decision been made, there are 23 NLC 7s (two of which are in Mavisbank School). No agreement so far for more NLC 7s.

Q Some staff don't drive and what will happen if they cannot get to their place of work?

A HR will speak to individuals on a one to one basis. We hope that staff will move as they have the experience, however each staff case will be taken on its own merit. We do not want to put anyone at a disadvantage. Staff can consult with their Unions at any time.

Q What are the next steps?

Consulting with stakeholders is the first process which is fed into Education Scotland. During each step we will work with you. Transitioning of pupils will be done from completion of the building and the needs of pupils will be paramount in this process.

Q Will children be able to have access to vocational educational such as We Aspire College?

A There will be a vocational offer moving forward we are looking at different provision of the vocational offer for various ASN schools and this is part of the We Aspire model.

Q Will we have access to bus transport for pupils for the vocational experience?

A The service is currently looking at building the internal fleet and this will be looked at in terms of out-side of drop off and pick up times.

Q Mavisbank currently has a cooking kitchen to meet the needs of pupils. Will there be a cooking kitchen in Carnbroe PS?

A We will work with FSS and other services to ensure that kitchen requirements are met.

General comments

GMcL We will listen to all feedback and as part of the design and costing process we will consider each area in terms of what can be afforded and what can't.

Overall, the members of staff thought that the proposals were exciting, and the consultation welcomed by staff.

AH ended the meeting by thanking staff for attending and asked that comments are sent into Mavisbankconsultation@northlan.gov.uk. The statutory consultation period end date is 3 May 2023 with Committee decision sought in September 2023.

Mavisbank School Relocation

Public Meeting held Tuesday 7 March 2023 in Mavisbank School

Notes/Frequently Asked Questions (FAQs)

Q Question

A Answer

S Statement

AH welcomed everyone by explaining the purpose of meeting (to inform stakeholders of the detail of the proposals and to garner staff views on the proposals). AH also introduced the officers present:

G McLaughlin, Chief Officer (Education – North)

A Henry, Senior Education & Families Manager

G Lambie, Senior Education & Families Manager

M Dolan, Education & Families Manager

A Dickson, Continuous Improvement Officer

M McGorry, Education Project Manager

L Macpherson, Education Project Coordinator

D Lees, Education Project Administrator

A presentation (available online) was given to at the start of the consultative meeting, outlining the Council's position around a proposed move to Mavisbank secondary school to the site of the current Carnbroe Primary.

GMcL opened the presentation by explaining the background to the proposals, with more detail around the 2019 review of ASN and the 12 recommendations made. One of these recommendations is to review the ASN estate. He also explained the consultation process to be followed and the importance of taking account of stakeholders, including parents/carers and pupils, views.

AD then explained the educational benefits, including the key factors of Carnbroe PS having the ability to accommodate an enhanced outdoor environment, a vocational and life skills offer, with both sensory and technological options within a much larger space.

MD outlined the rationale for relocating including the additional space within Carnbroe PS (Mavisbank 300 sq m and Carnbroe PS 1,000 sq m approx). Previous works have been carried out within Mavisbank School. However, the current space is not large enough to meet the longer term needs of pupils within Carnbroe PS.

AH opened the floor for questions:

QUESTIONS

Q How many pupils will be moving to the new school?

A The current roll of 29 pupils will transition to the new school.

Q Will there be an increase in capacity in the future?

A Dependent on needs of pupils. Any child will have access if required however we are not planning in increasing the capacity.

S It doesn't make sense to move 29 pupils into a school that can take 253 pupils when there is the pressure to place ASN pupils and no spaces. It states in the paper that out of authority pupils will be placed in North Lanarkshire schools.

A We have no plans to increase capacity. There may be children who are allocated a place in the coming years, as the Closer to Home policy is a key council priority as part of the 2019 review and we are committed to ensuring that current North Lanarkshire pupils who are out of authority are brought back into North Lanarkshire to attend schools close to where they live. This would be anywhere across the school estate.

S I think it is a brilliant idea, you can feel the love in the school and the current school does not have the facilities. Will the staff move with the children?

A Yes, staff will be moving with the children.

S It will be great school. I see the need for change and I think in the whole it'll suit more pupils.

A AH clarified the wording in the committee paper as relating to the whole of North Lanarkshire ASN provision in that the council's priority is to repatriate pupils to their own communities. This was to clarify that this statement did not relate specifically to the Mavisbank relocation.

Q New isn't always better, will it be safe?

A Classes will be configured to suit pupil needs, zones developed, and security of site considered in the design consultations. Yes, the school will be safe.

Q There are a lot of houses with cars parked outside the main entrance to the school. How will buses get in and out of the entrance?

A We will look at the roads to ensure safe access is provided, including turning circle within school. The Council's Planning department will notify residents of all appropriate works required.

S GMcL explained the transition process in that once building works have been completed there will be transition visits prior to pupils moving to their new school.

Q Is there plans to be build a complex needs college for pupils who have left school?

A There are enhanced vocational education offers within bigger spaces which create different pathways and opportunities. This is for S1 to S6 key point the more vocational and life skill opportunities available allows us to build for after school.

Q Is there an impact on staffing?

A We want all staff to move but it will be their choice. HR will meet with staff to discuss.

There will also be an additional shared depute appointed between Mavisbank and Redburn to augment the current management structure within the school.

Q When will we see the design plan?

A The design will be developed if the proposals are approved and further consultation will take place with staff and parent council members to support the design.

Q This is a big amount of money to be spending for 29 pupils?

A The council has money for capital spend, and we see this opportunity as a key priority for

The ASN sector.

Q How can our children put their opinions in? Some of our pupils are non-verbal and need their parents/carers to speak for them.

A We will work with staff and the Head Teacher to ensure that all pupils, who want to, can contribute with their views.

Q Are we getting a pool?

A There potentially will be limited capital, and we will need to make decisions on where it is best spent.

AH closed the meeting thanking everyone for their attendance and requesting that they put their views in an email to Mavisbankconsultation@northlan.gov.uk.

FAQs

How many pupils will be moving to the new school?

The current roll of 29 pupils will transition to the new school.

Will there be an increase in capacity in the future?

This is dependent on needs of pupils. Any child will have access if required however we are not planning in increasing the capacity.

It doesn't make sense to move 29 pupils into a school that can take 253 pupils when there is the pressure to place ASN pupils and no spaces. It states in the paper that out of authority pupils will be placed in North Lanarkshire schools.

We have no plans to increase capacity. There may be children who are allocated a place in the coming years, as the Closer to Home policy is a key council priority as part of the 2019 review and we are committed to ensuring that current North Lanarkshire pupils who are out of authority are brought back into North Lanarkshire to attend schools close to where they live. This would be anywhere across the school estate.

Will the staff move with the children?

Yes, staff will be moving with the children but ultimately, it will be their choice. HR will meet with staff to discuss.

There are a lot of houses with cars parked outside the main entrance to the school. How will buses get in and out of the entrance?

Officers will look at the roads to ensure safe access is provided, including turning circle within school. The Council's Planning department will notify residents of all appropriate works required.

This is a big amount of money to be spending for 29 pupils?

The council has money for capital spend, and we see this opportunity as a key priority for the ASN sector.

How can our children put their opinions in? Some of our pupils are non-verbal and need their parents/carers to speak for them.

Officers will work with staff and the Head Teacher to ensure that all pupils, who want to, can contribute with their views.

Are we getting a pool?

There potentially will be limited capital, and we will need to make decisions on where it is best spent.

Has consideration been given to the privacy for children as it is overlooked by houses?

The fencing could be changed and the campus could be zoned, we can also consider solutions such as screening.

The Carnbroe plan shows 13 rooms, how many are allocated to Mavisbank, and will there be another school?

This statutory consultation is only for children and staff of Mavisbank.

Is the space in Carnbroe actually bigger?

Mavisbank School is approx. 300 sq. m and Carnbroe PS is approx. 1000 sq. m. The current school roll is 29 in Mavisbank School and 263 in Carnbroe PS, therefore there is sufficient space to accommodate the current Mavisbank cohort.

Due to the changing needs of children, can you give commitment that the cohort of pupils will not change?

We recognise the needs of children are changing and it is impossible to say what this will look like in 5 years. Nationally we are seeing different trends with a local priority being the 'Closer to Home' agenda of bringing children back into their local communities. Where children's needs have changed, we will upskill, and support staff as required.

Can you guarantee staffing?

The expectation is that the current staff will move. If additionality is required, this will be addressed. If approved colleagues from HR will meet with staff one a one to one basis.

What are the next steps?

Consulting with stakeholders is the first process which is fed into Education Scotland. During each step we will work with you. Transitioning of pupils will be done from completion of the building and the needs of pupils will be paramount in this process, if approved.

Will children be able to have access to vocational educational such as We Aspire College?

There will be a vocational offer moving forward we are looking at different provision of the vocational offer for various ASN schools and this is part of the We Aspire model.

Appendix (iv) – Equality Impact Assessment Form



Proposed relocation of
Primary Pupils from
Mavisbank School to
Carnbroe School

Author	<i>Maryann McGorry</i>	Contact details	<i>Mcgorrym@northlan.gov.uk</i>
Owner	<i>Michael Dolan</i>		

EqIA version number	<i>One</i>	EqIA status	<i>Complete</i>	✓	<i>Incomplete</i>	
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If Incomplete please say why - for instance pending further consultation / research

Governance Committee	<i>Education, Children & Families</i>	Date approved	<i>insert date</i>
Review date	<i>12/09/2023</i>		

Section 1. About the Policy

1.1 Name of the policy / strategy / function / procedure:	
Service Redesign of the ASN Sector	
Is this a: -	
A new policy /strategy / function / procedure / service	<input type="checkbox"/>
Budget saving	<input type="checkbox"/>
Review of policy /strategy / function / procedure	<input type="checkbox"/>
Review of Service	<input type="checkbox"/>
Other (please specify) <u>Service Redesign</u>	
Is this is a key strategic decision subject to the Fairer Scotland Duty	<input checked="" type="checkbox"/>
Yes	No <input type="checkbox"/>
1.2 Person Responsible for the policy etc.	
Name:	Job Title and Service / Team:
Gerard McLaughlin	Head of Education (South Area)

1.3 What is the scope of the assessment?	<input checked="" type="checkbox"/>	Detail where appropriate
Whole of the organisation	<input type="checkbox"/>	
Service specific	<input checked="" type="checkbox"/>	
Discipline specific	<input type="checkbox"/>	
Other	<input type="checkbox"/>	

1.4 What is the policy/ strategy/ function/ saving trying to achieve / do?

As highlighted in the Educational Benefits section of the statutory consultation document.

In summary, to provide a better educational experience, within a better environment, for the children and young people involved.

1.5 If this is a budget saving, how will the saving be achieved?

Section 2. What do I know now?

2.1 Who are the stakeholders and beneficiaries?

Staff of the two establishments, children and young people at the two establishments and the parents of the children and young people.

2.2 What data, consultation, research and other evidence or information is available relevant to this assessment? (This is a desktop exercise)

There was a public consultation meeting. There were also separate consultation meetings for staff and parents. Where possible, the children and young people were consulted on their views.

2.3 Considering the information in Section 1 and 2.1 and 2.2

2.3.1 If this policy is subject to the FSD what does it suggest about the impact or potential impact on socio-economic disadvantage? (please refer to FSD Interim Guidance)

Low income	
Low wealth	
Material deprivation	

Area deprivation					
2.3.2 Are any of the people communities listed below likely to be more affected by this policy than others?					
People who share one or more of the protected characteristics of the Equality Act 2010	Yes	Details	No	Details	Don't Know
Age (a particular age or range of ages)	✓	11-18 year old children			
Disabled people and people with long term health conditions	✓	11-18 year old children			
Women and men, girls and boys			✓		
People defined by their race, colour and nationality, ethnic or national origins.			✓		
Married people and civil partners			✓		
Pregnant women and new mothers (including breastfeeding women)			✓		
Lesbian, gay and bisexual people			✓		
People transitioning from one gender to another			✓		
People of different religions or beliefs or non-beliefs			✓		
<u>Other groups</u>					
Children and families			✓		
Homeless people			✓		
Looked after and accommodated people			✓		
Care leavers			✓		
Carers – paid / unpaid, family members			✓		
Asylum seekers			✓		
Employees – full and part time. Including SES, MAs etc.	✓	Teaching, Ancillary and ASNA staff			
Others			✓		

2.4 Do you have evidence or reason to believe that this policy will, or may potentially affect the Council's duty to: (Please tick all that apply).

	Yes	No	Don't Know
1. Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act 2010?		✓	
2. Advance equality of opportunity between people who share a relevant protected characteristic and those who do not	✓		
3. Foster good relations between people who share a protected characteristic and those who do not?	✓		
4. Protect and promote human rights?		✓	
5. Reduce socio-economic disadvantage		✓	
Please provide details.			
The children relocating from Mavisbank will have the opportunity to attend a campus with 'mainstream' peers. This will help to promote integration and inclusion and provide opportunities to celebrate diversity.			

Section 3. What else do I need to know /find out?

3.1 Further consultation – Please use the table directly below to say who you will consult with (tick Yes or No). Consider those groups from section 2.3 where you ticked yes or don't know. Once consultation has taken place provide the details below.

<u>People and communities</u>	Yes	No	Describe what you did, with whom and when. Please provide a brief summary of the responses gained and links to relevant documents, as well as any actions
Age (a particular age or range of ages)		No	
Disabled people and people with long term health conditions		No	
Women and men, girls and boys		No	
People defined by their race, colour and		No	

nationality, ethnic or national origins.			
Married people and civil partners		No	
Pregnant women and new mothers and breastfeeding women.		No	
Lesbian, gay and bisexual people		No	
People transitioning from one gender to another		No	
People of different religions or beliefs or non-beliefs		No	
<u>Other groups</u>			
Children and families		No	
Homeless people		No	
Looked after and accommodated people		No	
Care leavers		No	
Carers – paid / unpaid, family members		No	
Asylum Seekers		No	
Trade Unions	Yes		
Employee Equality Forum		No	
Others			

3.2 What additional research or data is required?

N/A

3.3 What does the additional research and data tell you about potential or known effects?

N/A

Section 4. Assessing the impact and strengthening the policy

Considering all the evidence you now have from section 1-3, how will the policy affect different people and communities in relation to equality, socio-economic disadvantage and human rights?

4.1 How does/will the policy and resulting activity affect those with the characteristics listed below (including employees)? Please use the table below to provide details.

	Detail any Positive impact	Detail any adverse impact	If adverse how can we mitigate this? Where no mitigating action is planned please say why not
Age (a particular age or range of ages)	Children and Young People (11-18yrs) with additional needs will benefit from a high quality education in high quality surroundings which have been carefully designed to meet their needs.		
Disabled people and people with long term health conditions	As above		
Women and men, girls and boys			
People defined by their race, colour and nationality, ethnic or national origins.			

Married people and civil partners			
Pregnant women and new mothers (including breastfeeding women)			
Lesbian, gay and bisexual people			
People transitioning from one gender to another			
People of different religions or beliefs or non-beliefs			
<u>Other groups</u>			
Children and families			
Homeless people			
Looked after and accommodated people			
Care leavers			
Carers – paid / unpaid, family members			
Asylum Seekers			
Employees – full and part time. Including SES, MAs etc.		Some staff will have to relocate.	Appropriate Council policies and processes will be adopted
Others			

4.2 What measures could be taken to strengthen the policy / strategy to help advance equality of opportunity, foster good relations, promote human rights and reduce socio-economic disadvantage.

N/A

4.3 Considering questions 4.1 and 4.2 what actions / measures will be put in place before introducing this policy please provide details.

Action	Timescales	Responsible Officer	Review details (include timescales)
Consultation with staff, trade unions and Head Teachers	As appropriate	Gerard McLaughlin	

Section 5. Monitoring, evaluating and reviewing

5.1. How will you monitor the impact and effectiveness of the new policy?

Lessons learned, outcomes and impact and further requirements and improvements.

Section 6. Making a decision and sign-off

Recommendation	Tick	Comment (where applicable, please give more information e.g. where to pilot, what modifications, etc.)	Timescales
Introduce the policy			
Adjust the policy then introduce			
Introduce the policy with justification regarding potential adverse impact			
Stop and withdraw the policy			

Name of Policy

Head of Service /Senior Manager sign-off:

Name	Date	Signature

	Job title and division/ team		

For further information please contact:

1. Name:	2. Maryann McGorry
Job title:	3. Education Project Manager
4. Service:	5. Education, Children & Families
6. Contact details:	7. McGorryM@northlan.gov.uk