

Section 1. About the Policy

1.1 Name of the policy / strategy / function / procedure:	
Proposal to reconfigure Early Learning & Childcare and primary education in the West area of Cumbernauld	
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) Community Asset Transfer	<input type="checkbox"/>
Is this a key strategic decision subject to the Fairer Scotland Duty Yes, in relation to the Fairer Scotland Duty requirement for public bodies “to actively consider how they could reduce inequalities of outcome in any major strategic decision they make.”	
	<input type="checkbox"/> <input type="checkbox"/>
1.2 Person Responsible for the policy etc.	
Name:	Job Title and Service / Team:
Gerard McLaughlin	Chief Officer (North)

1.3 What is the scope of the assessment?	<input checked="" type="checkbox"/>	Detail where appropriate
Whole of the organisation		
Service specific	Y	Education
Discipline specific	Y	Primary, Gaelic and Early Learning & Childcare
Other	Y	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.

	<p>The catchment area for Condorrat Primary will be realigned to encompass the existing catchment area for Baird Primary.</p> <p>Existing GME provision for both nursery and primary stages within Condorrat Primary will be discontinued and re-established within the former Baird Primary campus.</p>
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1.4 What is the policy/ strategy/ function/ saving trying to achieve / do?

The proposal in this document is to amalgamate the existing Condorrat and Baird Memorial primaries and relocate the existing GME facilities to the current Baird Memorial building.

- 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.

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

n/a

Section 2. What do I know now?

2.1 Who are the stakeholders and beneficiaries?

- Pupils who attend Baird Memorial Primary School and ASN Nursery
- Parents/Carers of pupils who attend Baird Memorial Primary School and ASN Nursery.
- Employees: Head Teachers, Cluster Support Teachers (CSTs), CIILs, teaching and support staff.
- Managers: The Operational Team that will project manage this strategy, Programme Board that will oversee it, and managers across the departments who will be asked to provide their views and input throughout the review process.
- Other services involved such as Early Learning & Childcare, Inclusion, Facility Support, Corporate Communications, Estate Management teams.
- Third sector and multi-agency partners involved with pupils and families
- Partner teams/departments at NLC: Social Work, Educational Psychology, Estates, and HR colleagues
- Owners: The Project Sponsor, Gerard McLaughlin, Chief Officer (North), Education & Families; Senior Responsible Officer, Gary Lambie, Senior Responsible Officer

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

It is recognised that fundamental changes are required, including higher quality facilities and increased collaboration between schools and services to benefit pupils and their families, staff and the delivery of a full and robust learning experience. The new facilities will offer many educational benefits to all pupils as outlined in the proposal document approved 12 September 2023.

A consultation process will be 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.

Children who attend Baird Primary School and ASN Nursery and their families will be consulted throughout the ASN reconfiguration process to hear views. These views will be taken into account throughout the consultation and decision making process.

The Statutory Consultation is due to begin on 6 November 2023 and will end on 18 December 2023.

A public Consultation Meeting will be held week beginning 27 November 2023. A Communication Strategy has been developed to identify all stakeholders, including priority groups, and a variety of communication methods will be employed to suit different audiences.

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	n/a
Low wealth	n/a
Material deprivation	n/a
Area deprivation	n/a

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)	Y	3-12 years			
Disabled people and people with long term health conditions	Y	The reconfiguration is intended to improve and enhance provision for pupils who attend Baird Memorial PS, ASN Nursery and Gaelic Medium			
Women or men, girls or boys	N				
People defined by their race, colour and nationality, ethnic or national origins.	N				
Married people and civil partners	N				
Pregnant women and new mothers (including breastfeeding women)	N				
Lesbian, gay and bisexual people	N				
People transitioning from one gender to another	N				
People of different religions or beliefs or non-beliefs	N				
<u>Other groups</u>					

Children and families	Y	The reconfiguration is intended to improve and enhance provision for pupils who attend Baird Memorial PS, ASN Nursery and Gaelic Medium			
Homeless people	N				
People who are care experienced	Y	The reconfiguration is intended to improve and enhance provision for pupils who attend Baird Memorial PS, ASN Nursery and Gaelic Medium			
Care leavers	Y	The reconfiguration is intended to improve and enhance provision for pupils who attend Baird Memorial PS, ASN Nursery and Gaelic Medium			
Carers – paid / unpaid, family members	N				
Asylum seekers	N				
Employees – full and part time. Including SES, MAs etc.	Y	Staff concerns will be addressed under the council's job sizing and other Human Resource policies.			

		<p>Teaching staff from Baird Memorial PS and ASN Nursery may experience a change to their location.</p> <p>Non-teaching staff from Baird Memorial PS and ASN Nursery may experience a change to their location.</p>			
Others	Y	Taxi and bus contractors may experience changes to existing contracts.			

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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?	n/a		
2. Advance equality of opportunity between people who share a relevant protected characteristic and those who do not	Yes		
3. Foster good relations between people who share a protected characteristic and those who do not?	Yes		
4. Protect and promote human rights?	Yes		
5. Reduce socio-economic disadvantage	Yes		

It is expected that pupils who attend Baird Memorial PS and ASN Nursery and Condorrat Gaelic Medium Hub will benefit from an improvement in the quality of individualised teaching and learning and future life opportunities.

It will provide ASN Nursery placements nearer the children's homes in a Family Learning Centre environment.

Notably, long-term socioeconomic advantage is expected to be fostered across North Lanarkshire due to the investment in school estates.

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)	Y		<p>Children under the age of 12 and families will be consulted throughout the ASN reconfiguration process to hear views across all of North Lanarkshire.</p> <p>Statutory Consultation commenced on 6 November 2023 and will end on 18 December 2023.</p> <p>Public Consultation Meeting will be held week beginning 27 November 2023.</p> <p>Staff and Parent Councils will be met with separately but will also be invited to the public information events.</p>

			The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning for approval and decision published thereafter.
Disabled people and people with long term health conditions	Y		<p>Children under the age of 12 and families will be consulted throughout the reconfiguration process to hear views.</p> <p>Statutory Consultation commences on 6 November 2023 and will end on 18 December 2023.</p> <p>Public information events will be held week beginning 27 November 2023.</p> <p>Staff and Parent Councils will be met with separately but will also be invited to the public meeting.</p> <p>The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning for approval and decision published thereafter.</p>
Women or men, girls or boys	Y		<p>Teaching staff have and will continue to be consulted about proposed changes that are due to be carried out.</p> <p>Statutory Consultation will commence on 6 November 2023 and close 18 December 2023.</p> <p>Public information events will be held week beginning 27 November 2023.</p> <p>There will be Trades Union and HR consultations.</p>
People defined by their race, colour and nationality, ethnic or national origins.		N	
Married people and civil partners		N	
Pregnant women and new mothers and breastfeeding women.		N	
Lesbian, gay and bisexual people		N	
People transitioning from one gender to another		N	
People of different religions or beliefs or non-beliefs		N	
<u>Other groups</u>		N	

Children and families	Y	<p>Children under the age of 12 and families will be consulted throughout the reconfiguration process to hear views.</p> <p>Statutory Consultation commenced on 6 November 2023 and will end on 18 December 2023.</p> <p>Public information events will be held week beginning 27 November 2023.</p> <p>Staff and Parent Councils will be met with separately but will also be invited to the public events.</p> <p>The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning for approval and decision published thereafter.</p>
Homeless people		n/a
Care Experienced people	Y	<p>Children under the age of 12 and families will be consulted throughout the ASN reconfiguration process to hear views across all of North Lanarkshire.</p> <p>Statutory Consultation commenced on 6 November 2023 and will end on 18 December 2023.</p> <p>Public information events will be held week beginning 27 November 2023.</p> <p>Staff and Parent Councils will be met with separately but will also be invited to the public events.</p> <p>The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning for approval and decision published thereafter.</p>
Care leavers	Y	<p>Children under the age of 12 and families will be consulted throughout the ASN reconfiguration process to hear views across all of North Lanarkshire.</p> <p>Statutory Consultation commenced on 6 November 2023 and will end on 18 December 2023.</p> <p>Public information events will be held week beginning 27 November 2023.</p> <p>Staff and Parent Councils will be met with separately but will also be invited to the public events.</p> <p>The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning for approval and decision published thereafter.</p>
Carers – paid / unpaid, family members	Y	<p>Children under the age of 12 and families will be consulted throughout the reconfiguration process to hear views across all of North Lanarkshire.</p> <p>Statutory Consultation commenced on 6 November 2023 and will end on 18 December 2023.</p> <p>Public Information events will be held week beginning 27 November 2023.</p>

			<p>Staff and Parent Councils will be met with separately but will also be invited to the public information event.</p> <p>The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning for approval and decision published thereafter.</p>
Asylum Seekers		N	
Trade Unions	Y		<p>Teaching staff have and will continue to be consulted about proposed asset rationalisation changes that are due to be carried out.</p> <p>There will be Trade Union and HR consultations with affected staff members from</p>
Employee Equality Forum		N	
Others		N	

3.2 What additional research or data is required?

Continuous consultation with all stakeholders to obtain and consider views.

Children under the age of 12 and families will be consulted throughout consultation period to hear views.

Statutory Consultation commenced on 6 November 2023 and will end on 18 December 2023.

Public information events will be held week beginning 27 November 2023.

Staff and Parent Councils will be met with separately but will also be invited to the public information event.

The Consultation Final Outcome Report will be presented to Education & Families Committee week beginning for approval and decision published thereafter.

Information gained through the consultation process will be analysed and, where views align with 1.4 above, will be taken into account.

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

FAQs based on feedback from Stakeholders along with questions raised at the public consultation meetings on 27th and 30th November 2023 will allow further analysis of the effects. This EQIA will continue to be reviewed throughout the process.

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)	<p>3-12 years</p> <p>The proposal within the statutory consultation will have an impact on all children who attend Baird Memorial Primary and Nursery Class and those who attend Condorrat Primary, Nursery Classes and GME.</p>	The impact of change on children and young people	<p>Extensive statutory consultation processes with pupils and families from Baird Primary and Early Learning & and Condorrat Primary School.</p> <p>Careful transition planning will be developed to allow pupils to anticipate the changes.</p>
Disabled people and people with long term health conditions	<p>Children who attend Baird Memorial ASN Nursery will remain in the nursery until they transition to P1.</p> <p>In the future children will be allocated a place in their local Family Learning Centre that has an ASN provision.</p>	As above, there may be adverse experiences for some pupils should their teaching environment change.	As above.
Women or men, girls or boys	n/a		
People defined by their race, colour and nationality,	n/a		

ethnic or national origins.			
Married people and civil partners	n/a		
Pregnant women and new mothers (including breastfeeding women)	n/a		
Lesbian, gay and bisexual people	n/a		
People transitioning from one gender to another	n/a		
People of different religions or beliefs or non-beliefs	n/a		
<u>Other groups</u>			
Children and families	The proposal within the statutory consultation will have an impact on all children who attend Baird Memorial Primary and Nursery Class and those who attend Condorrat Primary, Nursery Classes and GME and their families.	The impact of change on children and young people and their families.	Extensive statutory consultation processes with pupils and families from Baird Primary and Early Learning & and Condorrat Primary School. Careful transition planning will be developed to allow pupils to anticipate the changes. The Parent Councils and parents will be included in the consultations.
Homeless people	n/a		
Looked after and accommodated people	Pupils, including care-experienced children, in both schools and will receive robust needs-based support promptly when required. Support will end when the requirement ceases, thus encouraging the independence of pupils	As above, there may be adverse experiences for some pupils should their teaching environment change.	Extensive statutory consultation processes with pupils and families. Enhanced transition planning to allow pupils to anticipate the changes.

	and supporting an inclusive pedagogy within schools whereby pupils of all abilities are encouraged to reach their fullest potential.		
Care leavers	Pupils in both schools, including care-experienced pupils, will receive robust needs-based support promptly when required. Support will end when the requirement ceases, thus encouraging the independence of pupils and supporting an inclusive pedagogy within schools whereby pupils of all abilities are encouraged to reach their fullest potential.	As above, there may be adverse experiences for some pupils should their teaching environment change.	Extensive statutory consultation processes with pupils and families. Enhanced transition planning to allow pupils to anticipate the changes.
Carers – paid / unpaid, family members	n/a		
Asylum Seekers	n/a		
Employees – full and part time. Including SES, MAs etc.	Access to flexible teaching areas to improve teaching and learning. Better working environments for staff resulting in improvements in Health and Wellbeing.	Staff may experience adverse experience by being asked to change work location	Continue to work closely with Trade Unions and HR Business Partners to review the proposed upcoming changes.
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.

Continued consultation with relevant stakeholders throughout the consultation process and beyond if the policy is adopted.

Enhanced transition planning to allow pupils and parents/carers to anticipate the changes.

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)
Statutory consultation process.	6 November 2023 – 18 December 2023	Jill Woodward, Education & Families Manager (Gaelic) Bernadette Hunter, Education & Families Manager Ruth Eglinton (Early Learning & Childcare)	Statutory Consultation to begin on 6 November 2023 to 18 December 2023 Public information events will take place 27 th and 30 th November 2023. Ongoing consultation will be conducted with staff/parents throughout transition process.
An ongoing thorough review of the proposal	Present and ongoing	Jill Woodward, Education & Families Manager (Gaelic) Bernadette Hunter, Education & Families Manager Ruth Eglinton (Early Learning & Childcare)	Continued liaison with necessary stakeholders.

Section 5. Monitoring, evaluating and reviewing

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

- Monitoring and evaluating the quality of the learning outcomes of both schools and nursery pupils and the increased access to experiences and opportunities for pupils.

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			Implementation date August 2024 and onwards
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	Job title and division/ team	Date	Signature
Gerard McLaughlin	Chief Officer (Education - North)	3/11/2023	

For further information please contact:

Name:	Jill Woodward
Job title:	Education & Families Manager
Service:	Education and Families
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