

## **Statutory Consultation**

**Proposals for statutory public consultation on the reconfiguration of  
Early Learning and Childcare and primary education in the West area of  
Cumbernauld**

### **EDUCATION AND FAMILIES**



## **SUMMARY OF PROPOSALS**

**It is proposed that:**

- **The existing Baird Memorial Primary School will close, and mainstream education provision will transfer to the existing Condorrat Primary School.**
- **Baird Primary ASN nursery provision will discontinue and transfer on a phased basis to alternative provision.**
- **The catchment area for Condorrat Primary will be realigned to encompass the existing catchment area for Baird Primary.**
- **Existing GME provision for both nursery and primary stages within Condorrat Primary will be discontinued and re-established within the former Baird Primary campus.**

## **DISTRIBUTION**

**The schools affected by this proposal are:**

- **Baird Memorial Primary School and ASN Nursery**
- **Condorrat Primary School and associated GME provision**

**A copy of this document is available on the North Lanarkshire Council website. All stakeholders will be directed to the consultation area including:**

- **Parent Councils**
- **All parents at both schools and nursery**
- **All staff at both schools and nursery**
- **Pupils at both schools**
- **Local early years partner providers**
- **Trade Union Representatives**
- **Local Community Boards**
- **Education Scotland**
- **Bord na Gaidhlig**

**Printed copies will be available from North Lanarkshire Council Education Children and Families.**

## **LEGISLATIVE BACKGROUND**

**The proposals are set within the context of applicable legislation including the requirement to secure adequate and efficient provision of school education (Education (Scotland) Act 1980) and to endeavor to secure improvement in the quality of the school education (Standards in Scotland's School Act 2000).**

**Under the Scottish Government Urban Rural Classification both Baird Primary and Condorrat Primary are classified as urban areas.**

## 1. INTRODUCTION

North Lanarkshire Council is committed to ensuring that our available resources are managed effectively and efficiently. This includes working to deliver the best possible educational experience for our learners.

On Tuesday 12 September 2023, North Lanarkshire Council Education, Children and Families Committee agreed to the commencement of a statutory consultation on the reconfiguration of learning provision within Baird Memorial Primary and Nursery and Condorrat Primary.

No decision will be taken by the council on the proposals contained within this document until the end of the consultation period.

The consultation focuses on the closure of the current Baird Memorial Primary, phased discontinuation of the ASN Nursery provision within Baird Primary, the realignment of Baird Memorial Primary catchment area to Condorrat Primary, the cessation of Gaelic Medium Education provision within Condorrat Primary School and establishment of GME provision within the Baird Memorial Primary buildings.

Condorrat and Baird Memorial Primary Schools are in the former village of Condorrat, which is now included in the new town of Cumbernauld. Both are non-denominational education settings. **There is 0.4 miles walking distance and 0.6 miles driving distance between the two school buildings**, and both are associated with Greenfaulds High School.

**The school capacity of the Condorrat Primary School is 342 with the current roll of 93 English-speaking pupils and 145 pupils within GME. Condorrat Primary School was opened in 1974, the Gaelic education provision was opened in 1997.**

**The school capacity for Baird Memorial Primary is 291, with a current role of 183. Baird Memorial Primary School was opened in 2004. In session 2022/23 there were 23 placing requests with 48% coming from the Condorrat area. In session 2023/24 there were 8 placing requests with 50% coming from the Condorrat area.**

The current mainstream nursery is provided at Condorrat Primary, with morning provision for Gaelic-speaking children and afternoon provision for English speaking provision. **Both current provisions in Condorrat have a capacity of 24 children. There are 15 children in the Gaelic provision for academic session 2023/24.**

**Baird Memorial School has an ASN nursery provision which currently has 24 children. This is the capacity of the nursery.**

**The proposals do not impact on secondary provision at the associated Greenfaulds High School.**

## 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; make changes to the provision of Gaelic medium education; close a school or nursery;

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 42 days or 6 weeks, which includes 30 school days. It begins on 6<sup>th</sup> November 2023 and finishes on 18<sup>th</sup> December 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 27<sup>th</sup> November 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 week beginning 4<sup>th</sup> March 2024.
- 2.8 An online version of the document and other items related to the consultation can be found online at North Lanarkshire site to be created by mid-October 2023
- 2.9 Further information on the proposal can be obtained by sending an email to a specific email address which will be communicated to parents following the September weekend.
- 2.10 All interested parties are invited to submit their comments on or before 18<sup>th</sup> December 2023.

### **3. PROPOSALS**

**The effect of the proposals is to align education in the West area of Cumbernauld to one primary education establishment and a separate GME establishment. This enables two term time provisions for early learning and childcare, for both English medium and Gaelic medium.**

**Condorrat is the proposed Primary establishment, as it has capacity (342) for all English speaking pupils and growth in school roll. The combined roll of Baird memorial is currently 276 for academic session 2023/24.**

**Baird Memorial had a capacity of 291. It would therefore meet capacity of the GME provision. For session 2023/24 there are 145 pupils within GME. Its early learning and childcare has the capacity of 24 and will be able to offer a term time learning day for children. The current ASN nursery within Baird Memorial would be discontinued and provided for within Family Learning Centres (FLC), which are**

closer to the children's community and locality.

- 3.1 The combined proposals in this document seek to consult on the reconfiguration of Early Learning and Childcare and primary education in the West area of Cumbernauld. This is detailed in relation to the Primary Schools of Baird and Condorrat and their associated Early Years and childcare provision and Gaelic medium Education located in the area.

#### **Baird Memorial Primary School and ASN Nursery Class**

- To close Baird Memorial Primary School for all primary aged children from end of June 2024.
- Transfer the provision of mainstream education and school catchment area to Condorrat Primary School from August 2024. Children due to start Primary 1 in August 2024 will enrol at Baird Primary School for the start in August 24, with transition events planned for June 2024 within Condorrat Primary School.
- To close the ASN nursery to new entrants from August 2024. With the provision being phased out by June 2025 or at an earlier date when current children have reached school age.
- ASN children would be allocated to settings closer to home, in one of the ASN Family Learning Centres established across the council. Each of these setting has additional capacity.

#### **Condorrat Primary School, GME and Nursery Class**

- Realign the school's catchment area to include what is the current Baird Memorial catchment. All non-denominational primary aged children would attend Condorrat Primary from the new catchment area from August 2025.
- Gaelic Medium Education (GME) pupils in both early learning and childcare and primary education would discontinue in Condorrat and move to the site of the current Baird Memorial Primary School.
- English speaking Early Learning and Childcare would offer an enhanced model within Condorrat Primary School. Offering increased choice for families.
- GME early learning and childcare would offer an enhanced model within the current Baird Memorial Primary School. Offering increased choice for families.

*If there is a ministerial call in to the closure proposals, then all dates would be adjusted by 12 months, to enable a conclusion to the consultation.*

- 3.2 If, following this statutory consultation on the reconfiguration of Early Learning and Childcare and primary education in the West area of Cumbernauld, then the statutory planning process will be followed as required. Prior to that, all establishments will continue to operate on their current sites.

## **4. EDUCATION BENEFITS STATEMENT**

- 4.1 Through the planned proposals it is expected that several education benefits will be achieved on behalf of children and young people in all education establishments. These will include:

- Improved access to high quality facilities. The proposal provides the

**opportunity to enhance the digital provision for the learning community, to recognise and encompass both, the Council's operating model for town and community hubs, and the diverse use of the building and its spaces.**

- **To strengthen leadership, provide greater depth and breadth of staffing and enhance the offering to primary aged children.**
- **The proposal provides the opportunity to review and enhance access to high quality planned outdoor learning experiences.**
- **Strengthened practice in pedagogy and learning and teaching, which enhances the consistency of learning experience for all children.**
- **Strengthened transition arrangements at all key points of transition, under the leadership of a single head teacher.**
- **Increased opportunities for professional learning and sharing good practice, through strengthened workforce arrangements.**
- **Strengthening the after-school hours learning opportunities offered to all children within the community.**
- **Increased immersion within GME through the establishment of a separate school.**
- **Enabling children with the greatest need within ASN to be educated closer to their local community FLC.**
- **Providing term time learning for children in both English Medium and Gaelic Medium early learning and childcare.**

- 4.2 Improved high-quality facilities for learning will be designated in such a way as to allow a range of teaching styles and approaches, including active learning, interdisciplinary learning, and outdoor learning.
- 4.3 The curriculum will provide the opportunity for learners to achieve across all curricular areas and to develop skills, attributes and capabilities aligned with the design principles of Curriculum for Excellence: challenge and enjoyment, breadth, progression, depth, personalisation and choice, coherence, and relevance.
- 4.4 Children and young people will be provided with a broad range of opportunities for personal achievement and interdisciplinary learning across all curricular areas by building on best practice in curriculum design in North Lanarkshire Schools.
- 4.5 The development of a separate school for GME will increase the inclusion that can be offered from ELC through to Primary 7. This hub will also increase places available through GME within North Lanarkshire and further empower the model of GLE across the cluster and locality. This enables North Lanarkshire to continue to meet its obligations under the Gaelic learning (Scotland) Act 2010 and the Education (Scotland) Act 2016.
- 4.6 The proposal would see increased flexibility of the ELC provision and patterns of attendance for both children in the English-speaking medium and Gaelic-speaking medium.

## **5. COMMUNITY IMPACT**

- 5.1 Baird Primary School is being considered for closure. Mainstream primary Education provision for the area would be within Condorrat Primary School. Gaelic Medium Education is not being considered for cessation. This would be delivered in what is currently the Baird Memorial Building. There will be no negative impact on local, social or economic activities through the proposal.

- 5.2 Opportunities would be maximised through the proposal to integrate with the wider community and support local events/initiatives.
- 5.3 Current community use of facilities will not change. The proposal provides the opportunity to strengthen current community use of buildings and facilities.
- 5.4 To ensure full planning, work will now be done between Education 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.

## 6. IMPLICATIONS OF THE PROPOSALS

### 6.1 Transport to School

Council policy currently provides free transport to those pupils living more than one mile from their zoned Primary School or where an appropriate walking route is not available. **Education & Families will arrange for an updated assessment of pupil walking routes in line with existing road safety criteria. Transport is currently provided for all pupils within GME as part of the specialist provision.**

### 6.2 Implications for Staff

**The proposal should not have significant implications for staffing, either teaching or non-teaching. It is expected that staff will transfer to one of the educational establishments. Pupil teacher ratios will guide class structures. These will inform the Head teacher in creating new classes if the proposal is approved.**

**The consultation will include Trade Unions. Any matter which arises will be dealt with within the terms of local and national agreements.**

### 6.3 Secondary Education

The current zoning arrangement for secondary education is that pupils attending both Condorrat and Baird Memorial Primary Schools attend Greenfaulds High School. No change to the primary to secondary transfer arrangements will be required as a result of this proposal. Parents who wish their children to attend an alternative secondary school will require to submit a placing request for their preferred school as per current arrangements.

### 6.4 Class Sizes -

**Class structures are decided by the head teacher in accordance with authority and national guidelines and take account of a range of factors, including teacher deployment, school policies, learning needs, the available accommodation and pupil numbers at each stage.**

**The Head Teacher will allocate classes based on the above criteria and in accordance with national class size guidance.**

### 6.5 Future use of the existing school buildings

Education & Families will as part of this consultation look to use Baird Memorial's existing building as the new Gaelic Medium Education hub. **This will not require building**

adaptations.

## 6.6 Financial implications

Cost implications have been considered for these proposals in line with Scottish Government guidance on the closure and merger of schools.

Current levels of budget for provision at Baird Memorial Primary will remain and transfer to Condorrat Primary. Given there is no substantive change to operations or service delivery, it is concluded that although technically the provision of Primary education within Baird Memorial is ceasing, spend will remain stable across key budgets including this in relation to:

- Employee costs (support and teaching staff).
- Building costs (insurance, energy, water and sewerage, cleaning, and maintenance).
- Operational costs (Catering, licensing, materials, apparatus, and equipment).
- Transport.
- Other Property Costs (rates, grounds maintenance)

## 6.7 Placing Requests -

The proposal will re-zone the catchment of Condorrat Primary School, to include that of the current Baird Memorial Primary. The proposal will be communicated at point of enrollment in January 2024.

It is anticipated that there will be no impact on pupils attending either school on a placing request. The following options exist for pupils in this position. Firstly, they can transfer to the new school. Secondly, they can enroll in their designated catchment area school or thirdly, submit a placing request to another School. The parents of these pupils will be given the opportunity to discuss their preference with Education & Families staff. Parents remain responsible for transport costs where an existing placing request to the new build school is continued.

## 6.8 Alternatives to the proposal

Alternative possibilities have been considered including:

- Continuing the status quo
- Closing Condorrat Primary and relocating to Baird Memorial Primary

These have been discounted for the following reasons:

Government guidance within “Scotland’s Learning Estate Strategy” states that schools should be well-managed and maintained and make best use of existing resources, occupancy and capacity to deliver best value.

## 7. EQUALITY IMPACT ASSESSMENT & CHILDREN’S RIGHTS AND WELLBEING IMPACT

An Equality Impact Assessment AND Children’s Rights and Wellbeing Impact Assessment with both be completed and published as part of the proposal. In line with the Schools (Consultation) (Scotland) Act 2010 both assessments will be published with the consultation proposal for all stakeholders. Access to this



**information will be shared through the education establishments and on the North Lanarkshire Website.**

## **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.

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.

- 8.2 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.

Where the confirmed inaccuracy or omission relates to a material consideration, there is a duty on the Council to correct it.

- 8.3 Appropriate action will then be taken by the Council depending on whether the inaccuracy or omission relates to a material consideration. 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.

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.

- 8.4 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 ON CONSULTATION ARRANGEMENTS**

- 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 to meet the statutory requirements.

- 9.3 The consultation document sets out the details of the proposals.

- The proposal paper details the educational benefits of the proposals and other relevant information.

- The proposal paper will be published and widely advertised.
- 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.
- The consultation period will be a period of at least 6 weeks including at least 30 school days.

9.4 Prior to the commencement of the consultation period, the authority will give notice of the proposals 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) Bord na Gaidhlig
- (l) Any other users of any affected school that the education authority considers relevant.

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

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

9.7 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.

9.8 The consultation timeline provides further information on the timescales for various staged in the statutory process.

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

## 10. Consideration of Consultation Response

**10.1 The Council will review the proposal having regard to the Education Scotland Report, survey results, written representations and oral representations made at public meetings.**

**10.2 The Council will publish a report on outcomes including responses received. This will also include the Council's response to Education Scotland's Report on the consultation.**

## **11. DECISION MAKING**

**11.1 The Council will consider the published report, via the appropriate committee, and decide on whether the proposals are implemented.**

**11.2 As part of the consultation process, Scottish Government Ministers will have a right to call in the decision should they feel it necessary to do so following notification of the decision by the Council.**

**11.3 Beginning on the day that the final decision is taken, the Council has a period of six working days to notify Scottish Minister of the decision. Scottish ministers then have a period of eight weeks from and including the date of decision to decide if they will call in the proposal. The Council must publish the fact that the Scottish Ministers have been notified and that representations can be made to the Scottish Ministers will consider any relevant representations that were made to them by any person within the first three weeks. The Council may not proceed with the implementation of the proposal until this eight-week period has passed.**

**11.4 If the Scottish ministers decide to call in a closure proposal, it is then referred to the Convener of the School Closure Review Panels who has a period of seven days after a call-in notice is issued to constitute a School Closure Review Panel. The Panel may decide to refuse consent to the proposal, refuse consent and remit it to the education authority for a fresh decision or grant consent to the proposal, either subject to conditions or unconditionally. The Panel must notify the education authority of its decision with eight weeks from when the panel was constituted or within 16 weeks if the panel has issued a notice to the education authority that a decision has been delayed. The Council may not proceed with the implementation of the proposal until the outcome of the call-in has been notified to the Council.**

## Appendix 1

### Indicative Timeline for Amalgamation of Condorrat and Baird Memorial Primaries and ELC and the relocation of GME.

<b>Stages</b>	<b>Timeline</b>	<b>Date</b>
Committee Date		12 <sup>th</sup> September 2023
Consultation Starts Phase 1	Minimum of 6 weeks To include 42 calendar days	6 <sup>th</sup> November 2023
Public Meeting	Mid way through consultation	Week Beginning 27 <sup>th</sup> November 2023
Consultation Ends	42 Days	18 <sup>th</sup> December 2023
Report to Education Scotland Phase2	3 weeks	11 <sup>th</sup> January 2024
Education Scotland produce report	3 weeks	15 <sup>th</sup> February 2024 <small>(This date is subject to changes by Education Scotland)</small>
Consultation report published Phase 3	No specified timescale	Week beginning 4 <sup>th</sup> March 2024
Time for further consideration	3 weeks from publication date	8 <sup>th</sup> April 2024
Final Committee Decision Notification of closure to Government Ministers		21 <sup>st</sup> May 2024

***Note: the timescale for the implementation of the proposal is subject to potential extension to accommodate any ministerial call in. See sections 11.3 and 11.4 above.***

