
To: Education Policy Board

On: 5 March 2015

Report by: Director of Children's Services

Heading: **Response to proposals to consult on the relocation of St Fergus' Primary School to a new school building; and a catchment review affecting St Fergus' and St Mary's Primary Schools**

1. Summary

- 1.1 On 21 August 2014 the education policy board agreed to a formal consultation on the proposals relating to the relocation of the existing St Fergus' Primary School to a new building on an adjacent council owned site and to the review of catchment arrangements between St Fergus' and St Mary's Primary Schools.
- 1.2 In line with legislative requirements detailed in the Schools (Consultation) (Scotland) Act 2010, amended through the enactment of the Children and Young People (Scotland) Act 2014, a formal consultation on the proposals was undertaken and a consultation document was prepared and issued simultaneously to parents and interested parties affected by the proposal.
- 1.3 The consultation formally opened on 6 October 2014 and closed at 12 noon on 25 November 2014.
- 1.4 The purpose of this report is to provide the education policy board with recommendations which recognise the issues raised and comments made in the course of the consultation exercise. A report on the issues raised and a consideration of these is included as appendix 1 to this document.
- 1.5 In respect of the proposal to build a new St Fergus' Primary School responses to the consultation were positive and supportive and details of such responses are contained within appendix 1 to this report.
- 1.6 Responses to the proposal to review the catchment areas affecting St Fergus' and St Mary's Primary Schools were predominately positive and details of such responses are contained within appendix 1 to this report.
- 1.7 This report also provides a recommendation for the location of the new school based on site evaluations of the existing St Fergus' Primary School site; the former Ferguslie Primary School site; and the vacant site at the North West junction of Blackstoun Road and Bankfoot Road in Paisley.

- 1.8 The most suitable location was determined by assessing the site in terms of its educational benefits; size and operational efficiency; ground conditions; and the Council's strategic land use objectives within the Ferguslie area of Paisley.
 - 1.9 Having considered these factors it is felt that the site at the North West junction of Blackstoun Road and Bankfoot Road in Paisley presents the most suitable location for the new school.
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2. Recommendations

- 2.1. The education policy board is asked to:
 - note the issues raised through the formal consultation detailed in appendix 1;
 - note the comments made by Education Scotland in relation to the educational benefits of the proposals detailed in appendix 4;
 - approve the relocation of St Fergus' Primary School to a new building on the site at the North West junction of Blackstoun Road and Bankfoot Road in Paisley;
 - approve the development of detailed project proposals, including project design, fully developed project costing, financial assessment and funding approach for the construction of the new school;
 - note that the new facility will be delivered by the Council's property services section, augmented by external consultants as required, and a main contractor will be appointed through an open tender process; and
 - approve the revised catchment arrangements affecting St Fergus' and St Mary's Primary Schools and agree that such changes will take effect from August 2015.
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3. Background

- 3.1. As part of Renfrewshire Council's approach to school estate management a schools' project team, including officers from various council services, continually assesses the performance of the school estate.
- 3.2. The project team identified that the condition and sufficiency of a number of primary schools and pre 5 centres present significant challenges for the Council at this time.
- 3.3. A focussed review of the primary and pre 5 estates was therefore undertaken to inform the service's School Estate Management Plan (SEMP) which was approved by the education policy board in May 2014.
- 3.4. As part of this ongoing development the education policy board agreed to a formal consultation on the proposals to relocate the existing St Fergus' Primary School to a new building on an adjacent council owned site and to review catchment arrangements between St Fergus' and St Mary's Primary Schools in August 2014.
- 3.5. Elected members agreed a consultation document which was subsequently issued to parents and interested parties affected by the proposal. A copy of the consultation document is attached to this report as appendix 2.
- 3.6. The consultation formally opened on 6 October 2014 and closed at 12 noon on 25 November 2014.

- 3.7. In respect of the proposal to build a new St Fergus' Primary School responses to the consultation were positive and supportive and details of such responses are contained within appendix 1 to this report.
 - 3.8. Responses to the proposal to review the catchment areas affecting St Fergus' and St Mary's Primary Schools were predominately positive and details of such responses are contained within appendix 1 to this report.
 - 3.9. This report also provides a recommendation for the location of the new school based on site evaluations of the existing St Fergus' Primary School site; the former Ferguslie Primary School site; and the vacant site at the North West junction of Blackstoun Road and Bankfoot Road in Paisley.
 - 3.10. The most suitable location was determined by assessing the site in terms of its educational benefits; size and operational efficiency; ground conditions; and the Council's strategic land use objectives within the Ferguslie area of Paisley.
 - 3.11. Having considered these factors the site at the North West junction of Blackstoun Road and Bankfoot Road in Paisley presents the most suitable location for the new school.
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4. Consultation

- 4.1. Following agreement to consult on proposals to relocate the existing St Fergus' Primary School to a new building on an adjacent council owned site and to review catchment arrangements between St Fergus' and St Mary's Primary Schools a consultation document was issued to parents and interested parties affected by the proposals.
 - 4.2. The consultation document invited members of the public to respond to the proposals either through contributions to a public consultation meeting or by written submissions in hard copy or email to the director of education and leisure services. Interested parties also had the opportunity to take part in the consultation through the Council's online survey.
 - 4.3. A public meeting was held with parents and members of the public as part of the consultation process.
 - 4.4. A presentation was made by officers from education and leisure services. The presentation outlined the background to the proposals, highlighting the impact these would have on the school communities.
 - 4.5. Those in attendance at the public meetings were invited to raise questions and notes of the questions asked and the answers provided by education officers were published on the Council's website.
 - 4.6. A report on written responses received and comments made through the Council's online survey is attached as appendix 1 to this report.
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5. Comments and observations arising from the consultation

- 5.1. During the course of the consultation, questions were raised regarding how the council would progress this proposal. Appendix 1 to this document, "Response to the consultation on proposals to relocate the existing St Fergus' Primary School to a new building on an adjacent council owned site; and to review catchment arrangements between St Fergus' and St Mary's Primary Schools" details the questions asked and the responses provided.

- 5.2. Education Scotland have been consulted on the proposal in line with legislative requirements detailed in the Schools (Consultation) (Scotland) Act 2010, amended through the enactment of the Children and Young People (Scotland) Act 2014. The response received from Education Scotland was supportive of the Council's proposal and is attached to this document as appendix 4. A summary of this finding is noted below:
- 5.2.1. Renfrewshire Council's proposal to relocate St Fergus' Primary School to a new school building on an adjacent council owned site and review catchment areas affecting St Fergus' and St Mary's Primary Schools has a number of educational benefits for the children of St Fergus' Primary School and those who will attend in the future. These benefits mainly stem from access to improved accommodation leading to enhanced indoor and outdoor learning environments. Other children in Renfrewshire will also benefit from a best value approach which uses resources effectively. Children, parents and staff of St Mary's Primary School have raised some concerns about the review of catchment areas. They would also like continuing reassurance about free transport for children who decide to remain at St Mary's Primary School. The council needs to ensure that the final consultation report considers the views expressed by children, parents and staff, and takes reasonable account of their concerns.
- 5.2.2. In response to the concerns intimated by Education Scotland on behalf of parents above Renfrewshire Council will work closely with the headteacher of the school to ensure all parties have a clear understanding of the rationale for this catchment review. The importance of having resources in the right place to provide the best possible educational experiences for pupils, within their local areas, has been clearly communicated through a series of public meetings and this message will be reiterated by the headteacher to the school community to ensure as wide an understanding of the impact of catchment review within the context of school estate management planning.
- 5.2.3. With regard to comments re transport, Renfrewshire Council has clearly stated through public meetings and in section 5 of its report "Proposal to Consult on The Relocation of St Fergus' Primary School to a New School Building; and a Catchment Review Affecting St Fergus' and St Mary's Primary Schools", that those pupils, currently entitled to free school transport and wishing to remain in St Mary's Primary School, will continue to have an entitlement to free school transport. Again the headteacher of the school will ensure that the school community is made aware of this commitment.

6. The location of the new school

- 6.1. Having assessed the benefits and detriments of a number of site locations and having taken into account the views expressed through the consultation process it is recommended that the new St Fergus' Primary School should be progressed and that the new school should be located on the site at the north west junction of Blackstoun Road and Bankfoot Road in Paisley.

Implications of this report

1. Financial Implications

The total capital investment for this project is £5.9m.

As the project involves the relocation of a service it is not envisaged that there will be any revenue savings.

2. HR and Organisational Development Implications

None.

3. Community Plan/Council Plan Implications

Children and Young People	· An improved school environment supports learning and achievement.
Community Care, Health and Well-being	· An improved school environment supports health and wellbeing.
Greener	· Sustainable approaches to ensuring high quality assets will be developed.

4. Legal Implications

This proposal adheres to the procedures required to take forward any proposal in terms of the Schools (Consultation) (Scotland) Act 2010 amended through the enactment of the Children and Young People (Scotland) Act 2014.

5. Property/Assets Implications

This proposal aims to deliver a school designed to provide sustainable accommodation that is fit for education in the 21st century.

The land on which the existing St Fergus' Primary School currently stands will be surplus to requirement further to the demolition of the existing school building and Janitor's house and is therefore referred to the director of development and housing services for further consideration.

6. Information Technology Implications

None.

7. Equality and Human Rights Implications

The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report. An equalities impact assessment is attached as appendix 3 to this report.

8. Health and Safety Implications

None.

9. Procurement Implications

The procurement model for the delivery of this project is being developed by corporate procurement and development and housing services. The new facility will be delivered by the Council's property services section, augmented by external consultants as required, and a main contractor will be appointed through an open tender process.

10. Risk Implications

None.

11. Privacy Impact

None.

List of Background Papers

- (a) Background Paper 1: Consultation Proposal for the Development of the School Estate Management Plan (SEMP) 2013
- (b) Background Paper 2: Report on the consultation to develop the School Estate Management Plan (SEMP) and proposals to address the property challenges in the primary and pre 5 estate.
- (c) Background Paper 3: Proposal to Consult on: The Relocation of St Fergus' Primary School to a New School Building; and a Catchment Review Affecting St Fergus' and St Mary's Primary Schools.

The foregoing background papers will be retained within ELS for inspection by the public for the prescribed period of four years from the date of the meeting. The contact officer within the service is Ian Thomson, education manager (resources). 0141 618 7241, ian.thomson@renfrewshire.gov.uk

*Children's Services
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20 February 2015*

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Response to the Consultation on the Proposals Relating to:

The relocation of the existing St Fergus' Primary School to a new building on an adjacent council owned site and the review of catchment arrangements affecting St Fergus' and St Mary's Primary Schools.

1. Consultation Process

- 1.1. Following agreement to consult on the proposals relating to the relocation of the existing St Fergus' Primary School to a new building on an adjacent council owned site and the review of catchment arrangements affecting St Fergus' and St Mary's Primary Schools a consultation document was issued to all interested parties.
- 1.2. A consultation meeting was held with parents and members of the public and meetings were also held with staff from the affected schools.
- 1.3. The consultation formally opened on 6 October 2014 and closed at 12 noon on 25 November 2014.
- 1.4. Copies of the consultation document were issued to parents of every pupil in attendance at St Fergus' and St Mary's Primary Schools and to all parent council groups. Copies of the document were also distributed to local libraries and a copy was placed on the Council website. An advert to notify the public of the consultation meeting was also placed in the local press. In addition the consultation document was issued to council officers, local elected members, MSPs and MPs for the Renfrewshire area and Education Scotland.
- 1.5. All formal responses submitted as part of the consultation exercise have been retained and can be viewed on request to the director of education and leisure services.

2. The Consultation

- 2.1. A number of written responses were received from interested parties registering their comments on the proposal. The following written responses were received:

Category	Number of Responses	Type of Response
Partner Agencies	1	Recorded via online survey
Parents	10	Recorded via online survey
Staff	5	4 individual responses recorded via online survey and 1 written submission from staff at St Fergus' Primary School
Pupils	2	Written submission from pupils at St Fergus' Primary School and online version from the pupils of St Mary's

- 2.2. The public meeting was held in St Fergus' Primary School on 6 October 2014 and was attended by 27 members of the public.

- 2.3. Arrangements were also made to consult directly with the staff of both schools.

A note of the public meeting was taken and can be obtained by request to the director of education and leisure services and can be viewed on the Council website at www.renfrewshire.gov.uk/haveyoursay

3. Analysis of key issues raised during the consultation

- 3.1. 17 responses were received and recorded through the Council's online survey. In relation to the proposal to close the existing St Fergus' Primary School and rebuild the school on an adjacent site 14 responses were supportive of the proposal and 3 responses were against.
- 3.2. 13 comments were made in relation to this proposal. Of the 13 comments made 11 were supportive statements; 1 was a negative comment; and 1 question was asked (this question is noted and responded to at 4 below)
- 3.3. In relation to the proposal to review the catchment areas affecting St Fergus' and St Mary's Primary Schools 17 responses were received. 11 responses were supportive of the proposal and 6 responses were against.
- 3.4. 15 comments were made in relation to this proposal. Of the 15 comments made 10 were supportive statements and 5 were observations which are noted and responded to at 4 below).

4. Response to key issues raised during the consultation

Q: What was the space requirement for the new school?

R: The school would be designed for a roll of 175 and, subject to Council approval of the proposal; design development would provide adequate internal and external space for this number. The proposed site would sufficiently accommodate the roll projection.

Q: Will the playground be shared with Glencoats Primary School?

R: No, both schools would be completely independent with no shared facilities.

Q: Will the new school be PPP?

R: No, the new school would be funded and maintained by Renfrewshire Council.

Q: Will traffic be well organised?

R: Yes, the school would formalise and update its travel plan and this would inform the design of the building and surrounding grounds.

Q: Are there plans to review any other catchment areas which might positively impact on St Mary's?

R: Renfrewshire Council is committed to addressing geographical anomalies and plans to take forward further catchment reviews at a later date which could affect St Mary's Primary School.

Q: What is plan B if the community does not want a new build?

R: If the proposal to build a new school is not supported by communities this would be reported back through the consultation process and elected members would request that officers develop further proposals for consideration.

- Q: How will the existing building be maintained in the interim period?
R: The Council's corporate landlord is responsible for all routine maintenance arrangements. While there would be no significant capital investment in a building scheduled for demolition it would be appropriately maintained to ensure it is wind tight and waterproofed and to safeguard the health and wellbeing of all users.
- Q: When will the new school open?
R: The completion date is expected to be April 2017.
- Q: Will St Fergus' be properly funded?
R: This change would not impact on school funding. All schools are funded on the same basis with the pupil roll generating budgets for both school materials and staff.
- Q: Will the support for pupils with additional support needs be maintained?
R: Yes, entitlement to additional support follows the pupil and will not be affected by a change of location.
- Q: What will happen to the existing site after the school is demolished?
R: The site will be levelled and seeded. The land will then be transferred to the general housing account and considered for future regeneration.
- Q: Some people are disappointed that the existing building is not being refurbished and that the new building will not be developed on the existing site.
R: The cost, and associated disruption, of a refurbishment did not present best value for the Council. Additionally, it was explained that the current site was not big enough to appropriately accommodate both the existing and new building and that the degree of disruption caused by attempting to phase the construction would adversely affect the school community.
- Q: Have you built a new school near an existing school before?
R: Yes, St James' Primary School in Renfrew was built on an adjacent site while the pupils remained in the existing building.
- Q: Will it be a problem having a denominational and non-denominational school so close together?
R: No, our school communities work well together. Renfrewshire Council has two denominational / non-denominational shared campuses and a number of other schools which sit immediately adjacent to each other and we have received no reports of sectarian difficulties.
- Q: Will the Council find itself with obsolete schools when it finds that small schools don't work?
R: No, the school estate management plan tailors the size of the school to the size of the roll. It is the Council's aim to address the inefficiency of the school estate by ensuring that schools are of an appropriate size for the communities they serve.

Q: Will the new school look like St James'?

R: The design principles would be adapted to the profile of the St Fergus' Primary School community. Subject to approval for the project to go ahead, all interested parties would have the opportunity to inform the design process for the new build.

C: The staff of St Fergus' Primary School noted that the design of a new school should include:

- Suitable high quality outdoor environment for play & learning (ECO School). Ease of access from classroom thought to be very important.
- Space for active learning across the school (break-out spaces).
- Spaces fit for purpose should be considered e.g. sanctuary/nurture space, small group tutorial space.
- Location good civic presence with attractive entrance.
- Classroom storage. Staff viewed images of a learning wall; this was well received.
- Central Storage area for large equipment essential.
- ICT. Staff had some concerns re secure storage of moveable equipment.
- Inclusion of a designated space for parents.
- Inclusion of a designated space for support staff and teaching staff to use when preparing lessons and resources.
- Number and location of pupil toilets to maximise easy access from classroom and playground.
- Location of adult toilets to meet staff/visitor need but also to facilitate school events e.g. school shows, vintage cafe etc.
- Floor coverings
- Good traffic management arrangements
- ICT requirements. Staff would welcome further dialogue and involvement in the development of ICT Strategy.

R: Renfrewshire Council welcomes input from all staff and will use the points noted above to inform the design of a new school if the proposal to rebuild the school is approved by elected members.

C: The pupils of St Fergus' Primary School were consulted on the proposals to build a new school and revise the catchment area. 102 pupils took part in the consultation. 94 pupils were in favour of a new build and 86 pupils were supportive of the catchment review. Pupils noted that the design of a new school should include:

- Playground equipment
- Bigger playground
- Football pitch
- Bigger classrooms
- Better toilets
- Computer room
- Separate lunch/gym hall
- Water fountains
- Swimming pool
- Shelter
- Solar panels
- First aid room
- Badge at front of school
- Cafe for children & teachers

- R: Renfrewshire Council welcomes input from all pupils and will give careful consideration to the points noted above. If the proposal to rebuild the school is approved by elected members the head teacher will ensure that pupils are informed of the rationale for what improvement suggestions can and cannot be accommodated within the design.
- C: The pupils of St Mary's Primary School were consulted on the proposals to revise the catchment area; their comments are noted below.
The change will make St. Mary's smaller. There will be fewer pupils, so fewer classes and fewer teachers and other staff. This means we will lose some of our friends and staff that have helped us for many years. This will be upsetting for us and for the people that have to leave us. It will break up our school family. It will be harder for the families that have to change to St. Fergus' because they won't get transport and will have to walk. The new school is not that close. Also, for mums and dads that work they can't just put their children on the bus and then go to work. They will have to walk all the way to the new school if they have younger children.
- R: Renfrewshire Council welcomes input from all pupils and will give careful and sensitive consideration to the points noted above. To allay any pupil concerns Education and leisure services will work closely with the head teacher of St Mary's Primary School to ensure that the school community understands the choices available to the pupils potentially affected by this proposal (as described in section 3.9 of the original consultation document) which states: *"If the proposal is approved then all pupils living in affected addresses would be entitled to continue attending the schools they are currently in and if they are entitled to free school transport, in line with the Council's transport policy, then this entitlement would also continue."*
- Q: Why waste money on a new build when the existing building could be refurbished?
- R: The cost, and associated disruption, of a refurbishment did not present best value for the Council. The current site is not big enough to appropriately accommodate both the existing and new building and the degree of disruption caused by attempting to phase the construction would adversely affect the school community.
- C: Reducing the roll of St Mary's by changing its catchment area might lead to the closure of the school.
- R: One of Renfrewshire Council's School Estate Management Plan (SEMP) objectives is to retain schools in their local communities where possible and there are no proposals to close any schools within the current SEMP.
- C: Review and possible amendment to the catchment area will lead to a fall in St Mary's school roll which will inevitably have a detrimental effect on teaching arrangements, reduced teacher numbers, increased composite classes etc.
- R: A change in the catchment area will not, in itself, lead to an inevitable fall in roll and have a detrimental effect on teaching arrangements, reduced teacher numbers, and create an increase in composite classes because the proposal allows for those pupils currently attending St Mary's to continue to do so. In the longer term it is important to note that the roll of any school will be routinely subject to a number of factors which both positively and negatively impact on the roll of a school (birth rates, housing developments and the potential for further catchment changes). While it is acknowledged that reduced rolls may impact on individual establishments it should be noted that

the overall pupil roll for the authority does not change and therefore the overall number of teachers within the authority does not change; the working location of such staff may alter but the number of teachers will not reduce as a result of a catchment review.

Q: Why is the natural boundary proposed for St Mary's and St Fergus' not implemented for West and Glencoats and will other anomalies be addressed?

R: The catchment area review for West and Glencoats Primary Schools is scheduled for autumn 2015 and a review of catchment arrangements for St David's and St Anthony's Primary Schools, scheduled for spring 2016, could potentially impact on St Mary's Primary School.

THIS IS A CONSULTATION DOCUMENT

Proposals relating to:

- **The relocation of St Fergus' Primary School to a new school building; and**
- **A catchment review affecting St Fergus' and St Mary's Primary Schools**

1. Introduction

- 1.1. Renfrewshire Council's vision for its school estate is to promote learning and achievement, and to give our children and young people the opportunity to learn in the best possible environment.
- 1.2. The SEMP sits within the Council's corporate asset management plan to ensure the most effective use of all council assets. The purpose of the SEMP is to set out a strategy to focus the resources available for new and redesigned school and pre 5 accommodation.
- 1.3. The SEMP is guided by Scottish Government's 9 principles for school estate management planning and the Council's 4 objectives for the school estate in Renfrewshire:

Scottish Government Principles:

1. Good consultation to support better outcomes;
2. Innovative design and change informed by experience;
3. A more integrated, holistic and longer term approach to change;
4. Schools must be in a condition to support and enhance their functions;
5. Schools must be more suitable and inclusive, better future proofed for flexibility and adaptability;
6. Schools should be greener, more sustainable and environmentally efficient;
7. A well managed estate should represent and deliver best value;
8. Schools should drive and support effective learning and teaching; and
9. Schools should best serve their communities.

Council Objectives:

1. To provide the best educational experience for all learners in Renfrewshire;
2. To satisfy the condition, sufficiency and suitability core facts;
3. To retain services within communities where possible; and
4. To provide environmentally and economically sustainable facilities with lower carbon footprints.

- 1.4. The Council's SEMP aims to improve the fabric, efficiency and suitability of school buildings. To assist councils in making progress towards this objective a set of indicators referred to as 'core facts' are gathered on an annual basis. These core facts provide ratings with respect to a school's condition, sufficiency and suitability.
- 1.5. Core facts ratings are as follows:
- A Good
 - B Satisfactory
 - C Poor
 - D Bad
- 1.6. Through its school estate project team the Council continually reviews the performance of the school estate in terms of these core fact findings.
- 1.7. This process identified that the existing St Fergus' Primary School building was not performing well for the school community as it was too big and the condition of the building was deteriorating.
- 1.8. Building on this intelligence elected members approved an approach to engage school communities and interested parties in the development of the SEMP and in respect of the property performance challenges facing St Fergus' Primary School the review concluded that:
- the educational experience for children and young people would be improved if delivered in a facility specifically designed to support education in the 21st century;
 - the condition and sufficiency challenges facing this school are such that the most appropriate, best value approach would be to relocate the school to a new school building on an adjacent council owned site;
 - the geographical boundary between St Fergus' Primary School and St Mary's Primary School zones an area within the Ferguslie neighbourhood outwith its natural boundary and therefore the catchment areas for both schools should be reviewed; and
 - a consultative approach, involving all stakeholders and service users, would deliver a new build school that would enhance the educational experience for all children and young people attending St Fergus' Primary School. The building would be well designed; recognising current practice in energy management and statutory compliance and it would be sustainable with low carbon emissions.
- 1.9. In line with legislative requirements detailed in the Schools (Consultation) (Scotland) Act 2010, amended through the enactment of the Children and Young People (Scotland) Act 2014, this report seeks approval to consult on the proposal to relocate the existing St Fergus' Primary School to a new building on an adjacent council owned site and to review catchment arrangements between St Fergus' and St Mary's Primary Schools.

1.10. It was originally estimated that the cost of building a new school would be approximately £5.5m. Having further assessed potential housing development and the possible impact of a catchment review on the new school's roll, this figure has been revised to approximately £5.9m

1.11. Subject to approval by the education policy board to proceed with this proposal a new school could be operational by Spring 2017. The proposed programme would be:

- Consultation conducted October 2014
- Approval to proceed received March 2015
- Start of design phase March 2015
- Start of construction phase January 2016
- School operational April 2017
- Demolition of vacant facilities commencing June 2017

2. Rationale for change and project development

2.1. At the last school census date in September 2013 St Fergus' Primary School had a capacity of 292 with a pupil roll of 119; meaning its sufficiency rating was bad (category D) and it was only 40.75% full.

2.2. In terms of planning accommodation for the future it is essential to consider not only the current roll but the potential variances in the pupil roll over a period of time.

2.3. The table below illustrates roll projections for St Fergus' Primary School over a 10 year period. A moderate increase in roll is indicated as a result of potential housing developments in the area, suggesting that the revised capacity for the school should be based on an occupancy level of around 155 pupils. However this factor, when combined with the potential increase in roll generated through a catchment review, means it would be prudent to plan for a potential maximum occupancy level of 175.

Capacity	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
292	119	118	127	122	122	129	131	136	146	149	155

2.4. The condition rating for the St Fergus' Primary School building is (C) - poor. The anticipated cost of addressing the condition concerns of the existing building to a rating of (A) - good, is in excess of £0.5m. However investing such resource in this building without addressing the sufficiency concerns noted above does not represent best value for the Council and an alternative holistic approach is therefore required.

2.5. Through the SEMP development process officers identified four potential solutions to the sufficiency (D) and condition (C) challenges facing the school. These options included:

- Option 1. The creation of a shared campus with Glencoats Primary School;

- Option 2. The co-location of St Fergus' Primary School and Douglas Street Pre 5 Centre at the St Fergus' Primary School building;
 - Option 3. The capacity reduction of the St Fergus' Primary School building to create an efficient, smaller school achieved through partial demolition of the surplus areas within the existing building; and
 - Option 4. The construction of a new St Fergus' Primary School.
- 2.6. To inform the option appraisal process cost estimates were compiled for each of the draft proposals tabled.
- 2.7. The high level estimated cost plan for each option was based on indicative areas of new build and refurbishment using the characteristics of the school and the projected maximum school roll over the next 10 years.
- 2.8. Costs were compiled using square metre rates for differing construction types, taking cognisance of the varying complexity of each option and utilising information from recently completed projects and market information. Allowance was made, where appropriate, for temporary accommodation to allow the school to continue to deliver the curriculum, and also for external learning area improvement or development.
- 2.9. When the cost, disruption and operational implications of options 1, 2, and 3 were assessed it was determined that the cost differential between these options and option 4, a new build school, were such that it made fiscal and operational sense to propose a new build St Fergus' Primary School as the best value solution.

3. Catchment review

- 3.1. As part of the SEMP development exercise in October 2013 the views of communities were sought in respect of the principle of catchment reviews in specific areas.
- 3.2. Through its survey, "Renfrewshire Schools Questionnaire", which was about the development of the school estate management plan, the Council gathered intelligence which suggested there was broad support for the review of catchment areas where it was obvious that a geographical anomaly existed.
- 3.3. Through this consultative process it was acknowledged that some pupils attend schools outwith their immediate neighbourhood in Ferguslie. Accordingly, council officers conducted a review of catchment arrangements affecting St Fergus' and St Mary's Primary Schools; finding that the boundary line between St Fergus' and St Mary's Primary Schools did not follow a natural border line.
- 3.4. It is therefore proposed that new St Fergus' and St Mary's Primary School catchment areas be created with a natural geographical boundary line formed between the two schools at the railway line.
- 3.5. This alteration is suggested as opposed to maintaining the current boundary line which zones an area within Ferguslie outwith its natural neighbourhood. This proposal is illustrated through existing and proposed catchment maps for St Fergus' and St Mary's Primary Schools attached as appendix 5 to this report.

- 3.6. Additionally, the full list of addresses affected by this alteration is detailed in appendix 3 to this report.
 - 3.7. While it is important to address this particular issue the number of pupils affected is fairly minimal. For completeness however council officers have considered the potential impact on school rolls which might result from this catchment review. Appendix 4 illustrates the numbers of pupils attending Renfrewshire schools from the addresses affected by this proposed catchment alteration.
 - 3.8. It is proposed that, if approved, the catchment changes would be implemented to take affect from August 2015.
 - 3.9. If the proposal is approved then all pupils living in affected addresses would be entitled to continue attending the schools they are currently in and if they are entitled to free school transport, in line with the Council's transport policy, then this entitlement would also continue.
 - 3.10. Siblings of those pupils attending either school would be entitled to attend the school their sibling attends as long as their sibling is registered in the school when they enrol.
 - 3.11. Free school transport for new primary 1 pupils would only be provided in instances where the pupil enrolls in the school at a time when their sibling still attends the school and where that sibling is entitled to free school transport.
-

4. Educational benefits statement

- 4.1. In line with legislative requirements detailed in the Schools (Consultation) (Scotland) Act 2010, amended through the enactment of the Children and Young People (Scotland) Act 2014 it is incumbent on the Council to produce an educational benefits statement which describes the impact the proposal might have on the pupils of any affected schools; other users of the schools; children who would be likely to become pupils at the schools within 2 years of the publication of the proposal paper; and other pupils within the Council area.
- 4.2. Having carried out a review of the educational benefits of this proposal with the head teacher and parent council representatives, education and leisure services concludes that the educational experience and outcomes for children and young people will be improved if delivered in a facility specifically designed to support the curriculum.
- 4.3. The following paragraphs detail some of the benefits that would be experienced by children and young people attending St Fergus Primary School if this proposal was implemented by the Council.
- 4.4. A new build St Fergus' Primary School will better support the delivery of the curriculum. Curriculum for Excellence encourages staff to provide opportunities for children to take responsibility, to work independently and in teams, and to make meaningful choices and decisions. It advocates children learning through being more actively involved in the process, learning by organising their own experiences, and learning with and from other children and adults. A new school will facilitate the range of learning experiences necessary for the development of these skills.

- 4.5. The new build St Fergus' Primary School will provide the opportunity to enhance the ICT provision, which will make a significant contribution to achieving learning approaches advocated in Curriculum for Excellence.
- 4.6. A new school building will energise the learning community and support its wellbeing.
- 4.7. Playground and social gathering areas will be designed to provide the most favourable environment. Improvements to the outdoor environment will encourage different kinds of energetic play as well as access to outdoor learning opportunities for pupils at all stages.
- 4.8. The dining and P.E. facilities will be improved at a new build school. With improved P.E. facilities, which support the P.E. curriculum and contribute to the health and well being of children, the new school will provide the facilities required to ensure daily opportunities to participate in physical activity and sport, making use of indoor and outdoor spaces.
- 4.9. St Fergus' Primary School currently has ECO Schools status. A garden area will benefit pupil participation in learning about plant life and living things; further supporting the continued work in learning about environmental issues.
- 4.10. Flexible working spaces within the school building will foster collegiality and promote working practices which can respond to the expertise and interests of staff. This would ensure the delivery of high quality learning experiences for all children and would encourage pupil engagement and motivate learners.
- 4.11. A new building supports the Council's early years strategy "Families First" by enhancing the opportunities available for family learning and partnership working with Glencoats Primary School which would be immediately adjacent to the new school.
- 4.12. St Fergus' Primary School is currently supported by an Out of School Care group. The new school will provide designated storage facilities and access to accommodation which is compliant with Care Inspectorate regulations.
- 4.13. A new build school will ensure the building was fully compliant with the provisions of the Equality Act (2010).
- 4.14. A new build will provide the opportunity for improving the traffic management at St Fergus' Primary School.
- 4.15. The proposal will ensure the new St Fergus' Primary School has a condition rating of "A" and a sufficiency rating of "B / A".
- 4.16. A catchment review means that all denominational pupils living in Ferguslie will have the opportunity to attend their local denominational primary school as opposed to the current arrangement which involves transporting pupils to St Mary's Primary School. This should lead to less time being spent getting to and from school.
- 4.17. This change will contribute to a greater sense of community within St Fergus' Primary School as all denominational pupils living in Ferguslie will be entitled to attend their local denominational primary school.

- 4.18. The educational experience of pupils would not be adversely affected by this catchment review as the Council's recent review of St Fergus' Primary School reports that pupils experience education of a high quality.
- 4.19. All pupils affected by this catchment review would be entitled to continue attending the schools they are currently in. However, education and leisure services would provide transition support to any pupils opting to change school as a result of this proposal.
- 4.20. By providing an efficient new St Fergus' Primary School, which is designed specifically for the current and future pupil numbers, it is envisaged that the sufficiency of Renfrewshire Council's school estate will be improved to the benefit of all pupils within the Council area.
-

5. Impact on school and community

- 5.1. An equality impact assessment was undertaken as part of the development of the school estate management plan and no adverse comment was received from the St Fergus' or St Mary's school communities.
- 5.2. The recommendations contained within this report have also been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report and an equalities impact assessment is available on request.
- 5.3. As this proposal relates to the construction of a new school on an alternative site the disruption to staff, pupils and the school community will be minimal.
- 5.4. As part of the design development process for the new building the headteacher will represent the interests of the school community at regular focus group meetings with the Council's project team.
- 5.5. With support from the project team the headteacher will be responsible for the management of project development communications with staff, pupils, parents, professional bodies and trade unions.
- 5.6. All external agencies, with no specific or individual relationship with St Fergus' Primary School, currently accommodated within the existing St Fergus' Primary School building will be consulted on arrangements to relocate their services to alternative accommodation.
- 5.7. St Fergus' Primary School is currently supported by an Out of School Care group. The new school will provide designated storage facilities and access to accommodation which is compliant with Care Inspectorate regulations.
- 5.8. There is an occupied Janitor's house within the curtilage of St Fergus' Primary School grounds. As with previous new school builds it is intended that this property will be demolished as part of the school building demolition in the summer of 2017. Well in advance of this date community resources and development and housing services will liaise with the school's Janitor to support him through the re-housing process.

5.9. The Children at Risk in Need of Guidance (CARING) Group also occupy a building within the curtilage of the school grounds. This group is registered to provide a day care service for a maximum of 30 children from a number of areas within Paisley. The group is funded through grants from various sources and provides places to children whose families meet the criteria for admissions. Education and leisure services will liaise with the management committee of CARING to ensure the group are informed of developments affecting the site.

6. Consultation arrangements

6.1. This consultation will adhere to the procedures required to take forward the proposal in terms of the Schools (Consultation) (Scotland) Act 2010, amended through the enactment of the Children and Young People (Scotland) Act 2014.

6.2. The Act defines ten types of proposal that trigger the consultation process. Proposals requiring consultation are those where a council proposes to:

- discontinue permanently a school (this includes special schools and nursery schools) or a stage of education in a school (this includes years in a secondary school or a special class in a mainstream school or where the council proposes to discontinue Gaelic medium provision);
- establish a new school or stage of education in a school;
- relocate a school or nursery class;
- vary the catchment area or modify the guidelines for placing requests for a school;
- vary the arrangements for the transfer of pupils from a primary school to a secondary school;
- change the school commencement date of a primary school;
- vary arrangements for the constitution of a special class in a school other than a special school;
- discontinue arrangements for the provision of transport by the council for pupils attending a denominational school;
- change a denominational school into a non-denominational school; and
- discontinue a further education centre which is managed by the council.

6.3. This consultation document also includes an educational benefits statement which sets out an assessment of the effects of the proposal if implemented.

6.4. Involvement of Education Scotland.

- A copy of this proposal has been sent to Education Scotland and at the end of the formal consultation period education and leisure services will prepare a report for Education Scotland which will include all relevant written and oral representations that are received by the service from any individual during the consultation period;
- Education Scotland will then provide the Council with a report on the educational aspects of this proposal no later than 3 weeks after education and leisure services has sent them all of the representations and documents noted above; and
- In preparing their report, Education Scotland may visit establishments affected by the proposal.

- 6.5. Education and leisure services will then reassess the proposal in relation to the comments made in the report provided by Education Scotland. Thereafter the service will prepare a consultation response report for consideration by the education policy board.
- 6.6. In line with the recommendations of the Schools (Consultation) (Scotland) Act 2010, amended through the enactment of the Children and Young People (Scotland) Act 2014, the council will publish its final consultation report. The final consultation report will contain:
- an explanation of how the Council has reviewed the proposal;
 - the report from Education Scotland in full;
 - a summary of points raised during the consultation – both written and oral – and the Council’s response to them; and
 - the substance of any alleged or discovered inaccuracies and omissions details of the council’s response and the action taken.
- 6.7. The report will be available on the Council’s website, at the schools affected by the proposal, at education and leisure HQ and at all public libraries. Additionally, all mandatory consultees who received direct notification of the consultation will be sent a copy of the response report.
- 6.8. If any inaccuracy or omission is discovered in this proposal document, either by education and leisure services or any individual, education and leisure services will determine if relevant information has been omitted or, if there has been an inaccuracy. Education and leisure services will then take appropriate action which may include:
- the issue of a correction;
 - the reissue of the proposal paper; or
 - the revision of the timescale for the consultation period as appropriate.
- 6.9. The Schools (Consultation) (Scotland) Act 2010, amended through the enactment of the Children and Young People (Scotland) Act 2014 does not require referral to Scottish ministers in cases other than closure of schools.

Activity	Date
Approval for consultation sought from education policy board	21 August 2014
Consultation document to be issued outlining the proposal to: <ul style="list-style-type: none"> • the parent council of any affected schools; • the parents of the pupils at any affected school; • the parents of any children expected by the education authority to attend any affected school within two years of the date of publication of the proposal paper; • the pupils at any affected school (in so far as the education authority considers them to be of a suitable age and maturity); • the staff (teaching and other) at any affected school; 	5 September 2014

<ul style="list-style-type: none"> • any trade union or professional body which appears to the education authority to be representative of the persons mentioned above; • the community council (if any); • any bodies which have been established by a local authority, whether formally or informally, for the purpose of assisting it in carrying out its functions under Part 2 of the Local Government in Scotland Act 2003 (asp 1); • any other education authority that the education authority considers relevant; and • any other users of any affected school that the education authority considers relevant. 	
Advert to advise of public consultation meeting and the commencement of the formal consultation period issued via local press.	22 September 2014
<ul style="list-style-type: none"> • Public consultation meeting held to consult with affected community; and • Questionnaire to go live on the Council website. 	6 October 2014
Public consultation period ends 6 weeks after the date of the public meeting. The total period excludes any school holidays or in-service days.	25 November 2014
Report to Education Scotland on outcome of consultation.	9 December 2014
Response from Education Scotland on outcome of consultation.	13 January 2014
Consultation response report (including Education Scotland response) presented to education policy board meeting stating consultation outcomes and making final recommendation.	5 March 2015
Copy of proposal paper and consultation response report sent to Scottish Ministers within 6 days of education policy board approval.	



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St. Mary's Primary School



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Council

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Date: 08.01.2014



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St Fergus Primary School



Renfrewshire
Council



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Equality Impact Assessment relating to:

SEMP Development: St Fergus' and St Mary's

Officer and department responsible for completing the assessment.	Ian Thomson, Education and Leisure Services
Name of policy, strategy or project.	Proposals to relocate St Fergus' Primary School to a new building and declare the existing building surplus to requirements; and a catchment review affecting St Fergus' and St Mary's Primary Schools.
What is the main purpose or aims of the policy, strategy or project?	To provide a learning environment which is conducive to education in the 21 st Century and to address historical catchment anomalies to better serve communities.
Who will be the beneficiaries of the policy/strategy/project?	This strategy would specifically affect the St Fergus' and St Mary's Primary School communities.
Has the policy/strategy/project been explained to those it might affect directly or indirectly?	<p>Yes. This has been undertaken through an informal consultation which highlighted the challenges and opportunities available to address the inefficiencies within the school estate.</p> <p>Written representation were made to The Director of Education and Leisure Services, Renfrewshire Council, Education and Leisure Services, Cotton Street, Paisley, PA1 1LE.</p> <p>All participants were provided with an equalities proforma which provided the opportunity to record any concerns relating to this proposed strategy; no responses were received in this respect. Additionally this proforma was made available on-line; again no responses were received.</p> <p>Further to this exercise members of the public were asked to nominate themselves for a series of focus groups to discuss SEMP matters on a geographical basis in more detail. These focus group meetings took place during January 2014.</p> <p>Notes from the public meetings and the focus group meetings have been collated and have been made available through the Council's website.</p> <p>In line with the requirements of the Schools (Consultation) (Scotland) Act 2010, amended through the enactment of the Children and Young People (Scotland) Act 2014, a formal consultation will be undertaken during Autumn 2014.</p>

	This included a public consultation meeting which took place on 6 October 2014. All participants were provided with the opportunity to complete an equalities proforma to record any concerns relating to this proposed strategy; no responses were received in this respect. Additionally this proforma was made available on-line; again no responses were received.
Have you consulted on the policy?	As above.

Complete the following table and give reasons/comment where:

- a) The policy/strategy/project could have a positive impact on any of the equality target groups or contributes to promoting equality, equal opportunities and improving relations with equality target groups.
- b) The policy/strategy/project could have a negative impact on any equality target groups. (If the impact is high a full EIA should be completed)

Equality group	Positive impact		Negative impact		Reason/comment
	High	Low	High	Low	
Race		✓		✓	
Sex		✓		✓	
Disability		✓		✓	
Religion / Belief		✓		✓	It is recognised that the main challenges within the school estate relate to denominational schools. However, the proposed strategy does not recommend the closure of any denominational schools and the proposed actions to address the property challenges facing the Council are common to both denominational and non-denominational schools.
Sexual Orientation		✓		✓	
Age		✓		✓	
Gender Reassignment		✓		✓	
Marriage and Civil Partnership		✓		✓	
Pregnancy and Maternity		✓		✓	

Report by Education Scotland addressing educational aspects of the proposal by Renfrewshire Council to relocate St Fergus' Primary School to a new school building on an adjacent site and review catchment areas affecting St Fergus' and St Mary's Primary Schools

1. Introduction

1.1 This report from Education Scotland has been prepared by HM Inspectors 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*. The purpose of the report is to provide an independent and impartial consideration of Renfrewshire Council's proposal to relocate St Fergus' Primary School to a new school building on an adjacent site and review catchment areas affecting St Fergus' and St Mary's Primary Schools. 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 a copy of 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 legislative 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 children of the school; any other users; children likely to become pupils within two years of the date of publication of the proposal paper; and other children in the council area;
- 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 6 October 2014 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;
- meetings with representatives of the Catholic Church; and
- visits to the sites of St Fergus' Primary School and St Mary's Primary School, including discussion with relevant consultees.

2. Consultation Process

2.1 Renfrewshire Council undertook the consultation on its proposal with reference to the *Schools (Consultation) (Scotland) Act 2010* and the amendments in the *Children and Young People (Scotland) Act 2014*.

2.2 In 2013, Renfrewshire Council consulted on its School Estate Management Plan. It decided to take forward formal consultation on a new school build to replace the current St Fergus' Primary School and to review the catchment areas of St Fergus' Primary School and St Mary's Primary School. The public consultation took place between 6 October 2014 and 25 November 2014. The public meeting held on 6 October 2014 was attended by 24 members of the public, almost all being in favour of the proposal to build St Fergus' Primary School on a new site. The council provided online and hard copy response forms to be completed by interested parties. The council received 17 written responses to the proposal. Eighty two percent of respondents were in favour of the construction of a new build St Fergus' Primary School and 18% against. Sixty five per cent of respondents were in favour of the proposal to revise the St Fergus' and St Mary's Primary Schools catchment area with 35% against. Officers of the council consulted with the Parent Councils and staff of both schools. The headteachers of both schools consulted with pupils and provided written responses of the pupils' views to the council.

3. Educational Aspects of Proposal

3.1 The council's proposal to relocate St Fergus' Primary School to a new school building has a number of educational benefits for the children of St Fergus' Primary School. The proposed enhanced learning environment has the potential to better cater for modern approaches to learning and teaching, and help to provide improved learning experiences. Implementation of the proposal will provide better, more flexible space for children's learning activities. There will be better opportunities for staff to work and plan together. Children's learning has the potential to be enhanced by accessing improved information and communications technology provision. The proposal will lead to improved dining, physical education, playground and social gathering facilities which will encourage better social interaction, different kinds of energetic play and daily opportunities to participate in physical activity. This has the potential to lead to improvements in children's social and physical health and wellbeing.

3.2 If implemented, the proposal will provide enhanced provision for family learning and partnership working as the new school will be immediately adjacent to Glencoats Primary School. It will also provide better facilities for the out-of-school care group currently housed in St Fergus' Primary School by providing designated storage facilities and access to improved accommodation.

3.3 The proposal will enable the council to make more effective and efficient use of its resources. Through the council's school estate review process, the current St Fergus' Primary School building and grounds was identified as not performing well for the school community as it was too big and the condition of the building was deteriorating. The school is 40.75% full and has a sufficiency rating of D (bad). Its condition rating is C (poor). A process was undertaken to estimate the cost of various options and the construction of a new St Fergus' Primary School was deemed to offer best value for the people of Renfrewshire. The proposed new build will be more efficient to run with a condition rating of A (Good) and a sufficiency rating of A/B (Good/Satisfactory).

3.4 The council expects that the revised catchment arrangements affecting St Fergus' and St Mary's Primary Schools will lead to an increased sense of community as all children living in Ferguslie will have the opportunity to attend their local denominational primary school. It also

expects that the proposal will not adversely affect the educational experience of children in St Fergus' Primary School. The proposal has the potential to increase the sense of community and at least maintain the standard of education in the Ferguslie area. Should the proposal go ahead, there will be little impact on the children of St Mary's Primary School. The council has provided assurances that, if the proposal goes ahead, all children attending St Mary's Primary School will be entitled to continue to attend that school. The council has stated that those pupils, currently entitled to free school transport and wishing to remain in St Mary's Primary School, will continue to have an entitlement to free school transport. The proposal will assist in the planned longer-term review of Renfrewshire Council's school estate.

3.5 Parish Priests are in favour of both parts of the proposal. They think that having a new school and revised catchment areas will benefit the wider communities.

3.6 Children, most parents and almost all staff of St Fergus' Primary School, who met with HM Inspectors, were in favour of the proposed new build and the revised catchment area. Children felt that new facilities will help them to learn better and that new outdoor spaces will mean they can be more active during break and lunchtimes. Parents felt that it is an opportunity to improve the community and encourage more people to come to the area. A few parents would like to see the current building refurbished. Staff believed that the proposal will provide opportunities for increase collegiate planning and delivery, leading to better learning experiences for children.

3.7 Stakeholders associated with St Mary's Primary School had some concerns about the proposed changes to catchment areas. A few parents who attended the public meeting expressed some concern regarding the reduction in the size of the St Mary's Primary School catchment area. Most parents and almost all staff in St Mary's Primary School, who met with HM Inspectors, recognised that the council is trying to do the best for both schools but have concerns about the impact of a possible decline in roll on staffing levels in St Mary's Primary School. They are supportive of the continuing process of catchment review being undertaken by Renfrewshire Council. Children in St Mary's Primary School, who met with HM Inspectors, had some reservations about whether there will continue to be free transport from the old catchment area to St Mary's Primary School, for children who want to continue attending the school. The council should continue to reassure the children that transport will continue.

4. Summary

Renfrewshire Council's proposal to relocate St Fergus' Primary School to a new school building on an adjacent council owned site and review catchment areas affecting St Fergus' and St Mary's Primary Schools has a number of educational benefits for the children of St Fergus' Primary School and those who will attend in the future. These benefits mainly stem from access to improved accommodation leading to enhanced indoor and outdoor learning environments. Other children in Renfrewshire will also benefit from a best value approach which uses resources effectively. Children, parents and staff of St Mary's Primary School have raised some concerns about the review of catchment areas. They would also like continuing reassurance about free transport for children who decide to remain at St Mary's Primary School. The council needs to ensure that the final consultation report considers the views expressed by children, parents and staff, and takes reasonable account of their concerns.

**HM Inspectors
Education Scotland
December 2014**