North Lanarkshire Council
Report

Education and Families Committee

Does this report require to be approved? ☒ Yes ☐ No

Ref BS/MD **Date** 17/11/26

Proposal to create a new Gaelic Medium Primary School, co-locating with Condorrat Primary on a joint campus.

From Barry Smedley, Chief Officer Education (North)

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Executive Summary

This report outlines the proposal for a statutory public consultation to create a new Gaelic Medium Primary School, co-locating with Condorrat Primary on a joint campus, located at the existing Condorrat Primary School site.

If approved, a statutory consultation will take place involving all statutory consultees, other stakeholders and interested parties.

The key reasons for this proposal are:

- The desire to create a standalone Gaelic Medium Primary School, and the opportunity presented to realise this ambition due to the condition works proposed at this school through the existing capital programme. There is sufficient scope at the existing building to create a single stream Gaelic Medium Primary School and retain the existing Condorrat Primary School for the number of pupils at both – who currently operate as a single school.

- The need to decant all pupils and staff to carry out the condition improvement work provides the ideal opportunity to realise this ambition. (Appendix 1).

- The North Lanarkshire Gaelic Language Plan 2022–2027 includes a specific strategic outcome relating to the development of a standalone Gaelic school.

The pupils currently at Condorrat Primary School will benefit educationally by attending a school in better condition which can offer a wider range of educational opportunities and of adequate size to support learning and teaching.

Recommendations

It is recommended that the Education and Families Committee:

(1) Endorse the contents of the report;
(2) Agree that a formal consultation take place on the creation of Gaelic Medium and Condorrat Primary joint campus;
(3) Endorse the attached statutory consultation document appendix 1;
(4) Agree the timeline for consultation outlined in appendix 2 of this report.
(5) Endorse a future Gaelic Language Plan 2027 -2032 will be presented at a future committee.

The Plan for North Lanarkshire

Priority	Improve North Lanarkshire's resource base
Ambition statement	(22) Facilitate a North Lanarkshire wide approach to asset rationalisation, including with communities and partners
Programme of Work	Invest in North Lanarkshire

1. Background

Schools (Consultation) (Scotland) Act 2010

1.1 The provisions of the above Act place a statutory duty on education authorities to carry out formal consultations on establishing a new school and/or relocating a school or part of a school. In this instance, the council is creating a new Gaelic Medium Education school. For clarity, Condorrat Primary School will remain as a primary school with its own identify.

1.2 The Act requires education authorities prepare an educational benefits statement, to prepare (and publish) a proposal paper in respect of any proposal which falls within the terms of the Act, give notice of the proposal to the relevant consultees (and invite representations) in accordance with the Act, to hold (and give notice of) a public meeting, involve Education Scotland.

1.3 Following the period of consultation, the education authority must review the proposal in accordance with the Act and prepare (and publish) a consultation report in accordance with relevant sections of the Act.

1.4 After publication of the education authority report, HMIE publish a report on the consultation taking account of the previously published education authority report before a final decision is made by the Council.

1.5 The Service will undertake a statutory consultation on the creation of a Gaelic Medium and Condorrat Primary joint campus. Appendix 1.

1.6 In accordance with statutory requirements, the Service will liaise Bòrd na Gàidhlig of any proposals affecting Gaelic Medium Education (GME).

1.7 Proposals outlined in this paper have been developed by Education and Families Managers including staff from the Early Learning & Childcare team, the Inclusion team, Assets and Procurement and Corporate Finance. Key considerations derived from these meetings have been incorporated into the models proposed, which include:

- Availability of spaces to serve the needs of the local primary school population
- Quality and condition of the fabric of school buildings
- Possible savings/costs associated with estate re-purposing and school relocation
- Impact assessment and improvement planning for the ASN sector.

1.8 The Council has adopted a formal project management governance structure to lead and monitor the delivery of such projects.

1.9 The final decision of the education authority is subject to review and possible call in by the Scottish government which must operate to a strict timeline set out in Appendix 2.

1.10 The timeline mentioned above may be subject to review due to unforeseen circumstances.

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2. Report

2.1 A statutory education consultation is required to create a Gaelic Medium and Condorrat Primary joint campus on the existing site. The council has allocated £30m to improve the condition of up to 10 school buildings, through the current capital programme. This provides a unique opportunity to adapt the current Condorrat Primary School building, as part of these works, converting the existing single school into two schools sharing a joint campus at the existing location.

2.2 The council has vast experience of delivering projects where schools share a building and facilities but keep their unique identity. This funding allocation affords the council the opportunity to create a standalone Gaelic Medium Primary School whilst retaining the existing Condorrat Primary for English Medium, on a joint campus.

2.3 The proposed facility will provide adequate primary school and early years spaces at the existing location through modifications, linked to the condition works (which will require a full decant of pupils). A statutory education consultation is required to create a new Gaelic Medium Primary School and would also provide an opportunity to discuss the decoupling, whilst retaining, Condorrat Primary School at the existing location.

2.4 **Strategic fit with the priorities of the Plan for North Lanarkshire;**

The council has both an approved Corporate Asset Management Plan, and an approved School Estate Management Plan. Both plans are developed to ensure alignment with The Plan for North Lanarkshire. The strategies within both these plans led to significant capital investment in improving the condition of council owned assets, including school buildings.

2.5 Through the allocation of £30m, to improve the condition of up to 10 primary schools, an opportunity has presented to take forward the proposals within this paper.

2.6 Should it be the case that the proposal to create a new Gaelic Medium Primary School is not approved, the condition works to the building would be advanced but adaptations to the building would be withdrawn from the project proposals.

2.7 **North Lanarkshire Gaelic Language Plan 2022-2027;**

The development of GME in North Lanarkshire was identified as a high-level aim in North Lanarkshire Council's Gaelic Language Plan 2022-2027. In June 2026 a parental questionnaire was distributed to parents of pupils in GME regarding the continued inclusion of this high-level aim in the next edition of the Gaelic language plan. 85% of respondents indicated that they would like the aim to be included in the next edition of the plan.

2.8 The service commitment to the establishment of a standalone immersive GME early years and Primary provision within the Cumbernauld area.

3. Measures of success

3.1 Stakeholder support for the options brought forward.

3.2 Successful implementation of planned proposals.

3.3 Achievement of budget savings target in line with approved budget savings agreed by Council March 2020.

3.4 Greater alignment with Plan for North Lanarkshire community hub model.

3.5 Improved quality of service and provision to effectively meet the needs of children, young people and families.

3.6 Increased numbers of children and young people remaining within their local community.

4. Supporting documentation

4.1 Appendix 1 Statutory Consultation Condorrat Primary

4.3 Appendix 2 Statutory Consultation Timeline

4.4 Gaelic Language Plan (English Version)

https://www.northlanarkshire.gov.uk/sites/default/files/2022-08/NLC%20GLP%20Final%20Plan%2010.8.22%20GMCK.pdf

4.5 Plana Gàidhlig

https://www.northlanarkshire.gov.uk/sites/default/files/2022-08/CC_2022_00068%20Gaelic%20Language%20Plan%20GAELIC%20FINAL.pdf

Barry Smedley
Chief Officer of Education (North)

5. Impacts

5.1 Public Sector Equality Duty and Fairer Scotland Duty

Does the report contain information that has an impact as a result of the Public Sector Equality Duty and/or Fairer Scotland Duty?

Yes ☐ No ☒

If Yes, please provide a brief summary of the impact?

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.

If Yes, has an assessment been carried out and published on the council's website? https://www.northlanarkshire.gov.uk/your-community/equalities/equality-and-fairer-scotland-duty-impact-assessments

Yes ☒ No ☐

5.2 Financial impact

Does the report contain any financial impacts?

Yes ☒ No ☐

If Yes, have all relevant financial impacts been discussed and agreed with Finance?

Yes ☒ No ☐

If Yes, please provide a brief summary of the impact?

The Service is currently assessing the value of this capital investment with support from colleagues in Asset and Procurement Solutions.

5.3 HR policy impact

Does the report contain any HR policy or procedure impacts?

Yes ☒ No ☐

If Yes, have all relevant HR impacts been discussed and agreed with People Resources?

Yes ☒ No ☐

If Yes, please provide a brief summary of the impact?

Affected staff will be managed in accordance with the appropriate Workforce Change Policies and in with the signatory trades unions. Considerations would include Compulsory Transfer, Premature/Early Retirement, Redundancy/Redeployment.
The Service would be required to follow the requirements for consulting as set out in the Schools (Consultation) (Scotland) Act 2010. Further stakeholder, community and parental consultation would be required in the event that the Service proceeds with any of the recommendations. An indicative timeline for the consultation process is outlined in Appendix 2.

5.4 Legal impact

Does the report contain any legal impacts (such as general legal matters, statutory considerations (including employment law considerations), or new legislation)?

Yes ☒ No ☐

If Yes, have all relevant legal impacts been discussed and agreed with Legal and Democratic?

Yes ☒ No ☐

If Yes, please provide a brief summary of the impact?

5.5	**Data protection impact** Does the report / project / practice contain or involve the processing of personal data? Yes ☐ No ☒ If Yes, is the processing of this personal data likely to result in a high risk to the data subject? Yes ☐ No ☒ If Yes, has a Data Protection Impact Assessment (DPIA) been carried out and e-mailed to dataprotection@northlan.gov.uk Yes ☐ No ☒
5.6	**Technology / Digital impact** Does the report contain information that has an impact on either technology, digital transformation, service redesign / business change processes, data management, or connectivity / broadband / Wi-Fi? Yes ☐ No ☒ If Yes, please provide a brief summary of the impact? Where the impact identifies a requirement for significant technology change, has an assessment been carried out (or is scheduled to be carried out) by the Enterprise Architecture Governance Group (EAGG)? Yes ☐ No ☒
5.7	**Environmental / Carbon impact** Does the report / project / practice contain information that has an impact on any environmental or carbon matters? Yes ☒ No ☐ If Yes, please provide a brief summary of the impact? The carbon footprint will reduce if the numbers of establishments operating was reduced and pupils were catered for in our newer and more energy efficient campuses.
5.8	**Communications impact** Does the report contain any information that has an impact on the council's communications activities? Yes ☐ No ☒ If Yes, please provide a brief summary of the impact?
5.9	**Risk impact** Is there a risk impact? Yes ☒ No ☐ If Yes, please provide a brief summary of the key risks and potential impacts, highlighting where the risk(s) are assessed and recorded (e.g. Corporate or Service or Project Risk Registers), and how they are managed? A Programme Board has been established for the Implementation of the ASN Review.
5.10	**Armed Forces Covenant Duty** Does the report require to take due regard of the Armed Forces Covenant Duty (i.e. does it relate to healthcare, housing, or education services for in-Service or ex-Service personnel, or their families, or widow(er)s)? Yes ☐ No ☒ If Yes, please provide a brief summary of the provision which has been made to ensure there has been appropriate consideration of the particular needs of the

Armed Forces community to make sure that they do not face disadvantage compared to other citizens in the provision of public services.

5.11 Children's rights and wellbeing impact

Does the report contain any information regarding any council activity, service delivery, policy, or plan that has an impact on children and young people up to the age of 18, or on a specific group of these?

Yes ☐ No ☒

If Yes, please provide a brief summary of the impact and the provision that has been made to ensure there has been appropriate consideration of the relevant Articles from the United Nations Convention on the Rights of the Child (UNCRC).

If Yes, has a Children's Rights and Wellbeing Impact Assessment (CRWIA) been carried out?

Yes ☐ No ☒

Appendix 1

Statutory Consultation

Proposal to create a new Gaelic Medium Primary School, co-locating with Condorrat Primary on a joint campus.

EDUCATION AND FAMILIES

North Lanarkshire Council

NORTH LANARKSHIRE COUNCIL: EDUCATION AND FAMILIES

Proposal to create a new Gaelic Medium Primary School, co-locating with Condorrat Primary on a joint campus.

1. INTRODUCTION

Condorrat Primary School is a non-denominational primary school that was opened in 1974, with Gaelic Medium Education provision established in 1997. Condorrat Primary School is the only primary school offering Gaelic Medium provision in North Lanarkshire.

The school capacity of the school is 342 with the current mainstream roll of 81 and roll of 108 Gaelic Medium.

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 begins on 23rd November 2026 and finishes on 22nd January 2027, which include 30 school days.

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 week beginning 11th January 2027.

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 March 2027.

2.8 An online version of the document and other items related to the consultation can be found online at www.northlanarkshire.gov.uk/condorrat-consultation

2.9 Further information on the proposal can be obtained by sending an email to Condorratconsultation@northlan.gov.uk

2.10 All interested parties are invited to submit their comments on or before 22 January 2027.

3. PROPOSAL

3.1 The proposal in this document is to create a Gaelic Medium & Condorrat Primary joint campus. There are two main reasons for this proposal:

- The pupils currently at Condorrat Primary School will benefit educationally by attending a joint campus which can offer a wider range of educational opportunities (see Educational and Community Benefits sections below) in a facility with an adequate number of learning and teaching spaces to serve this pupil population.

3.2 It is proposed that the schools will be co-located at the existing Condorrat Primary School grounds.

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 including:

- It will provide better learning opportunities for the children of Gaelic Medium and Condorrat Primary School.
- The use of shared spaces within the joint campus will support colligiate teaching and learning with the numbers of children attending.
- Primary School to use space more flexibly. Presently, staff are challenged identifying areas to work quietly with small groups or individual children. In this, as well as other regards, the proposal will bring benefits to all children including those with additional barriers to learning.
- The updated spaces should facilitate greater opportunities for active and outdoor learning whilst also making best use of the latest technology to enhance digital learning.
- Alignment with the UNCRC, Gaelic Medium Education upholds several core UNCRC rights, especially those relating to language, culture, identity, education and participation.
- Education Scotland's *Advice on Gaelic Education* makes clear that high-quality total immersion is essential to the success of Gaelic Medium Education.
- Curriculum for Excellence includes more than 30 Experiences and Outcomes that relate directly to culture and identity. These learning outcomes support children and young people to develop a strong sense of self, belonging, and wellbeing by increasing their understanding of their heritage, personal identity, and place within their local and wider communities.
- Research evidence consistently demonstrates that total immersion in a fully Gaelic-speaking environment, supports higher levels of fluency and confidence in language learning.
- A standalone Gaelic Medium school would lead to positive learner wellbeing by creating an environment where Gaelic medium pupils feel represented and valued.

4.2 Experience in improved school buildings has demonstrated that updated learning environments inspire staff and pupils and has a positive impact on the general health and wellbeing of stakeholders.

4.3 There will be the opportunity to enhance the facilities for teaching and learning to be designated in such a way as to allow a range of teaching styles and approaches, including active learning, interdisciplinary learning and outdoor learning.

4.4 The new school will be fully accessible to disabled learners as required by the Equality Act (2010). This will be ensured through the delivery of the Council's:-

- Equality outcomes
- Promoting Inclusive Design Protocol and
- Partnership with North Lanarkshire Disability Access Panel.

4.5 The improved spaces will be designed in such a way as to promote accessible, inclusive learning which will meet the needs of all learners, including those with Additional Support Needs.

4.6 The updated spaces will build on current, and facilitate new, opportunities for effective integrated working with other services and partner agencies and will provide necessary support to children and families in the new school catchment area.

5. COMMUNITY BENEFITS STATEMENT

5.1 The current council contract benefits will be applied upon appointment of a contractor.

6. IMPLICATIONS OF THE PROPOSALS

6.1 Rolls and Capacities

The projected rolls exclude placing requests but include house building estimates.

Table 3: Projected rolls and capacities for Condorrat Primary School 2026 - 2029

School	Capacity	Roll 2026		Roll 2027		Roll 2028	
		Roll	%	Roll	%	Roll	%
Permanent	113	120	106	131	116	150	133

The projected rolls exclude placing requests but include house building estimates. The roll is expected to increase further in future years as the house building in this area continues.

6.2 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. The campus will remain therefore transport arrangements will not be considered as there will be no change to the location.

6.3 Staffing

The proposal should not have significant implications for staffing, either teaching or non-teaching. Any matter which arises will be dealt with within the terms of local and national agreements.

6.4 **Secondary Education**

The current zoning arrangement for secondary education is that pupils attending Condorrat Primary School 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.

6.5 **Class Sizes**

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

6.6 **Future use of the existing school buildings**

The existing spaces within the joint campus will be reconfigured to become a co-located site serving both Gaelic Medium and Condorrat Primary, with separate signage, etc.

6.7 **Financial implications**

Based on previous experience of refurbishments projects within North Lanarkshire, it is anticipated this proposal will have a limited impact on school revenue budgets. The council has vast experience of delivering projects where schools share a building and facilities but keep their unique identity. This funding allocation affords the council the opportunity to create a standalone Gaelic Medium Primary School whilst retaining the existing Condorrat Primary for English Medium, on a joint campus.

6.8 **Placing Requests**

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 existing school is continued.

7. EQUALITY IMPACT ASSESSMENT

7.1 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.

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

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 statutory requirements.

9.3 The consultation document sets out the details of the proposal.

- The proposal paper details the educational benefits of the proposal 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 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.

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

9.5 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.

9.6 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.

9.7 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)

www.northlanarkshire.gov.uk/Condorrat-consultation

Appendix 2

Indicative Timeline for Consultation

Stage	**Timeline Requirements**	**Dates**
1. Committee Date		Tuesday 17 November 2026
2. Consultation Opens	Minimum of 6 weeks To include 30 calendar days	*Monday 23 November 2026
3. Public Meetings	n/a	W/b Monday 11 January 2027
4. Consultation Closes	Min 30 days (actual 34 days)	Friday 22 January 2027
5. Stakeholder Documentation to HMIE	3 weeks	Friday 12 February 2027
6. HMIE produce report	Min 3 weeks	Thursday 11 March 2027
7. Consultation report published	No specified timescale*	Thursday 25 March 2027
8. Time for further consideration	3 weeks from publication date	Friday 15 April 2027
9. Committee Approval Sought		May 2027 (date tbc)
10. Implement proposal if approved by Committee		Following Council Approval

*Days not included: Friday 18 December to 4 January 2026 (inc)

Friday 26 March and Monday 29 March 2027 (inc)