



North Ayrshire Council  
Comhairle Siorrachd Àir a Tuath

Cunninghame House,  
Irvine.

5 March 2015

## **Cabinet**

You are requested to attend a Meeting of the Cabinet of North Ayrshire Council to be held in the Council Chambers, Cunninghame House, Irvine on **TUESDAY 10 MARCH 2015** at **2.30 p.m.** to consider the undernoted business.

Yours faithfully

Elma Murray

Chief Executive

**1. Declarations of Interest**

Members are requested to give notice of any declaration of interest in respect of items of business on the agenda.

**2. Minutes (Page 7)**

The accuracy of the Minutes of the meeting held on 24 February 2015 will be confirmed and the Minutes signed in accordance with Paragraph 7 (1) of Schedule 7 of the Local Government (Scotland) Act 1973 (copy enclosed).

## **GENERAL BUSINESS FOR DECISION**

### **Reports by the Executive Director (Finance and Corporate Support)**

3. **Procurement EU Tender Plan - 2015/16 and 2016/17 (Page 13)**  
Submit report by the Executive Director (Finance and Corporate Support) on the EU procurement tender plan for the remainder of Financial Year 2015/16 and requirements identified for 2016/17 (copy enclosed).
4. **Write off of Tenant Rent Arrears (Page 17)**  
Submit report by the Executive Director (Finance and Corporate Support) on the write-off of irrecoverable rent arrears and court costs (copy enclosed).

### **Reports by the Executive Director (Place)**

5. **1 Mid-Mayish Cottage and Farmyard Cottage, Mid-Mayish, Brodick, Isle of Arran (Page 21)**  
Submit report by the Executive Director (Place) on the revocation of the Closing Order previously served on 1 Mid-Mayish Cottage and a Demolition Order on 1 Mid-Mayish Cottage and Farmyard Cottage, Mid-Mayish (copy enclosed).
6. **Surplus Property - 36 Bank Street, Irvine (Page 25)**  
Submit report by the Executive Director (Place) on the disposal of the property at 36 Bank Street, Irvine (copy enclosed).

### **Reports by the Executive Director (Education and Youth Employment)**

7. **Report on the Consultation on the Future of Early Years, Primary and Secondary Education Provision in Largs (Page 29)**  
Submit report by the Executive Director (Education & Youth Employment) on the outcome of the Statutory Public Consultation on the proposal to consider the future of early years, primary and secondary education provision in Largs, which commenced on 1 October 2015 under the terms of the Schools (Consultation) (Scotland) Act 2010 (as amended). Furthermore, to progress with agreeing missives for the area of land required to facilitate the proposed campus (copy enclosed).

### **Reports by the Executive Director (Economy and Communities)**

8. **Brodick Harbour Redevelopment and Arran Economic Plan (Page 143)**  
Submit report by the Executive Director (Economy and Communities) on the progress of the proposed redevelopment of Brodick Harbour (copy enclosed).

## **GENERAL BUSINESS FOR INFORMATION**

### **9. Maximising Attendance Performance - October to December 2014 (Quarter 3 Summary) (Page 149)**

Submit report by the Executive Director (Finance and Corporate Support) on analysis of sickness absence in Quarter 3 and the Quarterly trend from April 2013 (copy enclosed).

### **10. North Ayrshire Shadow Integration Board (Page 165)**

Submit report by the Executive Director (Health and Social Care Partnership) on business dealt with by the North Ayrshire Shadow Integration Board during the period from August 2014 to February 2015 and the progress towards formal integration of health and social care (copy enclosed).

## **CONTRACTS**

### **11. Award of Contract - Measured Term Contract (MTC) for Drainage and Sewerage Services (Page 187)**

Submit report by the Executive Director (Finance and Corporate Support) on the result of the tender exercise for the renewal of the MTC for Drainage and Sewerage Services (copy enclosed).

## **EXEMPT INFORMATION**

### **12. Exclusion of the Public**

Resolve in terms of Section 50(A)4 of the Local Government (Scotland) Act 1973, to exclude from the Meeting the press and the public for the following items of business on the grounds indicated in terms of Paragraph 9 of Part 1 of Schedule 7A of the Act.

#### **Non Disclosure of Information**

In terms of Standing Order 17 (Disclosure of Information) the information contained within the following reports is confidential information within the meaning of Section 50A of the 1973 Act and shall not be disclosed to any person by any Member or Officer.

#### **12.1 Icelandic Bank Investment (Page 191)**

Submit report by the Executive Director (Finance and Corporate Support) on the Council's Icelandic Bank investment (copy enclosed).

### **13. Urgent Items**

Any other item which the Chair considers to be urgent.



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## Cabinet

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Sederunt:     **Elected Members**

Willie Gibson (Chair)  
Alan Hill (Vice-Chair)  
Marie Burns  
John Bruce  
Anthea Dickson  
Tony Gurney  
Ruth Maguire

Chair:

Attending:

Apologies:

Meeting Ended:



Cabinet  
24 February 2015

**Irvine, 24 February 2015** - At a Meeting of the Cabinet of North Ayrshire Council at 2.30 p.m.

**Present**

Willie Gibson, Alan Hill, Marie Burns, Anthea Dickson, Tony Gurney and Ruth Maguire.

**Also Present**

Donald Reid.

**In Attendance**

E. Murray, Chief Executive; L. Friel, Executive Director, G. Macgregor, Head of Customer, People and Corporate Support, S. Humphries, Chief Revenues and Benefits Officer and E. Gunn-Stewart, Customer Services Manager (Finance and Corporate Support); J. Butcher, Executive Director (Education and Youth Employment); C. Hatton, Executive Director (Place); K. Yeomans, Executive Director and S. Agass, Interim Head of Service (Economic Growth) (Economy and Communities); R. Moore, Communications Officer (Media and Internal Communications) and A. Little, Committee Services Officer (Chief Executive's).

**Chair**

Councillor Gibson in the Chair.

**Apologies for Absence**

John Bruce.

**1. Declarations of Interest**

There were no declarations of interest by Members in terms of Standing Order 16 and Section 5 of the Code of Conduct for Councillors.

**3. Minutes**

The accuracy of the Minutes of the meeting held on 10 February 2015 were confirmed and the Minutes signed in accordance with Paragraph 7 (1) of Schedule 7 of the Local Government (Scotland) Act 1973.

### 3. Questions

In terms of Standing Order No. 12, there was submitted the following question:-

(a) a question by Councillor Reid to the Cabinet Member for Community and Culture Policy and Service in the following terms:-

"Can the cabinet member advise on the success of the advisory panels, how often each has met and the key subjects of interest where these meetings have formulated policy changes in the council?"

Councillor Hill thanked the Member for his question and responded in the following terms:-

The Physical Environment Advisory Panel met on 10 occasions and the Communities and Lifelong Learning Advisory Panel met on 2 occasions. The Minutes of these meetings were submitted to Cabinet throughout 2014.

The key subjects considered by these Panels was detailed in a written response that was circulated to Councillor Reid. The response outlined that the Physical Environment Panel meetings had considered areas in relation to the Development of the Parking Strategy, Litter Strategy, Irvine Cycle Friendly Town Study, Environmental, Sustainability and Climate Change, Town Centre Parking Strategy, Hunterston B - Disposal of Radioactive Waste, Flood Risk Management Strategy and Winter Weather and Emergencies Plan 2014/15. Meetings of the Community and Lifelong Learning Advisory Panel had considered areas in relation to the Fairtrade Award for North Ayrshire Schools, Scots Language Paper, 600 Hours and Provision for 2 Year Olds, 2014 progress report, STEM, 1+2 Languages in Schools, Ayrshire College, 2014 Community Events and Community Asset Transfer.

A restructure of Council services and the appointment of Executive Directors of (Education and Youth Employment) and (Economy and Communities) resulted in two meetings of the Communities and Lifelong Learning Advisory Panel taking place in 2014.

As a supplementary question, Councillor Reid asked if opportunities to discuss areas such as the provision of school exam leave may have been available to Members if the Communities and Lifelong Learning Advisory Panel had met more frequently during 2014.

Councillor Hill responded by advising that the remit of the Advisory Panels is to consider matters of policy. Operational issues such as the provision of school exam leave would be for officers to determine and would not have been considered by the Communities and Lifelong Learning Panel.

#### **4. Customer Service Strategy Update February 2015**

Submitted report by the Executive Director (Finance and Corporate Support) on the implementation of the Customer Service Strategy and key areas of progress and improvements in technology, customer service standards, staff development, and customer engagement. The Cabinet also received a presentation by the Customer Services Manager.

Members asked questions and were provided with further information in relation to:-

- a range of customer satisfaction questions that are asked regarding the Council service received, the Customer Service experience and the customers' overall Council experience; and
- work that is underway to integrate the Roads maintenance management system with the Lagan system.

The Cabinet agreed to (a) note progress; and (b) receive reports on progress on a 6 monthly basis.

#### **5. .Scot Internet Domain Registration**

Submitted report by the Executive Director (Finance and Corporate Support) which provided information on (a) the proposed migration from the Council's existing internet domain registration format to the new '.scot'; and (b) a consultation exercise that will be undertaken by the Scottish Government on the best approach to the use of the new '.scot' domain within the public sector.

The Cabinet agreed (a) to support the move to '.scot' in principle; and (b) that the Executive Director (Finance and Corporate Support) report to a future meeting on a migration plan following the Scottish Government consultation on the implementation approach.

#### **6. Local Development Plan: Strategic Road Improvements**

Submitted report by the Executive Director (Economy and Communities) on (a) a range of potential trunk road improvements included in the Local Development Plan; (b) the preparation of the Irvine Bay Transport Model Protocol for managing implementation of improvements (Appendix 1); and (c) the proposed legal assurances between the Council and Transport Scotland that will be included in a Minute of Agreement.

The Cabinet agreed to (a) approve the Irvine Bay Transport Model Protocol for managing implementation of the improvements; and (b) delegate signature of the Minute of Agreement between North Ayrshire Council and Transport Scotland to the Executive Director (Economy and Communities).

## **7. European Structural and Investment Fund Programmes in Scotland 2014-20**

Submitted report by the Executive Director (Economy and Communities) which provided information on (a) the integration of funds into a single European Structural and Investment Funds framework (ESIF); (b) the content of 2014/20 operational programmes; (c) means of programme disbursement; (d) implications for North Ayrshire; and (e) proposed activity in maximising benefit to North Ayrshire.

The Cabinet agreed to (a) note progress in the development and approval of frameworks governing access to EU funding programmes in Scotland 2014-20; (b) note the implications of this for North Ayrshire; and, (c) instruct officers to develop funding applications as outlined in Section 2.12 - 2.18 of the report; and (d) to report on progress thereafter.

## **8. Strategic Review of Educational Services**

Submitted report by the Chief Executive on (a) the Interim Report of the Strategic Review of Educational Services; (b) the three workstream groups to deliver on a number of key objectives and progress against each of the objectives; and (c) the anticipated completion of the review and final report in November 2015.

Members asked questions and were provided with further information in relation to:-

- the development of a Programme of Change that will be designed to raise achievement and deliver more equitable outcomes;
- the implementation of the Corporate Transport Hub that provides a corporate approach to the organisation of school transport; and
- the availability of more fit for purpose vehicles.

The Cabinet agreed to (a) note the contents of the Interim Report and progress made towards the submission of the final report in November 2015; and (b) that the Executive Director (Place) provide information to Members on the processes in place to ensure all vehicles used for school transport are fit for purpose.

## **9. Planning Performance Framework**

Submitted report by the Executive Director (Economy and Communities) on (a) feedback from the Scottish Government on the Council's Planning Performance Framework 3 (Appendix 1); and (b) the proposed action programme as outlined in Appendix 2.

The Cabinet agreed to (a) note the feedback contained within Appendix 1 to the report; and (b) approve the action programme contained within Appendix 2.

## **10. Non Standard Lending**

Submitted report by the Executive Director (Finance and Corporate Support) which provided information on progress made against some of the key recommendations of the Council's short-life non standard lending working group, including Debt and Money Advice Services, Credit Unions, Not for Profit Loan Fund and Rent-to-Buy Social Enterprise Schemes and advanced payment of earnings.

The Cabinet agreed to (a) note the progress made on the review of non-standard lending recommendations as set out in the action plan at Appendix 1 to the report; (b) approve the recommendations outlined in the report; and (c) note that a further progress report will be submitted to Cabinet in April 2015.

## **11. Minutes of the Physical Environment Advisory Panel**

Submitted report by the Executive Director (Place) on the minute of the Physical Environment Advisory Panel held on 26 January 2015.

The Cabinet was advised that an amendment was required in respect of the statement made by Councillor Reid at Item 1 - Minutes of Previous Meeting - 15 December 2014. The amendment would be recorded at the next meeting of the Advisory Panel.

Noted.

The meeting ended at 3.30 p.m.



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**NORTH AYRSHIRE COUNCIL**

**Agenda Item 3**

**10 March 2015**

**Cabinet**

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**Subject:** Procurement EU Tender Plan - 2015/16 and 2016/17

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**Purpose:** To advise Cabinet of the EU procurement tender plan for the remainder of Financial Year 2015/16 and requirements identified for 2016/17.

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**Recommendation:** That the Cabinet agrees to invite tenders for the supplies, services and works listed in the plan at Appendix 1.

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**1. Introduction**

- 1.1 It is a requirement of the Standing Orders Relating to Contracts that all tender requirements over the EU procurement threshold receive approval from Cabinet prior to being advertised.

**2. Current Position**

- 2.1 This report covers the known tenders required for financial year 2015/16 and 2016/17.
- 2.2 Approval is required for the tenders listed in the Appendix to the report. Of the 16 requirements, 2 are for works, 2 for supplies and 12 for services. The total value of these contracts is estimated at £35.4M.

**3. Proposals**

- 3.1 The Cabinet is asked to invite tenders for the supplies, services and works listed at Appendix 1 to the report.

**4. Implications**

Financial Implications

- 4.1 All future requirements have been budgeted for through General Services Revenue, General Services Capital and the Housing Revenue Account. This is annotated on the appendix.

Human Resource Implications

4.2 None

Legal Implications

4.3 The Council is bound by the Public Contracts (Scotland) Regulations 2012.

Equality Implications

4.4 Nil

Environmental Implications

4.5 Nil

Implications for Key Priorities

4.6 This will contribute to the Council Plan Core Objective 4 'operating more effectively and efficiently.'

Community Benefit Implications

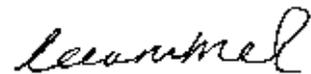
4.7 Community benefits will be sought during the tender process in accordance with the Council's Community Benefits Policy.

**5. Consultations**

5.1 All Services have been consulted on their future requirements.

**6. Conclusion**

6.1 Cabinet is requested to approve inviting tenders for the requirements listed in the attached tender plan.



LAURA FRIEL  
Executive Director (Finance and Corporate Support)

Reference : TR/MMCT  
For further information please contact Thomas Reaney, Procurement  
Manager on 01294 324097

**Background Papers**

Appendix 1 - Corporate Procurement EU Tender Programme 2015-16 and  
2016-17

**CORPORATE PROCUREMENT EU TENDER PROGRAMME 2015-16 and 2016-17**

<b>Contract</b>	<b>Service</b>	<b>Type of Contract</b>	<b>Type of Expenditure</b>	<b>Estimated Value</b>	<b>Current Contract Expiry Date</b>	<b>New Contract Start Date</b>	<b>Contract Expiry Date (incl extensions)</b>	<b>Comments</b>
Debt Collection & Diligence Services for Recovery of Council Tax, Community Charge, Non Domestic rates, Sundry Debtors & Housing, Benefit Overpayments	Finance	Service	Revenue	3.3% of collection value	31/03/2016	01/04/2016	31/03/2021	
Provision of Day Education for Children with Additional Support Needs	Education and Skills	Service	Revenue	£2,500,000.00	31/07/2015	01/08/2016	31/07/2016 *	Option to extend for 1 year to be exercised
Provision of Tenants Home Contents Insurance	Physical Environment	Service	HRA	£391,867.00	30/09/2015	01/10/2015	30/09/2017 *	Option to extend for up to 2 years may be exercised
Framework for Printing Services	All - Corporate	Service	Revenue	£1,200,000.00	17/10/2016	18/10/2016	17/10/2016	
Framework for Transport Services	All - Corporate	Service	Revenue	£4,000,000.00	11/11/2016	12/11/2016	11/11/2020	
Delivery of Work Experience Programme and Employer Engagement Services	Education and Skills	Service	Revenue	£200,000	30/06/2015	01/07/2015	30/06/2020	
Business Gateway Services - Arran & Cumbrae	Economic Growth	Service	Revenue	£127,273	30/09/2015	01/10/2015	30/09/2017	Contract has options to extend however delivery requirements have changed significantly since contract was awarded
Business Gateway Services - Pan-Ayrshire	Economic Growth	Service	Revenue	£3,439,207	30/09/2015	01/10/2015	30/09/2017	Contract has options to extend however delivery requirements have changed significantly since contract was awarded
Cashless Payment System	Commercial Services	Supplies	Capital and Revenue	£300,000	N/A	TBC	TBC	
Maintenance and Repair Service for Stairlifts and Moving and Handling Equipment	Social Services and Health	Service	Revenue	£240,000	N/A	TBC	TBC	
Emergency Call Out Service	Physical Environment	Service	Revenue	£196,640	29/02/2016	01/03/2016	29/02/2020	
Door Access/Door Address Systems - Maintenance & Repairs	Physical Environment	Service	Revenue	£500,000	N/A	01/10/2015	30/09/2020	New requirement.
Replacement Learning Disability Day Centre	Social Services and Health	Works	Capital	£4,800,000	N/A	TBC	TBC	Decision over site pending.
Re-roofing and Rendering	Commercial Services	Works	Capital	£15,000,000	N/A	02/03/2016	01/03/2021	
Provision of Fresh Fruit & Veg	Commercial Services	Supplies	Revenue	£849,905	30/01/2016	30/01/2016	30/01/2019	Re-let of existing contract
Agency staff framework	Commercial Services	Service	Revenue	£1,650,000	31/03/2015	01/08/2015	01/08/2018	Expiry of previous contract & issues with joint EAC replacement
<b>TOTAL</b>				<b>£35,394,892.00</b>				



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**NORTH AYRSHIRE COUNCIL**

**Agenda Item 4**

**10 March 2015**

**Cabinet**

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**Subject:** **Write off of Tenant Rent Arrears**

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**Purpose:** To advise Cabinet on tenant rent arrears and court costs and to seek approval to write-off irrecoverable amounts.

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**Recommendation:** That Cabinet approves the write-offs totalling £105,944.09, as detailed in Section 2 of the report.

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**1. Introduction**

- 1.1 Rent arrears, and associated court costs, for former tenants of Council houses accumulate for a variety of reasons, such as tenants abandoning the house, eviction, imprisonment, or death. In these circumstances, arrears can eventually be deemed to be irrecoverable.
- 1.2 In terms of the Council's Financial Regulations (Code of Financial Practice 3) relating to the control of income, arrears of over £1,000 can only be written off following approval by Elected Members.

**2. Current Position**

- 2.1 Reports are submitted twice yearly to Committee, seeking Members' approval to write off rent arrears. This is the second report to be presented to Cabinet for financial year 2014/15. The first report was submitted to Cabinet on 28 October 2014.
- 2.2 The table below summarises the total proposed write-offs for 2014/15, analysing write-offs between those that were approved in October and those that have been identified to be written off at this time. The table also further analyses total write-offs between mainstream rent (plus associated court costs) and temporary accommodation under occupancy arrears.

Category	Cabinet Date	Cabinet Date	Cabinet Date	Cabinet Date
	<b>28 Oct 2014</b>	<b>10 March 2015</b>	<b>2014/15 Total</b>	<b>2013/14 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Rent Arrears	236,924.38	107,868.31	344,792.69	201,490.00
Court Costs	13,936.01	9,291.49	23,227.50	17,900.46
<b>Mainstream sub-total</b>	<b>250,860.39</b>	<b>117,159.80</b>	<b>368,020.19</b>	<b>219,390.46</b>
Temp Accommodation Underoccupancy Arrears		129,593.87	129,593.87	95,772.87
<b>Total Write-off identified</b>	<b>250,860.39</b>	<b>246,753.67</b>	<b>497,614.06</b>	<b>315,163.33</b>
Already approved	(250,860.39)	(140,809.58)	(391,669.97)	(315,163.33)
<b>Write-off per this report</b>	-	<b>105,944.09</b>	<b>105,944.09</b>	

- 2.3 The total write-off of £246,753.67 includes a proposed rent write-off of £237,462.18 which represents 0.51% of the Council's budgeted house rent income for 2014/15. The remaining write-off of £9,291.49 relates to court costs.
- 2.4 £140,809.58 has been written off with the approval of the Executive Director (Finance and Corporate Support), after consultation with the Chief Executive, in accordance with the Code of Practice . The remaining £105,944.09, relating to tenants with total balances owed of £1,000 or more, requires the approval of Cabinet for write off.
- 2.5 The balance of £105,944.09, noted above, includes £56,234.15 in relation to under occupancy arrears for homeless temporary accommodation whilst the remainder relates to tenant accounts that have been pursued by Legal Services but where all avenues open to them have been exhausted, or the individual concerned has been sequestered.
- 2.6 The HRA Revenue budget for 2014/15 includes a provision of £1,918,034 to meet the cost of rent write offs in the year, £1.5m of which was included to provide for the anticipated impact of the Under Occupancy charge on house rent arrears. Subsequent to the budget being approved, the Scottish Government confirmed that the increased funding would be provided for Discretionary Housing Payments to fully mitigate the impact of the Under Occupancy charge on Council tenants from 31/3/14. The provision is therefore sufficient to cover the total write-off identified this year of £497,614.06.

### **3. Proposals**

- 3.1 It is proposed that Cabinet agrees to write off balances in excess of £1,000 per tenant, totalling £105,944.09.

### **4. Implications**

#### Financial Implications

- 4.1 The Housing Revenue Account budget for 2014/15 includes sufficient provision to meet the cost of the total proposed rent write-off, as outlined within this report.
- 4.2 Whilst these sums may be written off, every effort will be made to continue to pursue for recovery, if new information becomes available.

#### Human Resource Implications

- 4.3 There are no Human Resource implications arising from this report.

#### Legal Implications

- 4.4 There are no Legal implications arising from this report.

#### Equality Implications

- 4.5 There are no Equality implications arising from this report.

#### Environmental Implications

- 4.6 There are no Environmental implications arising from this report.

#### Implications for Key Priorities

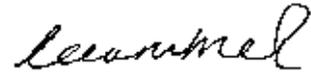
- 4.7 There are no implications for key priorities arising from this report.

### **5. Consultations**

- 5.1 The Head of Physical Environment has been consulted on this matter and supports the proposed action.

**6. Conclusion**

- 6.1 There are certain areas which are considered to be irrecoverable for a wide variety of reasons and it is recommended that Cabinet exercises its powers to write these off on the understanding that, if new information comes to light the debts will be pursued.



LAURA FRIEL  
Executive Director (Finance and Corporate Support)

Reference :

For further information please contact Natalie Ainslie, Accountant on 01294 324533

**Background Papers**

None

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**NORTH AYRSHIRE COUNCIL**

**Agenda Item 5**

**10 March 2015**

**Cabinet**

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**Subject:** **1 Mid-Mayish Cottage and Farmyard Cottage,  
Mid-Mayish, Brodick, Isle of Arran**

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**Purpose:** To seek Cabinet approval to revoke the Closing Order previously served on 1 Mid-Mayish Cottage and serve a Demolition Order on both 1 Mid-Mayish Cottage and Farmyard Cottage, Mid-Mayish.

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**Recommendation:** That the Cabinet approves i) the revocation of the Closing Order previously served on 1 Mid-Mayish Cottage; and ii) the serving of a Demolition Order on both 1 Mid-Mayish Cottage and Farmyard Cottage, Mid-Mayish.

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**1. Introduction**

- 1.1 In October 1994 a closing order was served on the property at 1 Mid-Mayish Cottage, Brodick. However following a recent request made to the Council, further inspections of both 1 Mid-Mayish Cottage and the adjoining Farmyard Cottage have now been undertaken.
- 1.2 Under the Housing (Scotland) Act 1987, the Council retains the statutory authority to serve and revoke Closing Orders and Demolition Orders.

**2. Current Position**

- 2.1 On inspection the properties were found to be in very poor condition, with penetrating dampness throughout and structural roofing problems noted within both properties. Both properties were found to be below the tolerable standard as defined by section 86 of the Housing (Scotland) Act 1987.
- 2.2 The properties are privately owned and remain unoccupied.

### **3. Proposals**

- 3.1 Given the condition of the properties it is now proposed that the Cabinet revoke the closing order on 1 Mid-Mayish Cottage. This will be replaced with a Demolition Order which will be served on both properties.

### **4. Implications**

#### Financial Implications

- 4.1 Upon the serving of the Demolition Order, Council tax will cease to be payable on Farmyard Cottage.

#### Human Resource Implications

- 4.2 N/A

#### Legal Implications

- 4.3 Notices are being served under section 115 of the Housing (Scotland) Act 1987.

#### Equality Implications

- 4.4 N/A

#### Environmental and Sustainability Implications

- 4.5 N/A

#### Implications for Key Priorities

- 4.6 N/A

#### Community Benefit Implications

- 4.7 N/A

## **5. Consultations**

- 5.1 In relation to the future Council Tax implications, discussions have taken place with the Council's Revenues & Benefits Team.
- 5.2 Ayrshire Valuation Joint Board will be advised of the serving of the Demolition Order. This will allow both properties to be removed from the Valuation Roll.

## **6. Conclusion**

- 6.1 It is considered appropriate to revoke the Closing Order on 1 Mid-Mayish Cottage and thereafter serve a Demolition Order on both this property and the adjoining Farmyard Cottage.



CRAIG HATTON  
Executive Director (Place)

Reference : DT/PR/YB

For further information please contact Mr Peter Robertson, Property Management & Investment on 01294 225085

### **Background Papers**

none



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**NORTH AYRSHIRE COUNCIL**

**Agenda Item 6**

**10 March 2015**

**Cabinet**

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**Subject:** **Surplus Property - 36 Bank Street, Irvine**

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**Purpose:** To seek Cabinet approval to i) proceed with the disposal of the property at 36 Bank Street, Irvine; and ii) alienate the property from the Irvine Common Good Fund.

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**Recommendation:** That Cabinet approves i) the disposal of the above property for the sum of £140,000; and ii) the alienation of the property from the Irvine Common Good Fund.

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**1. Introduction**

- 1.1 The property to be disposed of is a self-contained building located at the junction of Bank Street and East Road, Irvine.
- 1.2 The building is of traditional stone construction, with a pitched slated roof and was constructed in the late nineteenth century. The accommodation comprises of a basement, ground and first floors.
- 1.3 The property is owned by the Irvine Common Good Fund.

**2. Current Position**

- 2.1 The property was last occupied by Ayrshire Careers Partnership, who vacated the premises in 2008.
- 2.2 Since 2008 the property has been marketed by the Council's Estates Team. Despite enquiries from a number of parties, prior to now the costs associated with undertaking the required level of refurbishment has proven prohibitive to achieving a successful sale.
- 2.3 It is estimated that the cost of refurbishing the property to provide conventional office space would be in the region of £0.150m to £0.200m.
- 2.4 The market value of the property with the benefit of vacant possession is currently assessed at £0.150m.

- 2.5 During 2014 the Council actively promoted the building with a range of developers, occupiers and investors and as a result of this a number of expressions of interest were received. In response to the level of interest received a closing date for the submission of offers was set.
- 2.6 At the closing date two formal offers were received and these are summarised as follows:
- Offer 1 - Guru Nanak Sikh Temple - £0.068m.
  - Offer 2 - Mr Hugh Mulgrew - £0.140m
- 2.7 There are no planning conditions contained within the highest formal offer and the purchaser has provided confirmation that funding is in place to complete the purchase of the property. It is understood that the purchaser intends to refurbish the property and thereafter use it as office accommodation.
- 2.8 As the property is owned as part of the Irvine Common Good Fund, Cabinet approval is required to allow the property to be alienated from the fund.

### **3. Proposals**

- 3.1 It is proposed that the offer of £0.140m is accepted by Cabinet and that the building is now alienated from the Irvine Common Good Fund.

### **4. Implications**

#### Financial Implications

- 4.1 The disposal will generate a capital receipt for the Irvine Common Good Fund of £0.140m. Legal and Estates fees of £2,500 will be paid by the purchaser.

#### Human Resource Implications

- 4.2 There are no known human resource implications arising from this report.

#### Legal Implications

- 4.3 As the property forms part of the Irvine Common Good Fund, court approval will be required to alienate this property from the Common Good Fund. Legal Services will progress this process along with the normal conveyancing activity.

#### Equality Implications

- 4.4 There are no known equality implications arising from this report.

#### Environmental and Sustainability Implications

- 4.5 There are no known environmental and sustainability implications arising from this report.

#### Implications for Key Priorities

- 4.6 The sale will contribute to the Council Plan Core Objective 4 'operating more efficiently and effectively.'

### 5. Consultations

- 5.1 Legal Services have been consulted in relation to this transaction.

### 6. Conclusion

- 6.1 It is recommended that Cabinet approves the disposal of 36 Bank Street for £0.140m and consents to the alienation of the property from the Irvine Common Good Fund.



CRAIG HATTON  
Executive Director (Place)

Reference : AR/MT/HW

For further information please contact Mark Taylor, Senior Officer (Estates)  
on 01294 225099

#### Background Papers

None



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**NORTH AYRSHIRE COUNCIL**

**Agenda Item 7**

**10 March 2015**

**Cabinet**

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**Subject:** **Report on the Consultation on the Future of Early Years, Primary and Secondary Education Provision in Largs**

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**Purpose:** To provide feedback on the outcome of the Statutory Public Consultation on the proposal to consider the future of early years, primary and secondary education provision in Largs, which commenced on 1 October 2015 under the terms of the Schools (Consultation) (Scotland) Act 2010 (as amended). Furthermore, to seek Cabinet approval to progress with agreeing missives for the area of land required to facilitate the proposed campus.

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**Recommendation:** That Cabinet agrees to (a) consider the information contained in the Consultation Report; (b) approve the recommendation to develop a campus in Largs at Inverclyde Sports Centre, by relocating Largs Academy, amalgamating Brisbane and Kelburn Primary Schools, relocating St Mary's Primary School and creating a new early years centre; (c) approve the reinstatement of free school transport on the mainland for young people travelling from Cumbrae with effect from the date of opening of the new campus; (d) approve the revised project budget and agree to fund the additional capital costs as part of a fuller review of the capital plan during 2015/16; (e) approve a thirty year agreement with Sportscotland for staff and pupils to gain access to professional standard sports pitches within Inverclyde National Sports Centre; (f) the Council entering into a formal legal agreement to acquire development land at the National Sports Centre, Inverclyde that will be subject to a number of suspensive conditions; and (g) approve the allocation of additional revenue costs as outlined at 2.10.5.

---

## **1. Introduction**

- 1.1 In July 2014, an early engagement process with a range of stakeholders was carried out to develop a proposal on the future of early years, primary and secondary education in Largs. This helped to shape the best way forward and ensured that any proposal met the needs and aspirations of the community.
- 1.2 At its meeting on 23 September 2014, North Ayrshire Council's Cabinet approved the recommendation to commence Statutory Public Consultation on the proposal to create a new campus, situated on the site of the Inverclyde Sports Centre, comprising of:
  - the relocation of Largs Academy;
  - a new primary school, arising from the proposed amalgamation of Brisbane Primary School and Kelburn Primary School;
  - the relocation of St Mary's Primary School; and
  - a new Early Years Centre.
- 1.3 The proposal is for one campus building housing separate establishments with certain shared facilities. The secondary school, denominational primary school and non-denominational primary school would be led by their own Head Teacher and appropriate leadership teams. In addition, the early years provision would also have a centre manager and be an integral part of the overall campus.
- 1.4 The consultation period was scheduled to run from 1 October to 21 November 2014. However, as a result of securing additional Scottish Government grant funding and the development of a more efficient design and build programme, the timescale for the proposed delivery of the new campus was brought forward to December 2017. To acknowledge this change, the consultation period was extended by 2 weeks until 5 December 2014.
- 1.5 Four public meetings were held during November 2014, which were chaired by the Cabinet Member for Education, Attainment and Achievement. The Executive Director (Education and Youth Employment) delivered a presentation at these meetings and took questions from the audience.
- 1.6 Local Elected Members attended the public meetings and were broadly supportive of the proposal. Representatives from Education Scotland and Sportscotland were also in attendance at these meetings.

- 1.7 Consultation was carried out with children and young people from the schools affected by the proposal. Consultation with young people from Largs Academy was facilitated by North Ayrshire Council Youth Services, with the primary school pupil consultation led by a Senior Manager within Education and Youth Employment. Full reports on these consultations can be found as an appendix of the Consultation Report which is shown as Appendix 1 of this report.
- 1.8 The Council have engaged and consulted with the Catholic Church. Meetings have taken place with a Catholic Church Diocesan representative and a senior member of the Scottish Catholic Education Service in relation to the relocation of St Mary's Primary School. The Catholic Church were also represented at the public meeting held in St Mary's Primary School. As a result, there is support for this proposal to be taken forward with consideration being given to all of the factors which contribute to the outcomes of providing a Catholic education in the 21st century.

## **2. Current Position**

- 2.1 More than 2,250 summary proposal documents were issued to interested parties at the beginning of the consultation period, including Parent Councils, Education Scotland, Parents and Carers of children attending the establishments affected, Pupil Councils, Staff, Trade Unions, Community Planning Partners and any other users of the schools.
- 2.2 A total of 179 formal responses were received, including 5 emails and 3 letters. A further 6 responses were received with incomplete information and could not be included in the analysis. This represents a 7.9% response rate.
- 2.3 A breakdown of the responses received is detailed in section 5 of the Consultation Report, attached at Appendix 1.
- 2.4 Key themes that emerged during the consultation period can be summarised as follows:
- Appreciation of the need for new facilities.
  - Raising attainment.
  - Access to modern, fit for purpose sports facilities.
  - Opportunities for work experience in areas such as early years and childcare.
  - Traffic management considerations in and around the new campus.

- The extended journey to and from school, in particular, for those young people travelling from Cumbrae.
- Possible increase in class sizes.
- All three schools should be amalgamated – St Mary’s Primary School should not be isolated.
- How the campus will be managed, in terms of safety and security, taking account of the number of children and young people being in the same location.
- Design and management of the new campus.
- Measures to ensure Cumbrae, Skelmorlie and Fairlie Primary Schools don’t miss out.
- Proposed use of vacated site.

2.5 Education Scotland provided a report on the consultation, a copy of which is included within Appendix 1 (Consultation Report). The report indicated that educational gain exists for all children and young people impacted by this proposal. The report also noted that the current Largs Academy building is in a poor state of repair and is therefore in need of replacement and that the children who attend the primary schools affected by the proposal would benefit from the enhanced facilities of a modern learning environment. Education Scotland interviewed stakeholders who were, on the whole, positive about the benefits of the new campus. However, some had concerns about the proposal, which Education Scotland felt would be addressed during the design phase.

The Council’s response to considerations raised during the public consultation and by Education Scotland are included within section 7 of the Consultation Report.

2.6 The Consultation Report was published on the Council’s website for three weeks from 26 January 2015 until 16 February 2015. Copies were also available from Education and Youth Employment HQ, each of the affected schools, Bridgegate House, local libraries, local community centres and Brooksby Medical and Resource Centre.

2.7 Further engagement will take place with children and young people, parents, staff, the Catholic Church and the community about the design of the new campus, if the proposal is approved to go ahead.

## 2.8 Sportscotland Partnership

- 2.8.1 Discussions have progressed positively between the Council and The Scottish Sports Council (trading as “Sportscotland”), to purchase the land for the proposed site of the campus at Sportscotland’s National Centre Inverclyde in Largs.
- 2.8.2 Additionally, the campus development is poised to benefit from a partnership with Sportscotland to share sports facilities on their Inverclyde site.
- 2.8.3 Inverclyde is currently home to a range of world class sports facilities and has a national role in supporting the development of particular sports and athletes. The economic value of the National Centre, Inverclyde to North Ayrshire is substantial and includes the employment of local people, support of local businesses, events and tourism. Sportscotland now have an ambitious business improvement strategy to renew and refresh a range of sports and residential facilities. The development includes a new inclusive residential accommodation facility, improvements to the sports hall annex, main sport hall, gymnastic facilities and external sports pitches as well as a general refurbishment of the current sporting assets throughout the site.
- 2.8.4 In order to achieve maximum benefit from the partnership and to achieve the shared vision of a nationally (and internationally) recognised centre of sporting and educational excellence, it is proposed that the Council enters into a 30 year agreement to gain access to two professional standard grass (football) pitches and one high quality synthetic (hockey) pitch. This will provide exclusive access to the allocated facilities for pupils during school term time until 5.00 p.m. each day for the first 11 years of the agreement which will begin from the year of the Council’s occupation of the Campus (December 2017). Thereafter the Council will be required to renegotiate continued use of these facilities for the remainder of the agreement.
- 2.8.5 The cost of this agreement is £2,000,000 and is included within the cost of the project. This money will be re-invested by Sportscotland in their Inverclyde business improvement strategy.
- 2.8.6 This proposed partnership provides an exciting opportunity to retain and enhance a national sports presence in North Ayrshire and provides a stage for the development of a world class educational and sports facility for young people and the wider community in North Ayrshire. In addition, there are opportunities in relation to vocational training for the senior phase.

## 2.9 Proposed Site

2.9.1 In order to facilitate the delivery of the proposed campus by December 2017, there is a requirement to secure ownership of the proposed development site at SportScotland's National Centre Inverclyde.

2.9.2 The proposed development site is owned by SportScotland and is currently utilised as a golfing facility. The proposed campus development will require this golfing facility to be relocated within SportScotland's remaining land ownership.

2.9.3 Following receipt of independent valuation advice, it has been confirmed that the market value of the proposed development site is £691k. It is estimated that the costs associated with relocating the golf facility will be approximately £650k.

2.9.4 The purchase price for the proposed development site has been agreed between the Council and SportScotland at £691k. In addition, as part of any land transaction, the Council will pay the reasonably demonstrable golf facility relocation costs, subject to a maximum contribution of £650k. Heads of Terms have been agreed which will enable both parties to progress positively towards a successful land transaction

2.9.5 The Council now intend to enter into a legal agreement that will formally document the terms on which ownership of the proposed development site will be acquired. This legal agreement will be subject to a number of suspensive conditions. Should the Council not be in a position to discharge all of these conditions by 1 December 2015, then either party will have the right to terminate the agreement. The suspensive conditions relate to:

- confirmation from the Scottish Ministers that the proposal is not subject to any form of call-in procedures;
- the development site receiving planning consent for the proposed campus; and
- the Council being satisfied in relation to ground conditions, traffic and flood risk assessments.

2.9.6 Following discussion with SportScotland, it is intended that payment for the land transaction would be made in the financial year 2016/2017.

## 2.10 Financial Information

2.10.1 On 9 December 2014, the Council approved the Capital Programme for 2015/16 to 2022/23, in which the new campus was estimated to cost the Council a net £23.936m (£44m capital costs offset by £20.064m Scottish Futures Trust (SFT) funding). Elected Members were advised that this was a high level estimate, reflecting the early stage of development of the project. Further work has been done during the consultation phase to refine the design and associated costs and funding estimates.

2.10.2 The revised net cost to the Council is now estimated at £26.861m, £2.925m higher than the original indicative estimate. The revised capital budget is £51.930m offset by £25.069m of SFT funding.

2.10.3 The main movements from the original projections are:

- reduction in the construction costs per square metre estimated for the project
- project cost inflation, partially offset by increased SFT Funding
- confirmation of fixed rate funding for the primary school element of the project
- additional costs linked to enhanced facilities access arrangements with Sportscotland
- increase in overall size of the schools to accommodate anticipated future demand for primary and early years provision

2.10.4 Funding requires to be identified for the additional £2.925m. This can either be through additional prudential borrowing, at a cost of £201k per annum or through a revision of the existing capital plan. Since a review of the capital plan is already scheduled for 2015/16 it is recommended that this is part of that review.

2.10.5 The project will generate £874k of additional revenue costs per annum once the campus opens due to:

- £214k anticipated increases mainly in Non Domestic Rates charges, as advised in the original proposal paper approved by Cabinet in September 2014;
- £40k estimated annual cost of providing a bus service for Cumbrae pupils from the ferry to the new school; and
- The previous Executive, at its meeting on 24 May 2011, noted the requirement for the Council to meet the hard facilities management and life cycle costs for the Garnock campus. As Garnock is now being procured via the traditional capital route, these costs will no longer be incurred. However, these costs will be incurred as part of the Largs Campus development, with an estimated cost of £620k.

This £874k will require to be funded in part from 4<sup>th</sup> quarter of 2017/18 and in full from 2018/19. These additional costs can be met from resources in the current three year financial plan.

### **3. Proposals**

- 3.1 It is proposed that Cabinet agrees to (a) consider the information contained in the Consultation Report; (b) approve the recommendation to develop a campus in Largs at Inverclyde Sports Centre, by relocating Largs Academy, amalgamating Brisbane and Kelburn Primary Schools, relocating St Mary's Primary School and creating a new early years centre; (c) approve the reinstatement of free school transport on the mainland for young people travelling from Cumbrae with effect from the date of opening of the new; (d) approve the revised project budget and agree to fund the additional capital costs as part of a fuller review of the capital plan during 2015/16; (e) approve a thirty year agreement with Sportscotland for staff and pupils to gain exclusive access to three professional standard sports pitches within Inverclyde National Sports Centre; (f) the Council entering into a formal legal agreement to acquire development land at the National Sports Centre, Inverclyde that will be subject to a number of suspensive conditions; and (g) approve the allocation of additional revenue costs as outlined at 2.10.5.

## **4. Implications**

### Financial Implications

- 4.1 The project will cost £2.925m more than is in the current capital plan. Funding for this will be agreed as part of the 2015/16 Capital Plan review.

The campus is expected to cost an additional £874k per annum in revenue costs. This will require to be funded in part from 4<sup>th</sup> quarter of 2017/18 and in full from 2018/19. These additional costs can be met from resources in the current three year financial plan.

### Human Resource Implications

- 4.2 All human resource matters will be dealt with in line with the Council's policies and procedures.

### Legal Implications

- 4.3 The consultation has been carried out in accordance with the Schools (Consultation) (Scotland) Act 2010 (as amended).

If the proposal is agreed, the Scottish Ministers must be notified of this decision. Thereafter, Scottish Ministers have an eight week period to consider whether they will issue a notice to the Council to call-in the proposal. In taking the decision whether to issue a call-in notice, the Scottish Ministers are required by the Act "to take account of any relevant representations made to them (by any person) within the first three weeks of that eight week period."

Subject to Cabinet and Scottish Government approval, Legal Services will be instructed to progress with the documentation for the site acquisition for the proposed development.

### Equality Implications

- 4.4 An equality impact assessment has been completed and resulted in no negative impact to stakeholders.

### Environmental and Sustainability Implications

- 4.5 Consideration of the environmental impact of this decision will be a key feature in the design of the campus.

## Implications for Key Priorities

- 4.6 3a "opportunities for lifelong learning have increased";  
4a "levels of educational attainment and achievement have improved";  
4b "more young people are leaving schools for positive destinations (further or higher education, employment or training)";  
5a "opportunities to support the positive development of vulnerable young children have increased";  
6c "people are more active more often";  
10c "the condition of roads, footpaths and lighting has improved"; 12a "our environment is protected and enhanced"; and  
15c "public services are more efficient and effective".

## 5. Consultations

- 5.1 In line with the Schools (Consultation) (Scotland) Act 2010, all interested parties have been given an opportunity to express their views on this proposal.

## 6. Conclusion

- 6.1 North Ayrshire Council has a once in a lifetime opportunity to invest in excess of £50m in the community of Largs and surrounding area to enhance education provision now, and for generations to come. A new, fit for purpose campus will offer all children and young people an environment which will fully support learning and teaching in the 21st century.

Additionally, the partnership with Sportscotland provides an opportunity for North Ayrshire Council to be part of a visionary and innovative relationship which retains and enhances a national sports presence in North Ayrshire. This will deliver a world class educational and sporting facility for young people and the wider community of North Ayrshire.



JOHN BUTCHER  
Executive Director (Education and Youth Employment)

Reference : JB/LT/JN

For further information please contact John Butcher, Executive Director on 01294 324411

## Background Papers

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**North Ayrshire Council**  
Comhairle Siorrachd Àir a Tuath

## **CONSULTATION REPORT**

### **PROPOSAL ON THE FUTURE OF EARLY YEARS, PRIMARY AND SECONDARY EDUCATION PROVISION IN LARGS**

**REPORT BY EXECUTIVE DIRECTOR (EDUCATION AND YOUTH EMPLOYMENT)**

This document has been issued by North Ayrshire Council for consultation in terms of the Schools (Consultation) (Scotland) Act 2010 (as amended)

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**North Ayrshire Council  
Education and Youth Employment**

**Consultation report on the future of early years, primary and  
secondary education provision in Largs**

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**NORTH AYRSHIRE COUNCIL**  
**EDUCATION AND YOUTH EMPLOYMENT**  
**CONSULTATION REPORT**

**1. WHAT IS THE PURPOSE OF THE CONSULTATION REPORT?**

In line with the Schools (Consultation) (Scotland) Act 2010 (as amended), North Ayrshire Council are required to:

- set out the total number of written representations made to the Council by any person during the period of the public consultation exercise;
- set out a summary of those written representations;
- set out a summary of the oral representations made to the Council at the public meetings held at:
  - Largs Academy on 4 November 2014 at 1.00pm
  - Largs Academy on 4 November 2014 at 6.00pm
  - Cumbrae Primary School on 5 November 2014 at 6.00pm
  - St Mary's Primary School on 6 November 2014 at 6.00pm
- set out a statement of the Council's response to:
  - those written and oral representations; and
  - Education Scotland's report.
- provide a copy of Education Scotland's report;
- set out a statement explaining how the Council reviewed the above proposal having had regard (in particular) to:
  - the relevant written representations received by the Council during the public consultation period;
  - oral representations made to it at the public meetings detailed above; and
  - Education Scotland's report
- provide details of any alleged omission from, or inaccuracy in, the Proposal Document and a statement of any action taken;
- outline the procedure for making representations to the Scottish Ministers in terms of Section 15(4) of Schools (Consultation) (Scotland) Act 2010 (as amended).

## 2. HOW DID WE GET HERE?

### 2.1 Strategic Review of Education

North Ayrshire is currently engaged in a review of educational services with the stated aim of reducing inequality in educational outcomes, whilst continuing to improve outcomes for all learners.

The overarching goals of the review are twofold. Firstly, to develop a vision and strategy for the delivery of Education in North Ayrshire which will ensure that:

- The inequality that exists, across different groups of learners, is reduced
- Educational outcomes improve for all learners
- The community of North Ayrshire maximises value from available resources

Secondly, to set out how the Council will engage with our communities and build confidence in the Council's vision and strategy, so that this vision can be realised.

Separately, yet complementing the review, a unique and time-limited opportunity emerged for North Ayrshire Council to improve the delivery of education in Largs.

The first was an invitation to submit a proposal to Phase Three of the Scottish Schools for the Future Programme via the Scottish Futures Trust (SFT), which had to satisfy the programme requirements and timescale.

The second was the possibility for a strategic partnership to be established with **sportscotland** as a result of their development of their facilities at the National Centre, Inverclyde.

### 2.2 Early Engagement Process

In July 2014, North Ayrshire Council's Cabinet agreed that an early engagement process with a range of stakeholders should be undertaken to develop a proposal on the future of early years, primary and secondary education provision in Largs.

Whilst this stage in the process was not legally required, and the timescale was necessarily restricted, the Council wanted to engage with all interested parties at this early, formative stage of the process and hear as many views as possible prior to formulating more detailed proposals.

The pre-consultation process included a series of information sessions in the months leading up to the consultation period. These sessions were aimed at pupils, parents/carers and staff in the affected schools. In addition, a survey was issued to all pupils, parents/carers, staff and local community councils seeking their views on the proposal.

The local community councils worked with the Council to engage with the wider community on an informal basis as part of the early engagement process to seek the views and opinions of community members.

Regular discussion has also taken place with a Roman Catholic Diocesan representative and a senior member of the Scottish Catholic Education Service in relation to the relocation of St Mary's Primary School. As a result, there was support for this proposal to be taken forward with consideration being given to all the factors

which contribute to the outcomes of providing a Catholic education in the 21<sup>st</sup> century. Should the project be approved, the Council will continue to have ongoing discussion with the Church.

This early engagement process helped to shape the best way forward and ensure that the proposed development met the needs and aspirations of the community.

### **3. THE PROPOSAL**

3.1 At its meeting on 23 September 2014, North Ayrshire Council's Cabinet approved the recommendation to commence Statutory Public Consultation on the proposal to create a new 2-18 years campus, situated on the Inverclyde Sports Centre site comprising of:

- the relocation of Largs Academy;
- a new primary school, arising from the proposed amalgamation of Brisbane Primary School and Kelburn Primary School;
- the relocation of St Mary's Primary School; and
- a new early years' centre.

3.2 The proposal is for one campus building, housing separate establishments with certain shared facilities. The shared facilities, which will be agreed and developed throughout the design phase, may include dining, sporting and other specialist areas. Careful consideration will be given to how this might look and therefore be managed, which will be done in partnership and consultation with the school communities.

3.3 The three schools will be led by their own Head Teacher and appropriate leadership teams. Within this arrangement, each establishment will operate as a school in their own right, although there will be benefits of a closer working relationship. Consideration will be given as to how they will work together to ensure the overall smooth running of the campus and how the shared facilities are managed. In addition, the early years' provision would also have a centre manager and would be an integral part of the overall campus.

### **4. THE STATUTORY CONSULTATION PROCESS**

4.1 A Proposal Document was developed and published on the Council website at [www.north-ayrshire.gov.uk](http://www.north-ayrshire.gov.uk). Copies were made available at schools affected by the proposal, Education and Youth Employment HQ, local libraries, local community centres and health centres. In addition, a summary of the Proposal Document was issued to all interested parties. Both documents are attached to this report - see Appendix 1.

4.2 At the outset, the consultation period was scheduled to run from 1 October to 21 November 2014. However, as a result of securing additional Scottish Government grant funding and the development of a more efficient design and build programme, the timescale for the proposed delivery of the new campus was brought forward to December 2017. To acknowledge this change, stakeholders were advised by letter on 31 October that the consultation period was being extended by 2 weeks until 5 December 2014. The Proposal Document was updated to reflect this change.

4.3 Views on the proposal were encouraged, using the following methods:

- Completing an online response form at [www.north-ayrshire.gov.uk](http://www.north-ayrshire.gov.uk);
- Submitting a paper copy of the response form. These could be obtained from schools affected by the proposal or on request by calling 01294 324429;
- Writing to the Executive Director (Education and Youth Employment), North Ayrshire Council, Cunninghame House, Irvine, KA12 8EE; or
- E-mailing [educ\\_consultation@north-ayrshire.gov.uk](mailto:educ_consultation@north-ayrshire.gov.uk).

4.4 Specific consultation took place with children and young people from the schools involved. The consultation for young people from Largs Academy was facilitated by North Ayrshire Council Youth Services and took the form of an online survey and focus groups.

4.5 The consultation with primary aged pupils was led by an education representative. Discussion groups took place and critical skills tasks were used to provoke thinking. Questionnaires were also used to seek views and opinions on the proposal.

4.6 Four public meetings were held to share information about the proposal. The details of these meetings were included in both the Proposal and Summary Documents and were also advertised in the local press, the Council website and local radio. Schools issued reminders to parents of these meetings, which took place on:

Venue	Date	Time
Largs Academy	Tuesday 4 November 2014	1.00pm-3.00pm
Largs Academy	Tuesday 4 November 2014	6.00pm-8.00pm
Cumbræ Primary School	Wednesday 5 November 2014	6.00pm-7.30pm
St Mary's Primary School	Thursday 6 November 2014	6.00pm-8.00pm

The notes of these public meetings, which are in question and answer format, can be found in Appendix 2.

4.7 Pupils, parents/carers and staff from all schools affected by the proposal were invited to visit new build establishments to illustrate the benefits that modern educational facilities can offer.

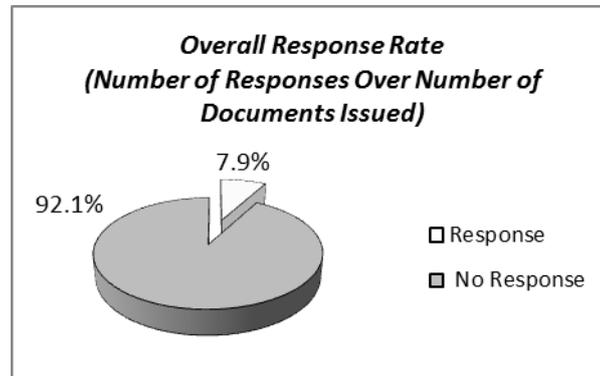
4.8 Education Scotland has a key role in considering the educational aspects of the proposal. Their officers attended two of the public meetings and subsequently conducted interviews with representative groups from the school communities.

4.9 Copies of the Proposal Document, public meeting notes, all responses to the proposal and pupil consultation reports were submitted to Education Scotland. Their report on the proposal can be found at Appendix 3.

## **5. WHAT WAS THE RESPONSE TO THE STATUTORY PUBLIC CONSULTATION?**

5.1 More than 2,250 summary proposal documents were issued to interested parties at the beginning of the consultation period, including Parent Councils, Education Scotland, Parents and Carers of children attending the establishments affected, Pupil Councils, Staff, Trade Unions, Community Planning Partners and any other users of the schools.

5.2 A total of 179 formal responses were received, including 5 emails and 3 letters. A further 6 responses were received with incomplete information and could not be included in the analysis. All of the responses are available for public reference at Education and Youth Employment, Cunninghame House, Irvine, KA12 8EE. The chart below illustrates the response rate:



5.3 Specifically, stakeholders were asked the following questions:

- Do you agree with the proposals to relocate Largs Academy to the new education campus?
- Do you agree with the proposal to relocate St Mary's Primary School to the new education campus?
- Do you agree with the proposal to amalgamate Brisbane and Kelburn Primary Schools to create one, new non-denominational primary school within the new education campus?
- Do you agree with the proposal to relocate early learning and childcare provision to the new education campus?

5.4 The table below provides a breakdown of the responses received to these questions during the consultation period. A detailed analysis of responses by school is attached at Appendix 4.

		171 formal response forms received											
		Do you agree to:											
School	Interest	Relocate Largs?			Relocate St Mary's?			Amalgamate Brisbane and Kelburn?			Relocate early learning?		
		YES	NP*	NO	YES	NP*	NO	YES	NP*	NO	YES	NP*	NO
Largs Academy	Parent/Carer	37	1	6	21	6	17	26	1	17	25	3	16
Largs Academy	Staff	5			3	1	1	5			4	1	
Largs Academy	Other	8		2	7		3	7		3	7		3
St Mary's PS	Parent/Carer	16		2	11		7	10	2	6	12	1	5
St Mary's PS	Staff			1			1			1			1
St Mary's PS	Other	5					5	3	1	1			5
Brisbane PS	Parent/Carer	20		2	11	4	7	9	1	12	13	1	8
Brisbane PS	Other	3			1		2	2		1	2		1
Kelburn PS	Parent/Carer	39		12	17	7	27	21	2	28	23		28
Kelburn PS	Staff	6		1			7			7			7
Kelburn PS	Other		1	1		1	1		1	1		1	1
Cumbræ PS	Parent/Carer	1					1		1			1	
Cumbræ PS	Staff	1			1			1			1		
Skelmorlie PS	Other	1			1			1			1		
NP* = No Preference		<b>142</b>	<b>2</b>	<b>27</b>	<b>73</b>	<b>19</b>	<b>79</b>	<b>85</b>	<b>9</b>	<b>77</b>	<b>88</b>	<b>8</b>	<b>75</b>
		<b>171</b>			<b>171</b>			<b>171</b>			<b>171</b>		

5.7 Key themes that emerged throughout the consultation period, both at the public meetings and comments made in the form of responses received can be summarised as follows:

- Appreciation of the need for new facilities
- Raising attainment
- Access to modern, fit for purpose sports facilities
- Opportunities for work experience in areas such as early years and childcare
- Traffic management considerations in and around the new campus
- The extended journey to and from school, in particular, for those young people travelling from Cumbernauld
- Possible increase in class sizes
- All three schools should be amalgamated – St Mary's Primary School should not be isolated
- How the campus will be managed, in terms of safety and security, taking account of the number of children and young people being in the same location
- Design and management of the new campus
- What can be done to ensure Cumbernauld, Skelmorlie and Fairlie primary schools don't miss out?
- What will the vacated site(s) be used for?

## 5.8 Pupil Consultation

Consultation was carried out with children and young people from the schools involved. Full reports on these consultations can be found at Appendix 5 with a summary given below:

### 5.8.1 Young People from Largs Academy

In summary, young people from Largs Academy could see the benefits of the proposal in terms of improved pupil support networks, peer education and work experience opportunities. They also thought that they would benefit from improved educational and sports facilities and increased social opportunities. A key attribute identified was that the campus setting would eliminate the daunting experience of moving from primary to secondary for those primaries within the campus and would ultimately improve transition arrangements.

The main considerations that emerged were around the journey to and from school and the effect on local businesses if young people could not access facilities within the town. In addition, they felt the management of the campus would have to be carefully considered taking account of the number of children and young people involved.

Importantly, a common point raised was that the young people felt that their views and opinions were truly being listened to during the consultation process.

These views were expressed at the public meetings held in Largs Academy by a senior pupil from the school.

### 5.8.2 Children from Primary Schools within Largs Cluster

Children could see advantages of having a new school with access to new facilities, especially improved outside activity areas and modern ICT provision. They also wished to take their achievements with them, for example, eco flags and other awards.

Routes to school and parking issues were a consideration for primary pupils, with comments around the increased walking distance and increased volumes of traffic. Pupils from Brisbane Primary School felt that they may be disadvantaged as the smaller of the two schools proposed to amalgamate.

All children wished a separate playground from the secondary school and concerns about being possibly bullied by older pupils were raised.

- 5.9 A response was received from the Scottish Catholic Education Service outlining their initial views on the proposal. This information was shared with parishioners and was distributed to parents by St Mary's Primary School. The letter outlined the initial, early thoughts of the Church, which through ongoing dialogue and discussion, have now progressed. The Council has made a commitment to continue to work with the Church, parents/carers, pupils and staff to ensure that the new school meets the requirements to deliver Catholic education for the 21<sup>st</sup> century.

## **6. EDUCATION SCOTLAND**

- 6.1 Representatives from Education Scotland attended two of the public meetings and were subsequently provided with copies of all correspondence received by the Council during the consultation period. Officers from Education Scotland also met with representatives from the school communities directly affected by the proposal.
- 6.2 In line with the requirements of the Schools (Consultation) (Scotland) Act 2010 (as amended), a report was provided by Education Scotland in relation to the proposal. This report can be found at Appendix 3.
- 6.3 Detailed below is a summary of their report:  
The Council's proposal has educational benefits for children and young people. The provision of a new, purpose built Largs Academy will be of educational benefit to the young people who attend it. The current building is in a very poor state of repair and is long overdue for replacement. Children who attend St Mary's, Brisbane and Kelburn primary schools will benefit from the enhanced facilities of a modern learning environment and from having access to enhanced sporting facilities. There will be potential for staff across all the schools to share practice more effectively. However, some stakeholders have concerns about the proposal. In its final consultation report, the Council needs to address these concerns. It should provide more information about arrangements for managing traffic across the site. Should the proposal go ahead, the Council will need to ensure that all stakeholders have an opportunity to be involved in the design of the new campus.

## **7. THE COUNCIL'S RESPONSE TO THE EDUCATION SCOTLAND REPORT**

- 7.1 North Ayrshire Council welcomes the report by Education Scotland which highlights the educational and wider benefits of the proposal. Education Scotland considered the educational aspects of the proposal and their comments are detailed in their report, attached at Appendix 3. The Council has considered these comments, both during and after the public consultation process and can offer the following responses.

- 7.2 **Education Scotland's Comment:** 'Almost all stakeholders who spoke to HM Inspectors are concerned about potential traffic management issues at the site of the new campus. They are concerned about the high volume of traffic accessing the new campus and issues caused by traffic congestion which may impact on the pupil safety. In its final consultation report, the Council needs to address concerns raised by stakeholders about potential traffic management issues at the site of the new campus.'

**The Council's Response:** As part of the planning process, a transportation assessment will be carried out. Within this assessment, predicted traffic flows to, from and around the school are assessed, and where necessary, mitigation measures are proposed to deal with any identified problems including congestion. Part of the focus of any campus is to encourage walking, cycling and sustainable modes of travel and these will be encouraged as part of the project to reduce the number of children being dropped off and picked up by private car.

Parking at schools can be a concern. However, there are opportunities to reduce the impact through careful travel planning with the school communities. Consideration will also be given to an appropriate traffic management system during the design phase.

The new development is expected to make provision to ease access for pedestrians, cyclists and public transport users first and thereafter for car users.

- 7.3 **Education Scotland's Comment:** 'Parents of children from Cumbrae Primary School would like reassurance that appropriate travel arrangements will be put in place to allow them to arrive at school in good time and return home at the end of the school day, given the increased distance from the ferry terminal to the new campus. In its final consultation report the Council will need to ensure that these reasonable concerns expressed by parents are addressed.'

**The Council's Response:** Consideration will be given to the reinstatement of free school transport to and from the Cumbrae ferry.

- 7.4 **Education Scotland's Comment:** 'Should the proposal go ahead the Council needs to continue to engage fully with stakeholders in the planning and design of the new schools, and provide reassurance about how the individual schools will operate as part of the new campus'

**The Council's Response:** The proposal is for one campus building housing separate establishments with certain shared facilities. The shared facilities, which will be agreed and developed throughout the design phase, may include dining, sporting and specialist areas. Careful consideration will be given to how this might look and therefore be managed. The Council is committed to involving pupils, parents, staff and the wider community in the design process.

Importantly, encouraging the preservation of school identity, the three schools would be led by their own Head Teacher and appropriate leadership teams. Within this arrangement, each establishment will operate as a school in their own right, although there will be benefits of a closer working relationship as detailed below. Consideration will be given as to how they would work together to ensure the overall smooth running of the campus and how the shared facilities are managed. In addition, the early years' provision would also have a centre manager.

With specific consideration of the amalgamation of Brisbane and Kelburn Primary Schools, the service recognises that the proposed amalgamation needs careful consideration to ensure the full range of pupils' needs are addressed, thus guaranteeing continuity of their education and support for their well-being. The two schools already work closely together in many aspects of planning and this would be further strengthened through the improvement planning cycle leading to a consistent approach to all aspects of teaching and learning. In addition, a number of other measures would be put in place to support the proposed merger. These include:

- opportunities for pupils, staff and parents to come together prior to any move;
- joint planning between teachers on matters such as curriculum, assessment and reporting;
- joint work between parent councils;
- joint events such as school shows and performances;
- team events; and
- full involvement in design and creation, if appropriate, of a new school name, uniform and logo.

Parents may have concerns about the impact that a larger school could have on issues such as the care and welfare of their children and the ethos created within the school. The expectation is that, through high quality leadership and direction, there would be no detriment to children in these areas. In supporting the move to a larger school, Head Teachers and leadership teams would also be involved in visits to other similar sized establishments to see good and best practice. Parents and pupils would also be welcome to take part in these visits.

The Council would also draw on its very recent and successful experience in amalgamating three primary schools into one new modern learning environment in Irvine. The experiences of all staff involved in this would be utilised to further support the smooth transition.

- 7.5 **Education Scotland's Comment:** 'Children at St Mary's Primary school, their parents and staff are concerned about the educational benefits of moving from a school which they are proud of, which has an increasing roll and attains well. In its final report, the Council need to reassure stakeholders of the educational benefits for children who attend St Mary's Primary School.'

**The Council's Response:** The Council highlights a range of educational benefits for all children and young people affected by the proposal and these are set out in section 9 of the Proposal Document, attached at Appendix 1.

The Council believes that the benefits stated will offer the children attending St Mary's Primary School an enhanced learning experience. However, through continued dialogue with the school community, the Council will endeavour to further demonstrate how the benefits highlighted can impact on teaching and learning and therefore improve the educational experience for all children.

- 7.6 **Education Scotland's Comment:** 'Parents and staff from Cumbrae, Fairlie and Skelmorlie primary schools would like reassurance that children will not lose out by not being part of the new campus and that they get regular and equitable access to the new facilities.'

**The Council's Response:** Transition arrangements between the new campus and Cumbrae, Fairlie and Skelmorlie primary schools will need to be given careful consideration. All schools within the current cluster arrangement will continue to work well together to plan transition arrangements. Curriculum planning and curricular links will be maintained at the present high level and the specialist expertise of secondary staff will continue to enhance the curriculum in these schools. In addition, it will be important that children from these schools gain meaningful and extended opportunities to become familiar and comfortable in the new campus before beginning their secondary schooling.

With respect to the key transition from P7 to S1 for the cluster schools, transition arrangements will be carefully planned and managed and the transition period will be extended if required.

## **8. THE COUNCIL'S RESPONSE TO THE STATUTORY PUBLIC CONSULTATION**

8.1 Some of the comments and considerations raised by Education Scotland were also raised during the public consultation period and are noted in section 7. This section highlights other main considerations raised during the public consultation period, and the Council's response.

8.2 **Public Consultation Consideration:** Appreciation of the need for new facilities

**The Council's Response:** It is clear from many responses received that there is a need for new, modern, fit for purpose facilities to be developed, especially for Largs Academy. Comments were made around the opportunities that access to a new purpose built facility would bring, including access to on-site sports facilities.

8.3 **Public Consultation Consideration:** Raising attainment

**The Council's Response:** North Ayrshire Council is committed to raising the level of educational attainment and achievement. This development opportunity will be a major contributor in achieving this goal.

Improved attainment cannot be guaranteed in any setting but what is evident is that new fit for purpose facilities can be the cornerstone for attainment and achievement and can give an already high achieving group of young people and staff better opportunities going forward.

Subject areas such as the Technologies, Music and Physical Education, will be enhanced ensuring improved personalisation and choice as well as greater breadth of the curriculum than can currently be offered. This will allow the school to further develop the Broad General Education which will more fully meet the needs of all young people. Thereafter, it will offer greater choice and improved pathways in the senior phase. This has the potential to lead to further improvements in attainment and wider achievements for the young people. Furthermore, there will be the opportunity to create facilities as an explicit part of the design for the improved delivery of the STEM subjects (Science, Technology, Engineering and Mathematics).

The project also provides an opportunity to build on the existing strengths of the primary schools with particular emphasis on the attainment and achievement that they currently enjoy.

- 8.4 **Public Consultation Consideration:** Access to modern, fit for purpose sports facilities

**The Council's Response:** The new campus will offer an enhanced sporting experience for young people and the wider community which will meet the requirements and aspirations of the Council and the Scottish Government. The facilities at Inverclyde National Sports Centre will remain in the remit of **sportscotland** but opportunities for their use will form part of the partnership agreement being developed between **sportscotland** and North Ayrshire Council. Furthermore, the relationship with the Inverclyde Centre has the potential to provide young people with inspirational role models and therefore further enhance the uptake of physical activity, especially amongst secondary-aged young people.

- 8.5 **Public Consultation Consideration:** Opportunities for work experience in areas such as early years and childcare

**The Council's Response:** The development of skills for life, learning and work will be increased with greater opportunity in vocational and technological pathways while still maintaining the high academic achievements that the school enjoys. These elements will deliver a more relevant, challenging and enjoyable learning experience which is much more clearly focused on positive destinations for all young people. Having early years provision on site will provide ease of access to work experience opportunities.

- 8.6 **Public Consultation Consideration:** Possible increase in class sizes

**The Council's Response:** Class sizes will remain in line with current North Ayrshire Council policy. The same principles apply in all schools regardless of the total number of pupils.

- 8.7 **Public Consultation Consideration:** All three schools should be amalgamated, St Mary's Primary School should not be isolated

**The Council's Response:** North Ayrshire Council are committed to providing a denominational education provision in line with the statutory requirement under the 1918 Education Act which clearly states that parents should be given the choice of denominational education for their children.

- 8.8 **Public Consultation Consideration:** How the campus will be managed, in terms of safety and security, taking account of the number of children and young people being in the same location.

**The Council's Response:** Safety and security will be managed by operational procedures and through design development. Consideration will be given during the design phase to having a number of access points to manage pupil movement in and around the campus. In addition, separate entrances and reception areas will be specified for each school.

A comprehensive travel plan will be developed in partnership with all school communities.

8.9 **Public Consultation Consideration:** What will the vacated site(s) be used for?

**The Council's Response:** The proposed future use of the schools buildings and sites will be determined following the review of legal, planning and site specific considerations and will form part of future consultation. It is likely that they will be used, either by the Council or a third party for future development, for a purpose that complies with or is capable of complying with the requirements of the Local Development Plan.

**9. NEXT STEPS**

9.1 Cabinet Decision

North Ayrshire Council Cabinet will make a final decision on 10 March 2015 on the proposal. This is later than was reported in the Proposal Document as a result of the extension to the consultation period.

9.2 Scottish Ministers Consideration

If the proposal is agreed, the Scottish Ministers must be notified of this decision. Thereafter, Scottish Ministers have an eight week period to consider whether they will issue a notice to the Council to call-in the proposal. In taking the decision whether to issue a call-in notice, the Scottish Ministers are required by the Act "to take account of any relevant representations made to them (by any person) within the first three weeks of that eight week period."

Anyone wishing to contact the Scottish Ministers during the three week period referred to above should do so by e-mail to:

[schoolclosure@scotland.gsi.gov.uk](mailto:schoolclosure@scotland.gsi.gov.uk)

or in writing to:

School Infrastructure Unit  
Scottish Government  
Areas 2-A South  
Victoria Quay  
Edinburgh  
EH6 6QQ

9.3 Design Consultation

If the proposal is approved, a series of design consultation sessions will take place with children and young people, parents, staff and the wider community to shape the design of the new facilities within the campus, with a view to being on site by the end of this year.

**10. CONCLUSION**

10.1 The response to this consultation is relatively low taking account of the number of potential interested parties that information on the proposal was sent to. Of those who did respond, almost all of them agreed or had no preference to the relocation of Largs Academy. More than half either agreed or had no preference to the relocation of St Mary's Primary School, the amalgamation of Kelburn and Brisbane Primary Schools and the inclusion of an Early Years Centre.

- 10.2 North Ayrshire Council has a once in a lifetime opportunity to invest over £40million in the community of Largs and surrounding area to enhance education provision now and for generations to come.
- 10.3 A new, fit for purpose campus will offer the children and young people an environment which fully supports learning and teaching in the 21st century.

## List of Appendices

- Appendix 1 – Proposal Document, Summary and Appendices  
Appendix 2 – Notes of Public Meetings  
Appendix 3 – Education Scotland Report  
Appendix 4 – Response Analysis  
Appendix 5 – Pupil Consultation Reports

This document can also be made available in alternative formats or in translated form for readers whose first language is not English.

本文件也可應要求，製作成其他語文或特大字體版本，也可製作成錄音帶。  
ਇਹ ਦਸਤਾਵੇਜ਼ ਹੋਰ ਭਾਸ਼ਾਵਾਂ ਵਿਚ, ਵੱਡੇ ਅੱਖਰਾਂ ਵਿਚ ਅਤੇ ਆਡੀਓ ਟੇਪ 'ਤੇ ਰਿਕਾਰਡ ਹੋਇਆ ਵੀ ਮੰਗ ਕੇ ਲਿਆ ਜਾ ਸਕਦਾ ਹੈ।  
درخواست پر یہ دستاویز دیگر زبانوں میں، بڑے حروف کی چھپائی اور سننے والے ذرائع پر بھی میسر ہے۔

Na życzenie klienta, informacje te mogą być udostępnione w innych językach oraz formatach.

Please apply in writing to North Ayrshire Council, Education and Skills, Cunninghame House, Friars Croft, Irvine, KA12 8EE; by telephone on 01294 344429; or by e-mail at [educ\\_consultation@north-ayrshire.gov.uk](mailto:educ_consultation@north-ayrshire.gov.uk).





North Ayrshire Council  
Comhairle Siorrachd Àir a Tuath

## **PROPOSAL ON THE FUTURE OF EARLY YEARS, PRIMARY AND SECONDARY EDUCATION PROVISION IN LARGS**

**REPORT BY EXECUTIVE DIRECTOR (EDUCATION AND YOUTH EMPLOYMENT)**

This document has been issued by North Ayrshire Council for consultation in terms of the  
Schools (Consultation) (Scotland) Act 2010 (as amended)

**North Ayrshire Council  
Education and Youth Employment**

**Proposal on the future of early years, primary and  
secondary education provision in Largs**

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- 2. Largs Academy Catchment Area**
- 3. Brisbane Primary School Catchment Area**
- 4. Kelburn Primary School Catchment Area**
- 5. St Mary's Primary School Catchment Area**
- 6. Financial Information**
- 7. Sportscotland Inverclyde Site Map**
- 8. Amalgamated Brisbane and Kelburn Primary School Catchment Area**
- 9. Response Form**

**NORTH AYRSHIRE COUNCIL**  
**EDUCATION AND YOUTH EMPLOYMENT**  
**PROPOSAL DOCUMENT**

**1. OUTLINE PROPOSAL**

- 1.1 As a result of early stakeholder engagement with a wide range of interested parties, subject to the outcome of this consultation exercise, North Ayrshire Council proposes that:

The preferred option of North Ayrshire Council is the creation of a new 2-18 years campus, situated on the Inverclyde Sports Centre site, subject to the approval of the **sportscotland** Board and Trust Board, comprising of:

- the relocation of Largs Academy;
- a new primary school, arising from the proposed amalgamation of Brisbane Primary School and Kelburn Primary School;
- the relocation of St Mary's Primary School; and
- a new early years' centre with provision for children aged 2 to 5 years.

- 1.2 The proposal is for one campus building, housing separate establishments with certain shared facilities. The shared facilities, which will be agreed and developed throughout the design phase, may include reception, dining, sporting and specialist areas. Careful consideration will be given to how this might look and therefore be managed.
- 1.3 Importantly, the three schools would be led by their own headteacher and appropriate management team. Within this arrangement, each establishment will operate as a school in their own right, although there will be benefits of a closer working relationship as detailed below. Consideration will be given as to how they would work together to ensure the overall smooth running of the campus and how the shared facilities are managed. In addition, the early years' provision would also have a centre manager.
- 1.4 This document outlines the background and factors taken into account in developing this proposal for a 2-18 years campus in Largs.
- 1.5 The Council want to hear views on this ambitious initiative. This document informs interested parties on the various methods available to make a response to this Statutory Public Consultation.

**2. STRATEGIC CONTEXT**

**2.1 Council Vision**

The current North Ayrshire Council Plan outlines the key aims and ambitions of the Council over the five year period 2012-2017 and sets out a vision for North Ayrshire, entitled "*North Ayrshire - the place to be*".

This vision sets out the Council's commitment: 'To improving the lives of North Ayrshire people and developing stronger communities' and our core objectives detail how we will go about achieving this vision.

The Council's current core objectives are outlined below.

- Regenerating our communities and increasing employment;
- Protecting vulnerable people;
- Improving educational achievement; and
- Operating more efficiently and effectively

The Council also produces an updated annual action plan each year to reflect new initiatives and developments. The Council Action Plan 2014-2015 describes in detail the work that will be undertaken to achieve our strategic objectives.

These documents can be found on the Council's website at [www.north-ayrshire.gov.uk](http://www.north-ayrshire.gov.uk).

## 2.2 Education and Youth Employment Vision

The current Education and Youth Employment Service Plan 2014-2015 provides a solid foundation for achievement. It forms a vital part of the strategic thread which allows the service to identify its key priorities; as well as recording the ways in which these priorities are contributing to the Council's wider objectives.

In 2014-2015, the objectives for Education and Youth Employment are as follows:

- Learners are developing effective skills for learning, life and work and progressing into positive and sustained destinations.
- Key outcomes are being delivered to improve the life chances of children, young people and families in North Ayrshire.
- Individuals and communities are being supported to reach their potential and secure a successful future.
- Our services are high quality, continually improving, efficient and responsive to local need.

North Ayrshire Council is currently undertaking a Review of Educational Services with the stated aim of reducing inequality in Educational Outcomes whilst continuing to improve Educational Outcomes for all learners.

The overarching goals of the review are twofold. Firstly, to develop a vision and strategy for the delivery of Education in North Ayrshire which will ensure that:

- The inequality that exists, across different groups of learners, is reduced;
- Educational Outcomes improve for all learners; and
- The community of North Ayrshire maximises value from available resources

Secondly, to set out how the Council will engage with our communities and build confidence in the Council's vision and strategy, so that this vision can be realised.

## 2.3 Asset Management Strategy

The Local Government (Scotland) Act 2003 places a duty on Local Authorities to demonstrate best value in delivering their services and managing any assets they

hold. Typically, individual Councils hold assets worth many millions of pounds and it is in the interest of Councils and their residents that the most effective use of these assets is being made. This is achieved through the delivery of a Property Asset Management Plan.

North Ayrshire's Property Asset Management Plan clearly outlines the priorities for the physical care and improvement of the Council's property portfolio and is intended to assist the Council in contributing to the three key priorities of the Single Outcome Agreement:

- A Working North Ayrshire;
- A Healthy and Active North Ayrshire; and
- A Safe and Secure North Ayrshire

The overarching objective of the Property Asset Management Plan is to align the Council's land and property assets with the organisation's corporate objectives. By taking a strategic view in relation to the management of the Council's property assets, it is envisaged that the following key benefits will be accrued:

- reduced property operational costs;
- release of capital via disposal of surplus assets;
- best value in capital investment;
- best value in maintenance of property;
- improved public service delivery: achieved through having the right properties and services in the right locations;
- improved staff productivity; and
- improved asset utilisation.

## 2.4 **Sportscotland Partnership**

**sportscotland** have announced plans to provide:

- a unique range of facilities, on a single site for disability sports, including residential accommodation which can meet their particular needs and broaden their opportunities
- facilities for a number of small and medium-sized governing bodies of sport who do not have their own national centre
- a range of facilities which will help continue to attract major sports events and competitions to Inverclyde and to the west of Scotland, in the case of sailing and water based events centred on Largs.

The Centre will also meet the needs of other key established target customer groups, including:

- Scottish Governing Boards that already have their own national centres but require access to facilities to accommodate regional activities
- Schools from across Scotland which use Inverclyde to provide an all-inclusive sports experience
- Sport and physical activity facilities for the local community.

**sportscotland** and North Ayrshire Council have committed to working jointly around the siting of the Largs School Campus on Inverclyde land and the potential to ensure

the facilities are complementary. Discussions are continuing to develop the detail required to ensure the success of both the National Centre and the school campus project. In addition, opportunities within the partnership for the development of sporting pathways and specialist support will be explored.

### 3. HOW DID WE GET HERE?

- 3.1 North Ayrshire is currently engaged in a strategic review of education. This aims to raise educational attainment and achievement, review educational assets and provide an estate which is fit for the 21<sup>st</sup> century. This review demonstrates the Council's ambitions in relation to education in North Ayrshire. The Review Team will present their proposals in early 2015.

Separately, yet complementing the review, a unique and time-limited opportunity has emerged for North Ayrshire Council to improve the delivery of education in Largs.

This opportunity arose through two separate developments:

- The first was an invitation to submit a proposal to Phase Three of the Scottish Schools for the Future Programme via the Scottish Futures Trust (SFT), which had to satisfy the programme requirements and timescale, i.e. the project must be completed by 31 March 2018.
- The second was the possibility for a strategic partnership to be established with **sportscotland** in the development of their facilities at the National Centre Inverclyde.

**sportscotland's** ambition is to develop a fully inclusive national residential sports centre. It has already committed £9.3m to the redevelopment of the accommodation with the assistance of an additional £6m capital contribution from the Scottish Government. This development is likely to be the first of its kind in the UK and plans are being made to ensure that the sports facilities meet **sportscotland's** ambitions.

- 3.2 On 16<sup>th</sup> July 2014, North Ayrshire Council's Cabinet was presented with the background to this exciting development opportunity and agreed that officers would:

- develop proposals to replace the existing Largs Academy with a modern, fit-for-purpose secondary school, co-located on the site of the **Sportscotland** National Centre Inverclyde, in partnership with **sportscotland**;
- explore and bring forward proposals on the future provision of early years and primary education in Largs, informed by an early engagement process with a range of stakeholders;
- submit proposals, informed by the early engagement process, outlining the preferred options for education provision and related funding in Largs, to Cabinet on 23<sup>rd</sup> September 2014; and
- develop a robust consultation process to commence in October 2014 which meets statutory requirements.

- 3.3 Following Cabinet approval, an early pre-consultation engagement exercise was undertaken with a wide range of interested parties to help inform and influence this proposal. A pre-consultation engagement plan was developed to ensure that at this formative stage, the consultation was as wide ranging as possible. A copy of this plan is attached in Appendix 1.

#### **4. PRE-CONSULTATION STAKEHOLDER ENGAGEMENT**

- 4.1 The Council recognises both the importance of seeking the views of communities and the valuable contribution that this collaborative approach has in establishing a comprehensive proposal. Working together from this early stage builds the foundation for positive joint-working throughout the life of this ambitious education initiative for the Largs area.
- 4.2 A working group was established to consider and develop a robust plan to ensure that as many views as possible were heard prior to formulating the more detailed proposal. This resulted in a pre-consultation stakeholder engagement plan being produced along with survey questionnaires that were designed to gather responses.
- 4.3 Whilst this stage in the process is not legally required, and the timescale was necessarily restricted, the Council wanted to engage with all interested parties at this early, formative stage of the process and hear as many views as possible prior to formulating more detailed proposals.
- 4.4 The first step in this joint approach was to issue an information letter on 7 July 2014 to key stakeholders ahead of Cabinet on 23 July 2014. This letter provided early information on the proposal.
- 4.5 A further letter, outlining the pre-consultation stakeholder engagement process, was issued on 18 August 2014, enclosing a copy of the stakeholder engagement plan and information on how to participate in the survey.
- 4.6 A series of information sessions took place with parent council representatives, Headteachers, staff and pupils to outline the early engagement process; highlight the importance of their contribution; and to explain the significance of their role in encouraging others to participate.
- 4.7 The local community councils worked with the Council to engage with the wider community on an informal basis as part of the early engagement process to seek the views and opinions of community members as a precursor to the development of a formal proposal.
- 4.8 Importantly, initial consultation and engagement has taken place with a Diocesan representative and a senior member of the Scottish Catholic Education Service in relation to the relocation of St Mary's Primary School. As a result, there is support for this proposal to be taken forward with consideration being given to all of the factors which contribute to the outcomes of providing Catholic education in the 21<sup>st</sup> century.
- 4.9 This early engagement process has helped to shape the best way forward for this unique concept and ensure that the proposed development meets the needs and desires of the community.

#### **5. OUTCOME OF PRE-CONSULTATION STAKEHOLDER ENGAGEMENT**

- 5.1 The representative groups detailed in the Stakeholder Engagement Plan were invited to lead the distribution, collation and summary of a survey which asked the following questions:

### **Question 1**

Do you think the Council should develop proposals to replace the existing Largs Academy with a new school located on the grounds of **sportscotland's** Inverclyde National Centre, at Burnside Road, Largs, KA30 8RW?

Do you have any further comments/opinions/suggestions on the question above?

### **Question 2**

Do you think the Council should explore the option of including the early years and primary education provision in the Largs area as part of this new development, to create a campus design which includes education and sports facilities to provide for pupils from early years through to sixth year?

Do you have any further comments/opinions/suggestions on the question above?

The survey also included space for respondents to share suggestions on additional/alternative methods they would like access to for sharing their views during the process. Space was also provided for sharing any additional comments/thoughts or suggestions on the future of education and sports provision in Largs.

5.2 Headteachers from the affected schools and local Community Councils provided summaries as detailed below.

#### **5.2.1 Largs Academy School Community**

“Overall, pupils, parents and staff are overwhelmingly in favour of a new Largs Academy on the Inverclyde site because of the potential this offers for future development and the opportunity to work with **sportscotland**. The potential improvement in sporting opportunities in the new campus is hugely popular.

The current school was described as no longer fit for purpose and a desire was expressed to provide more for pupils and for the local community. Many saw the proposals offering increased opportunities for primary and secondary collaboration, allowing for better and more effective transition arrangements.

However, there was recognition of the potential challenges of bringing together pupils from aged 2-18 years. In addition, a minority of parents and pupils were concerned about the Inverclyde site because of the increased travelling time to school for some pupils. Furthermore, some local residents showed concern for a new school being built near their home.

A number of pupils raised the question regarding lunch, suggesting the provision of alternative style cafes and other food outlets to be provided on the new site.”

#### **5.2.2 Kelburn Primary School Community**

“The school community are very much in favour of a new Largs Academy to replace the existing school, seeing the many benefits that this would bring. In addition, a number of constructive comments have been made which would hopefully support the design of a new building.

However, the views for a 2-18 years shared campus are more mixed with the school community asking for clarification on a number of issues. The responses from parents indicate an overall majority support a 2-18 years provision but with this comes a number of questions that all parents are keen to get answers from. Responses from

staff and pupils are slightly less positive regarding a new campus provision with just over half wishing to remain with the status quo. They also ask a number of questions.

Questions posed centre around areas such as, travel arrangements, including suitable routes to school and possible congestion at the start and end of the school day; the size of the new campus; the loss of the school identity; the potential loss of the before and after school service currently run in the adjacent community centre; and the sports facilities that would be available to children.

There were also a number of opinions accentuating the positive benefits of the proposal for a new campus arrangement. These included the resources that would be available, the provision of the best modern technology to support learning and the opportunity for enhanced sporting and positive outdoor learning experiences.

Some of the community have also asked for fuller information before they can form a final opinion.”

### 5.2.3 **Brisbane Primary School Community**

“The majority of parents, staff and pupils are in favour of developing the proposals to replace the existing Largs Academy. It was widely recognised that a new school is needed to ensure the children and young people have access to a modern, fit for purpose environment. Comments were also made about the benefits around the integration of all children in Largs and the potential advantages that could be had with links to the Inverclyde Sports Centre.

Similarly, the majority of stakeholders are in favour of exploring the option of primary and early years’ education provision as part of the new development. It was felt by some that this was a great opportunity for our younger children and that it would allow for smooth transitions.

However, several stakeholders expressed concern about the size of the primary school and how this would affect the ethos and relationships within the school. Traffic and parking were other challenges raised. A few school staff showed concern about staffing levels and uncertainty about job security.”

### 5.2.4 **St Mary’s Primary School Community**

“The vast majority of parents and pupils are in favour of developing the proposals to replace the existing Largs Academy on the grounds of **Sportscotland’s** Inverclyde National Centre. The general consensus was that the opportunity of a new school building was too good to miss.

With regards to exploring the option of primary and early years’ provision, the responses from stakeholders were fairly evenly split. Many parents are happy to support a 2-18 years campus, stating that it would be a better future for generations to come. Some parents are concerned about the future of Catholic education and would wish to see a separate primary school on the same campus retaining a Catholic identity. A few parents and pupils expressed concern about traffic issues.

Less than half the staff offered a response. Of those who responded, all were in favour of a new Largs Academy and the integration of the other primary schools but were not in favour of St. Mary’s being part of the campus.”

### 5.2.5 Cumbrae Primary School Community

“The collated responses from the staff, parents and pupils at Cumbrae Primary show there is clear support for a new Largs Academy, with the acknowledgment of the potential range and quality of facilities and experiences.

Many pupils commented on the opportunities the new school would bring. Most are concerned about the distance to be travelled on foot between the Largs Slip and the new campus should transport not be provided. They are worried about being late for school or that lessons may have to begin later for them.

Positively, it was commented that the small schools should be part of a planned and progressive programme that exposes children to their peers in the new school, the facilities and the expertise of staff in Largs Academy.

In terms of creating a campus, there is a very strong message that the pupils of Cumbrae Primary should not be disadvantaged by their location and that planned programmes for transition would ensure equality for all primary pupils.”

### 5.2.6 Fairlie Primary School Community

“The majority of parents, staff and pupils responded positively to replacing the existing Largs Academy with a new school. There is recognition of the need to upgrade the current provision as well as the potential of sport facilities that would benefit the pupils, local area and wider community. Concerns and queries include the potential disruption to exams and the increased time to walk to Largs town during lunch break.

The responses to the creation of a campus were more evenly split. Those supporting a 2-18 years campus highlight the seamless transition for those pupils attending the campus and the potential for all age groups to access the new facilities.

Concerns and queries include how the various needs of children in a 2-18 years' campus will be met. Some responses indicated their preference for early years and primary pupils to remain separate as the campus would be too large and crowded. Suggestions include the need for suitable access and parking to ensure the safety of users. Stakeholders have queries in relation to the remaining cluster schools i.e. will they be allocated use of the facilities on a regular basis and what are the implications for timetables and transport costs? Similarly, stakeholders highlight the need to give consideration to the transition arrangements for Fairlie, Skelmorlie and Cumbrae pupils.”

### 5.2.7 Skelmorlie Primary School Community

“The community of Skelmorlie Primary School enthusiastically support the development of a new Largs Academy. Most of the respondents agree that sharing facilities with **sportscotland** would be a wonderful opportunity and of great benefit for all age groups of children. Comments like the building will be safer, more spacious and better equipped are very positive.

While the majority of the community support the idea of a 2-18 years facility, there were a number of constructive comments such as the need for a robust transition programme to ensure that pupils of the outlying communities also benefit from the new facilities. One suggestion offered was the issue of Young Scots Cards to allow all children to access transport to allow them to attend after school clubs.”

## 5.2.8 Community Councils

The period of time available to Community Councils for the pre-consultation phase dictated that there was limited opportunity for them to consult within the cycle of Community Council meetings.

Largs Community Council's response is supportive of the joint campus with Largs Academy and **sportscotland**, but expressed the view that the age range of the pupils to be included within the campus is potentially too great, and that para-sports facilities including swimming facilities should be included in the project.

Cumbrae Community Council responded verbally that responses would come through the school and parental consultation.

Fairlie and Skelmorlie Community Councils did not submit a response.

## 6. CURRENT SCHOOLS INFORMATION

- 6.1 Largs Academy provides non-denominational education for young people who live in Largs, Fairlie, Cumbrae and Skelmorlie. The catchment area for this school is shown in Appendix 2. The current roll of the school is 1100 and is projected to increase to 1200 in the future.
- 6.2 Brisbane Primary School and Kelburn Primary School provide non-denominational education for young people who live in Largs. The current catchment areas are shown in Appendices 3 and 4. The current roll of Brisbane Primary School is 230 and Kelburn Primary School is 312. The future combined roll of these schools is projected to increase to around 600.
- 6.3 St Mary's Primary School provides denominational education provision for young people who live in Largs, Fairlie, Cumbrae and Skelmorlie. The catchment area for this school is shown in Appendix 5. The current roll of the school is 161 and the future roll is projected to increase to around 175.
- 6.4 In line with the Council's Asset Management Strategy, all schools are assessed on their physical condition and suitability for delivering a modern curriculum. The condition and suitability ratings are based on those devised by the Scottish Government using the following criteria:

### Condition

A: Good (condition weighting above 85%)	Performing well and operating efficiently
B: Satisfactory (condition weighting 60%-84.99%)	Performing adequately but showing minor deterioration
C: Poor (condition weighting 40%-59.99%)	Showing major defects and/or not operating adequately
D: Bad (condition weighting less than 40%)	Economic life expired and/or risk of failure

### Suitability

A: Good	Performing well and operating efficiently (the school buildings support the delivery of services to children and communities)
B: Satisfactory	Performing well but with minor problems (the school buildings generally support the delivery of services to children and communities)
C: Poor	Showing major problems and/or not operating optimally (the school buildings impede the delivery of activities that are needed for children and communities in the school)
D: Bad	Does not support the delivery of services to children and communities (the school buildings seriously impede the delivery of activities that are needed for children and communities in the school)

- 6.5 Energy performance rating provides an illustration of the energy efficiency of a building as A-G, with A being the most efficient. Detailed below is the asset information for all schools directly affected by this proposal:

School Name	Year Built	Condition Rating	Suitability Rating	Energy Rating	Capacity
Largs Academy	1968	B	C	E+	1157
Brisbane Primary School	1977	B	B	E+	265
Kelburn Primary School	1993	B	B	D+	367
St Mary's Primary School	1962	B	B	E+	273

- 6.6 The Council recognise the importance of providing a school estate that is maintained in a satisfactory and acceptable condition. To ensure this position is maintained and to fully understand the maintenance challenges facing the school estate, the Council have implemented and will continue to implement a number of 'best practice' processes.
- 6.7 Routine maintenance, repair and statutory compliance obligations are undertaken across the school estate. An annual budget is allocated for planned revenue projects, all of which are identified and prioritised in accordance with the results of the building condition information.
- 6.8 In addition to the above, the Council is also committed to delivering a number of capital projects across the school estate; including refurbishments, extensions and roof replacements.
- 6.9 The Council has set property inspections and a repairs reporting regime in place. These processes ensure that any unsatisfactory property maintenance issues are highlighted and addressed at the earliest opportunity.
- 6.10 The table below denotes the condition weighting for each of the four schools, along with the projected investment requirements for each school over a ten-year period:

## Condition Weighting(%) / Ten-Year Investment Summary (£)

School	Condition Weighting	Priority 1 (year 1)	Priority 2 (year 2)	Priority 3 (years 3-5)	Priority 4 (years 6-10)	Total
Largs Academy	B (67.96%)	983,542	1,195,560	1,069,776	1,734,379	<b>4,983,257</b>
Brisbane PS	B (70.51%)	165,854	236,127	254,362	560,447	<b>1,216,790</b>
Kelburn PS	B (72.29%)	13,239	156,905	105,129	378,060	<b>653,333</b>
St Mary's PS	B (72.78%)	77,231	157,741	246,705	302,938	<b>784,615</b>

6.11 The above noted information illustrates that over the forthcoming ten-year period, significant and sustained investment is required in the four schools concerned in order to maintain them in a satisfactory condition.

## 7. FINANCIAL INFORMATION

### 7.1 Capital Costs

The estimated capital cost of delivering the new campus is £44m. Scottish Schools for the Future funding of an estimated £16m has been agreed in principle for the new campus, leaving £28m to be financed by North Ayrshire Council. There are various options for funding the £28m balance of the capital costs. These include:

- Income from capital receipts from the sale of existing school sites.
- Allocating money from Education and Youth Employment's school estate funding of the current capital programme.
- Allocating money from the Phase 3 schools commitment within the Capital Fund.
- Allocating money from the unallocated element of the Capital Fund.
- Reprioritisation of the current capital programme.
- Prudential borrowing.

In addition, the Council is seeking additional Scottish Futures Trust support in respect of the primary school component of project of up to £8m. This would reduce the amount required to be funded by North Ayrshire Council.

### 7.2 Revenue Costs

The estimated revenue costs of the new campus are £0.214m higher than the costs of the current schools. This is mainly as a result of to the anticipated increase in non-domestic rates due to of the new campus having a higher rateable value than the current schools. Appendix 6 provides a breakdown of the current and projected costs of the proposed campus.

## 8. PROPOSAL

8.1 The following schools are directly affected by this proposal:

- Largs Academy,
- Brisbane Primary School and Early Years Class,
- Kelburn Primary School and Early Years Class, and
- St Mary's Primary School and Early Years Class.

8.2 Pupils in the following primary schools, who transfer to Largs Academy for their secondary education, are also affected by this proposal:

- Cumbrae Primary School,
- Fairlie Primary School, and
- Skelmorlie Primary School.

8.3 As a result of early stakeholder engagement with a wide range of interested parties, subject to the outcome of this consultation exercise, it is proposed that:

- a) Education provision at the current Largs Academy will be discontinued with effect from December 2017 and the young people will relocate to a modern, fit-for-purpose secondary provision, managed by a secondary headteacher, within a new build 2-18 years education campus on the site of **sportscotland's** Inverclyde National Centre, at Burnside Road, Largs, KA30 8RW from January 2018, as shown in Appendix 7.
- b) Education provision at Brisbane Primary School and Early Years Class and Kelburn Primary School and Early Years Class will be discontinued with effect from December 2017. These schools will amalgamate and the young people will transfer to a modern, fit-for-purpose non-denominational education provision, managed by a primary headteacher, within an integrated 2-18 years education campus on the site of **sportscotland's** Inverclyde National Centre, at Burnside Road, Largs, KA30 8RW from January 2018.
- c) The catchment area of this non-denominational education provision will be created with effect from January 2018 from the amalgamation of the catchment areas of the former Brisbane and Kelburn Primary Schools, as shown in Appendix 8.
- d) Education provision at St Mary's Primary School and Early Years Class will be discontinued with effect from December 2017. The young people attending this establishment will relocate to a modern, fit-for-purpose denominational education provision, managed by a denominational headteacher, within an integrated 2-18 years education campus on the site of **sportscotland's** Inverclyde National Centre, at Burnside Road, Largs, KA30 8RW from January 2018.
- e) All children eligible for early learning and childcare provision will relocate to a modern, fit-for-purpose early years' centre, managed by a head of centre, within an integrated 2-18 years education campus on the site of **sportscotland's** Inverclyde National Centre, at Burnside Road, Largs, KA30 8RW from January 2018.

## 9. EDUCATIONAL BENEFITS STATEMENT

9.1 The preferred option of North Ayrshire Council is the creation of a new 2-18 years campus, situated on the Inverclyde Sports Centre site, comprising of:

- the relocation of Largs Academy;
- a new primary school, arising from the proposed amalgamation of Brisbane Primary School and Kelburn Primary School;
- the relocation of St Mary's Primary School; and
- a new early years' centre with provision for children aged 2 to 5 years.

- 9.2 The proposal is for one campus building, housing separate establishments with certain shared facilities. The shared facilities, which will be agreed and developed throughout the design phase, may include reception, dining, sporting and specialist areas. Careful consideration will be given to how this might look and therefore be managed.
- 9.3 Importantly, the three schools would be led by their own headteacher and appropriate management team. Within this arrangement, each establishment will operate as a school in their own right, although there will be benefits of a closer working relationship as detailed below. Consideration will be given as to how they would work together to ensure the overall smooth running of the campus and how the shared facilities are managed. In addition, the early years' provision would also have a centre manager.
- 9.4 The vision for the new campus is that it will become a centre of learning for the whole community, both during and after the school day. The location of the new campus and the relationship being developed with **sportscotland** will enable a strong partnership to be formed with lasting benefits for all people within the community. This proposal provides an exciting opportunity to improve outcomes for everyone: through early intervention and prevention as well as improved transitions as children move through their school career and beyond.
- 9.5 **What will be the impact on children and young people from any affected schools?**

The children and young people will be at the centre of the new learning campus with the buildings designed to deliver the vision of integrated learning and teaching. The flexible use of space and creative use of new technologies will ensure a learning experience that is relevant, meaningful and challenging for children and young people.

#### 9.5.1 **Specific Benefits for the Young People of Largs Academy**

- a) The new facilities will bring with them an opportunity to design greater partnership working within and between faculties and departments. There will be a greater potential for interdisciplinary learning within and across faculties due to the geography and layout of a new building. In addition, teaching and learning areas from each faculty will be grouped together allowing greater staff working relationships and therefore a sharing of knowledge, skills and experiences on a daily basis.
- b) Subject areas, such as the Technologies, Music and Physical Education, will be enhanced; ensuring improved personalisation and choice as well as greater breadth of the curriculum than can currently be offered. By doing so, young people will be exposed to a fuller curriculum in the Broad General Education (S1-S3) and will be given greater choice in the Senior Phase. This has the potential to lead to further improvements in attainment and wider achievements for the young people. Furthermore, there will be the opportunity to create facilities as an explicit part of the design for the improved delivery of the STEM subjects (Science, Technology, Engineering and Mathematics).
- c) The development of skills for life, learning and work will be increased with a focus on vocational and technological pathways while still maintaining the high academic achievements that the school enjoys. These elements will deliver a

more relevant, challenging and enjoyable learning experience which is much more clearly focused on positive destinations for all young people. This can be achieved through consultation with the school community when designing the new campus.

- d) Improved ICT infrastructure will provide a platform for new and emerging technologies to be used to support learning and enable the full potential of Glow (an online education community for all Scottish schools) to be realised for the benefit of children and staff.
- e) The new campus will offer an enhanced sporting experience for young people and the wider community which will meet the requirements and aspirations of the Council and the Scottish Government. The facilities at Inverclyde National Sports Centre will remain in the remit of **sportscotland** but opportunities for their use will form part of the partnership agreement being developed between **sportscotland** and North Ayrshire Council, particularly in relation to para-sports. Furthermore, the relationship with the Inverclyde Centre has the potential to provide young people with inspirational role models and therefore further enhance the uptake of physical activity, especially amongst secondary-aged young people.
- f) The new campus will be fully accessible to people with mobility difficulties and additional support needs. This will help support the Council's aim to develop a fully integrated education service which meets the needs of all learners. The limitations of the current building mean that some children and young people are not able to access parts of the curriculum. All areas of the curriculum will be accessible and take account of a broad range of needs. In addition, young people with social and emotional difficulties will benefit from a learning experience that is more engaging and personalised. Better vocational provision with clear learning pathways leading to further education, for example, will better meet the needs of young people who may not have their needs met through a more traditional learning experience within the limited confines of the current building.
- g) Dining and social areas will be improved immeasurably from current arrangements. This, along with developing external areas to create flexible spaces, will encourage young people to socialise and therefore improve their health and wellbeing. In addition, the design of the new campus will allow a greater flow of traffic as pupils move around the school throughout the day and therefore further enhance the ethos of the school.

#### 9.5.2 Specific Benefits for Children of Kelburn and Brisbane Primary Schools

The amalgamation of Kelburn Primary School and Brisbane Primary School would bring similar benefits to those described at section 9.5.1 d), e), f) and g). In addition to these, the following benefits would also be realised:

- a) The opportunity to build on the existing strengths of the two primary schools with particular emphasis on the attainment and achievement that they currently enjoy.
- b) Creation of a modern learning environment which fully supports the principles of Curriculum for Excellence including access to specialised equipment and resource for the STEM subjects (Science, Technology, Engineering and Mathematics).

- c) A larger complement of teaching staff will allow a wider range of staff skills and interests with the opportunity to share practice and to develop valuable and sustainable CPD opportunities. Staff will be able to use existing models, such as teacher learning communities and learning rounds, to provide an enhanced model for continuing professional development. Sharing the standard, benchmarking and moderation are areas that are improved when a significant number of professionals work collaboratively and, as a result, pupil performance is increased.
- d) Enhanced performance facilities will allow the talents of the children to be showcased (e.g. shows and assemblies) to larger groups of parents and the wider community throughout the year. The confidence that children can develop from performing in front of an audience can contribute significantly to their overall development.
- e) Increased and improved outdoor areas will allow for all weather participation in activities not currently possible due to lack of facilities. The superior outdoor areas will further promote opportunities for outdoor learning to meet the needs as set out by the Scottish Government in '*Curriculum for Excellence Through Outdoor Learning*'.

### 9.5.3 Specific Benefits for Children of St Mary's Primary School

The relocation of St Mary's Primary School in the proposed campus would offer many of the benefits already described. In particular, the benefits at section 9.5.1 d), e), f) and g) for Largs Academy would be fully applicable; as well as section 9.5.2 b), d) and e) for Kelburn and Brisbane Primary Schools.

A shared campus would also offer the potential for much closer working relationships and therefore the sharing of expertise and knowledge on a regular basis. This would include benchmarking and moderation and therefore the expectation is that pupil performance can be further improved.

Currently, almost all St Mary's Primary School pupils continue their secondary education at Largs Academy. However, the school is and will remain within the St Matthew's Academy cluster.

### 9.5.4 Additional Benefits for all Children and Young People

In addition to all of the benefits already highlighted, the creation of a 2-18 years campus would also offer all children and young people the following educational advantages:

- Transition arrangements will be enhanced between the three stages of education-early years, primary and secondary - with better outcomes for children at transition points.
- Increased and easier possibilities for cross-sector work with staff, where appropriate, moving between stages of education: facilitating continuous learning experiences for children and young people.
- Shared learning resources between establishments.
- The capacity to improve through self-evaluation and cross-sector links will be enhanced. Teachers will gain professionally by having a wider range of expertise in working parties, being able to engage in co-operative teaching, peer

assessment, sharing responsibility for curriculum development and the potential for TLCs (Teacher Learning Communities) to be cross-sector.

- A bigger pool of staff expertise, interests and skills in one location; paving the way for an improved range of learning experiences, including extra-curricular activity, for children and young people.
- Easier integrated working involving support services, such as educational psychology, learning support, health and social services; with these specialist services being better able to plan across sectors.
- An integrated approach to support for learning will help ensure early intervention, continuity of support and better and more focused utilisation of resources. As a result, better personalised planning and improved transition processes for children with additional support needs will take place.

#### **9.5.5 Specific Benefits for Children aged 2-5 years**

The creation of an early years' management team and the amalgamation of the early years' staff from Brisbane Primary School, Kelburn Primary School and St Mary's Primary School would provide the opportunity to build on the existing strengths of the current staff.

Further benefits are:

- a) The creation of a modern learning environment which fully supports the guidelines in Pre-Birth to Three, the Curriculum for Excellence and Building the Ambition will be highly advantageous to all young children and families.
- b) A larger complement of early years' practitioners, providing a wider range of staff skills and interests with the opportunity to share practice and develop training opportunities.
- c) The inclusion of an early years' centre within the campus, providing opportunities for senior pupils to access training in early learning and childcare, leading to a variety of qualifications.
- d) The purpose built early years' centre will enable families to come together to access training and appropriate parenting opportunities and develop community spirit.
- e) Amalgamating the groups of children aged 2-5 years, allowing the flexible use of playroom space and resources, including access to a purpose built outdoor learning area.
- f) This model will also support effective transition into primary school and enable staff to share information to ensure progression in children's learning.

#### **9.6 How will the proposal impact on future learners?**

The new campus will provide an improved learning environment with a level of resource and facilities which are suited to delivering a curriculum to meet the needs of current and future children and young people. In addition, the proposal would benefit current and future children and young people through better providing for young people's personal, social, and emotional health and wellbeing through improved social areas, sporting facilities and opportunities to learn in a variety of settings. Young people with disabilities would have improved access to the curriculum.

#### **9.7 What is the community impact of the school?**

The new campus will provide a high quality learning environment which young people and their communities can enjoy and be proud of, that encourages continuous

engagement with learning and provides an accessible range of services and opportunities which enrich the local community and the lives of learners and their families.

Enhanced sporting facilities in the educational campus will be available for the whole community and will enable the further development of a community sport hub approach as well as providing facilities where local club and school links can be developed. More flexible space for letting will also support the wide range of leisure and recreational groups that currently exist in Largs, where community space is currently at a premium. The accessible nature of the new building will make it available to a wider range of community users.

The project, if approved, will be procured through South West HubCo. Community benefits are a key element to this delivery model which could, in turn, result in local employment opportunities.

In addition, sustainability will be a key objective in the construction of the new campus thereby contributing to the Council's target of reducing our carbon footprint.

#### **9.8 What is the impact on other children and young people in the Council area?**

Transition arrangements between the new campus and Cumbrae Primary School, Fairlie Primary School and Skelmorlie Primary School will need to be given careful consideration. All schools within the current cluster arrangement will continue to work together to plan transition arrangements. Curriculum planning and curricular links will be maintained at the present high level and the specialist expertise of secondary staff will continue to enhance the curriculum in these schools. In addition, it will be important that children from these schools gain meaningful and extended opportunities to become familiar and comfortable in the new campus before beginning their secondary schooling.

#### **9.9 Are there any other likely effects of the proposal?**

There is the potential to enhance the leadership capacity of children, young people and staff within the campus. Greater opportunity will exist for young people to work and learn throughout a campus setting. This can lead to greater certification and accreditation in areas such as Personal Development, Early Education in Childcare, Sports Leader and a range of leadership awards. Teachers will have enhanced opportunities for distributed leadership in areas such as: leading learning, influencing styles of learning and teaching and developing 1+2 language strategy.

The leadership and administrative accommodation would be greatly enhanced. This will allow for a coherent support team that work together to support learning and teaching. Within the three schools and early years centre, the leadership teams would have a design that allowed proximity to the teaching areas but also gave them access to adequate space to meet with parents and support agencies. Parental engagement is a key driver to the success of any school and therefore the design would ensure that parents are comfortable and at ease when visiting the school.

#### **9.10 How does the authority intend to minimise or avoid adverse effects that may arise from the proposal?**

It will be essential to fully support the transition arrangements to a new campus for all of the school communities involved. Should the proposal go ahead, during the

transition phase to the new campus, a commitment will be undertaken to ensure that the full range of pupils' needs are addressed and that any disruption to their education and wellbeing is minimised. Care will be taken to ensure that all children, young people and staff are familiar with their new environment.

The service recognises that the proposed amalgamation of Kelburn and Brisbane Primary Schools needs careful consideration to ensure the full range of pupils' needs are addressed; thus guaranteeing continuity of their education and support for their well-being. The two schools already work closely together in many aspects of planning and this would be further strengthened through the improvement planning cycle leading to a consistent approach to all aspects of teaching and learning. In addition, a number of other measures would be put in place to support the proposed merger. These include:

- opportunities for pupils, staff and parents to come together prior to any move;
- joint planning between teachers on matters such as curriculum, assessment and reporting;
- joint work between parent councils;
- joint events such as school shows and performances;
- team events; and
- full involvement in design and creation, if appropriate, of a new school name, uniform and logo.

Parents may have concerns about the impact that a larger school could have on issues such as the care and welfare of their children and the ethos created within the school. The expectation is that, through high quality leadership and direction, there would be no detriment to children in these areas. In supporting the move to a larger school, headteachers and leadership teams would also be involved in visits to other similar sized establishments to see good and best practice. Parent representatives would also be welcome to take part in these visits.

The council would also draw on its very recent and successful experience in amalgamating three primary schools into one new modern learning environment in Irvine. The experiences of all staff involved in this would be utilised to further support the smooth transition.

The Council will work with the communities affected to identify and overcome issues relating to transport and the relocation of the schools. It is recognised that a number of children and young people will have a greater distance to travel to school. As such, work will take place to identify suitable routes to school. This will take account of statutory requirements. In addition, it is recognised that further consideration will need to be given to young people travelling from Cumbrae and how they would be able to get to school at the required time in the morning.

Furthermore, the council will need to address issues related to potential travel congestion arising from children and staff arriving at the start and finish of the school day. Detailed work around this issue will take place with planning and roads departments.

9.11 A summary of the benefits which the authority believes will result from implementation of the proposal are:

- children and young people will benefit from a significantly better quality learning and teaching environment that meets the needs of learners in the 21<sup>st</sup> century,

through purpose built learning spaces that take account of Curriculum for Excellence and transitions to employment, education or further training;

- children and young people will benefit from an innovative and creative curriculum which will have seamless transitions and clear pathways from Early Level to Highers;
- the community will benefit from a range of sport and learning facilities which will enrich their lives;
- enhanced early years' provision;
- best value will be achieved by sharing resources and expertise of staff; and
- children, young people and the community will benefit from increased confidence and a sense of being valued enough to merit significant investment in their learning and in the community's facilities for learning and leisure.

## **10. THE PROPOSED NEW EDUCATION CAMPUS**

10.1 The new education campus will accommodate:

- Secondary provision for up to 1200 pupils;
- Denominational provision for up to 175 pupils;
- Non-denominational provision for up to 600 pupils;
- Early years' provision for 140 children.

10.2 It is likely that the school will initially be designed to allow for expansion in a planned way, as and when there are additional pupils from any new housing developments.

Its design will signal to all users (pupils, other learners and staff) that learning is a valued activity, and that the learning environment is a priority. It will be inspiring and invite exploration of the use of the environment and space in different and imaginative ways.

10.3 The three schools and the early years' centre within the campus will be staffed according to local and national policies and agreements in place at the time, which are designed to ensure that all the duties and responsibilities of the school's provision are carried out.

The staffing levels in schools are principally determined by pupil numbers.

Transfer of teaching and non-teaching staff would be managed in accordance with existing agreed Council policies and procedures.

10.4 The new campus will be appropriately equipped with facilities to allow for the delivery of a curriculum for the 21<sup>st</sup> century.

Stakeholders will have an opportunity to be involved in the design of the new education campus. It will be important that all users of the proposed facility have the opportunity to contribute their views.

10.5 A Transport Assessment will require to be carried out as part of the planning process for the new campus. Within this assessment predicted traffic flows to, from and around the school are assessed, and where necessary mitigation measures are proposed to deal with any identified problems including congestion. Part of the focus of any campus is to encourage walking / cycling and sustainable modes of travel and these will be encouraged as part of the project to reduce the number of children being dropped off and picked up by private car.

- 10.6 In line with North Ayrshire Council's policy, school transport will be provided to pupils who live more than 2 miles from their catchment primary school and 3 miles from their catchment secondary school.
- 10.7 The use of the existing school sites, once vacated has still to be determined. It is likely that they will be used, either by the Council or a third party for future development, for a purpose that complies with or is capable of complying with the requirements of the Local Development Plan.

## **11. STATUTORY PUBLIC CONSULTATION PROCESS**

- 11.1 This document has been issued by North Ayrshire Council for consultation in terms of the Schools (Consultation) (Scotland) Act 2010 (as amended).

### **11.2 What is a Statutory Public Consultation?**

In Scotland, local authorities have a statutory duty to ensure the adequate and efficient provision of school education in their area. If a local authority proposes to change any part of the existing education provision in its area then it must engage in a formal consultation process under the Schools (Consultation) (Scotland) Act 2010 (as amended). The act aims to ensure that all major changes which affect schools are subject to clear consultation with parents, pupils and communities. This consultation should be robust, coherent, open and transparent, and command the trust and confidence of the public.

### **11.3 When does the statutory public consultation start?**

The consultation will start on 1 October 2014 and run until 12 noon on 21 November 2014, which includes a period of 30 school days.

### **11.4 Who will have access to the proposal document?**

A summary of the proposal document has been made available to interested parties, including Parent Councils, Education Scotland, Parents and Carers of children attending the establishments affected, Pupil Councils, Staff, Trade Unions, Community Planning Partners and any other users of the schools as detailed in the distribution list.

The proposal document will be published on the Council website at [www.north-ayrshire.gov.uk](http://www.north-ayrshire.gov.uk). Copies will also be available at schools affected by the proposal, Education and Youth Employment HQ, local libraries, local community centres and health centres. If requested, copies will also be made available in alternative formats or in translated form for readers whose first language is not English.

### **11.5 What if I notice an error in the document?**

If any inaccuracy or omission is discovered in this proposal document either by the Council or any person, the Council will determine if relevant information has been omitted or there has been an inaccuracy. The Council may then take appropriate action which may include the issue of a correction notice, the reissuing of the Proposal Document or the revision of the timescale for the consultation period, if appropriate. In that event, relevant consultees and Education Scotland will be advised.

## 11.6 How will I get a chance to give my opinion?

You will be able to share your opinion on the proposal by:

- Completing an online response form at [www.north-ayrshire.gov.uk](http://www.north-ayrshire.gov.uk);
- Submitting a paper copy of the response form at Appendix 9;
- Writing to the Executive Director (Education and Youth Employment), North Ayrshire Council, Cunninghame House, Irvine, KA12 8EE; or
- E-mailing [educ\\_consultation@north-ayrshire.gov.uk](mailto:educ_consultation@north-ayrshire.gov.uk).

All responses must be submitted by **no later than 12 noon on Friday 21 November 2014**.

## 11.7 Will there be any information sessions for the public?

A series of formal public meetings will be held to discuss these proposals and will be advertised in local newspapers. Anyone wishing to attend the public meetings is invited to do so. The meetings will be convened by North Ayrshire Council and will provide an opportunity to hear more about the proposal, ask questions and have your views recorded so that they can be taken into account as part of the consultation process.

Public meetings will be held as follows:

Venue	Date	Time
Largs Academy	Tuesday 4 November 2014	1.00pm-3.00pm
Largs Academy	Tuesday 4 November 2014	6.00pm-8.00pm
Cumbræ Primary School	Wednesday 5 November 2014	5.00pm-7.00pm
St Mary's Primary School	Thursday 6 November 2014	6.00pm-8.00pm

A note will be taken at all meetings of comments, questions and officer responses. The notes will be published on the Council website and a copy will be made available on request. These notes will also be forwarded to Education Scotland along with all other submissions and comments that are received by the Council during the consultation process.

## 11.8 Will any other agencies be involved in the process?

The Schools (Consultation) (Scotland) Act 2010 (as amended) requires that a report on the proposal is prepared by Education Scotland. In becoming familiar with the proposal, Education Scotland may attend the public meetings.

Once the statutory public consultation period comes to an end, HM Inspectors have three weeks to consider the educational aspects of the proposal and submit a report to the council.

Education Scotland receives copies of relevant papers from the council, including:

- a copy of the proposal paper;
- copies of the written representations, or, if HM Inspectors agree, a summary of them;
- a summary of oral representations made at the public meeting; and
- any other related documentation.

HM Inspectors visit schools as part of their consideration of the proposal and meet with children, young people, staff and parents who may be affected by the proposal.

Upon receipt of the proposal paper and other relevant documentation, HM Inspectors will consider the educational aspects of the proposal. HM Inspectors will ensure that their report has regard to:

- the educational benefits statement;
- the representations received by the council; and
- any further written representations made directly to Education Scotland on any educational aspect of the proposal which is considered relevant.

The consultation report that the Council publish following the statutory public consultation must include the report from HM Inspectors in full.

#### **11.9 Will the outcome of the consultation be made public?**

The Executive Director (Education and Youth Employment) will prepare a report on the results of the consultative process for consideration at a future meeting of the Cabinet (Education). The report will take account of all Education Scotland recommendations. This report will be published in electronic and printed formats and will be advertised in local newspapers. It will be available on the Council website and from Council headquarters, affected schools, local libraries, local community centres and health centres. The report will include a record of the total number of written representations made during the consultation period, a summary of the written and oral representations, and the Council's response to recommendations made by Education Scotland. A copy of the Education Scotland report will be an appendix to the consultation report which will be published and available for further consideration for a period of 3 weeks.

#### **11.10 When will the Council make a decision on the outcome of the consultation?**

The consultation report, together with any other relevant documentation, will be considered by Cabinet (Education) who will make a decision on the proposal in January 2015.

#### **11.11 What happens next?**

If the proposal is approved, the Council is required, in terms of the Schools (Consultation) (Scotland Act) 2010 (as amended), to notify Scottish Ministers within 6 days of making that decision. The Council is also required to place a notice on its website of the decision and of the opportunity to make representations to Scottish Ministers.

Scottish Ministers then have a period of eight weeks following an authority's decision in which to decide to call-in the decision or not. The first three weeks of this period is to allow stakeholders to make representations either against or in support of the decision. Scottish Ministers then have a further five weeks to consider all documents and representations.

Until the outcome of the call-in has been notified to the Council, the proposal cannot be implemented.

## DISTRIBUTION

A copy of this document is available on the North Ayrshire Council website: [www.north-ayrshire.gov.uk](http://www.north-ayrshire.gov.uk)

A summary of this document will be provided to:

- Stakeholders associated with the schools affected by the proposal, including:
  - Parents/Carers
  - Pupils
  - Parent Councils
  - Headteachers
  - Teaching and Non-Teaching Staff, including Catering, Cleaning and Janitorial
- Local Elected Members
- Member of Parliament
- Member of Scottish Parliament
- Education Scotland
- Chief Executive
- Executive Director (Finance and Corporate Support)
- Executive Director (Place)
- Executive Director (Economy and Communities)
- Director, Health and Social Care Partnership
- Head of Democratic Services
- Community Planning Partnership Board
- Sub Division Commander, Police Scotland
- Area Commander, Scottish Fire and Rescue Service
- Chief Executive, NHS Ayrshire and Arran
- Principal of Ayrshire College
- Community Councils
- Strathclyde Partnership for Transport
- East Ayrshire Council
- South Ayrshire Council
- Inverclyde Council
- **Sportscotland**
- Clyde Muirshiel

### Trade Unions

- Unison
- EIS, Education Institute of Scotland
- NAS/UWT, National Union of Schoolmasters/Union of Women Teachers
- T&GWU, Transport & General Workers' Union
- GMB
- UNITE
- VOICE
- AHDS, Association of Headteachers and Depute Headteachers Scotland

Copies of the Proposal Document will be made available to view at:

- All schools affected by the proposal
- Education and Youth Employment, Cunninghame House, Irvine
- Local Public Libraries, Community Centres and Health Centres

Adverts will be placed in local newspapers.

This document can also be made available in alternative formats or in translated form for readers whose first language is not English.

本文件也可應要求，製作成其他語文或特大字體版本，也可製作成錄音帶。  
ਇਹ ਦਸਤਾਵੇਜ਼ ਹੋਰ ਭਾਸ਼ਾਵਾਂ ਵਿਚ, ਵੱਡੇ ਅੱਖਰਾਂ ਵਿਚ ਅਤੇ ਆਡੀਓ ਟੇਪ 'ਤੇ ਰਿਕਾਰਡ ਹੋਇਆ ਵੀ ਮੰਗ ਕੇ ਲਿਆ ਜਾ ਸਕਦਾ ਹੈ।  
درخواست پر یہ دستاویز دیگر زبانوں میں، بڑے حروف کی چھپائی اور سننے والے ذرائع پر بھی میسر ہے۔

Na życzenie klienta, informacje te mogą być udostępnione w innych językach oraz formatach.

Please apply in writing to North Ayrshire Council, Education and Skills, Cunninghame House, Friars Croft, Irvine, KA12 8EE; by telephone on 01294 344429; or by e-mail at [educ\\_consultation@north-ayrshire.gov.uk](mailto:educ_consultation@north-ayrshire.gov.uk).

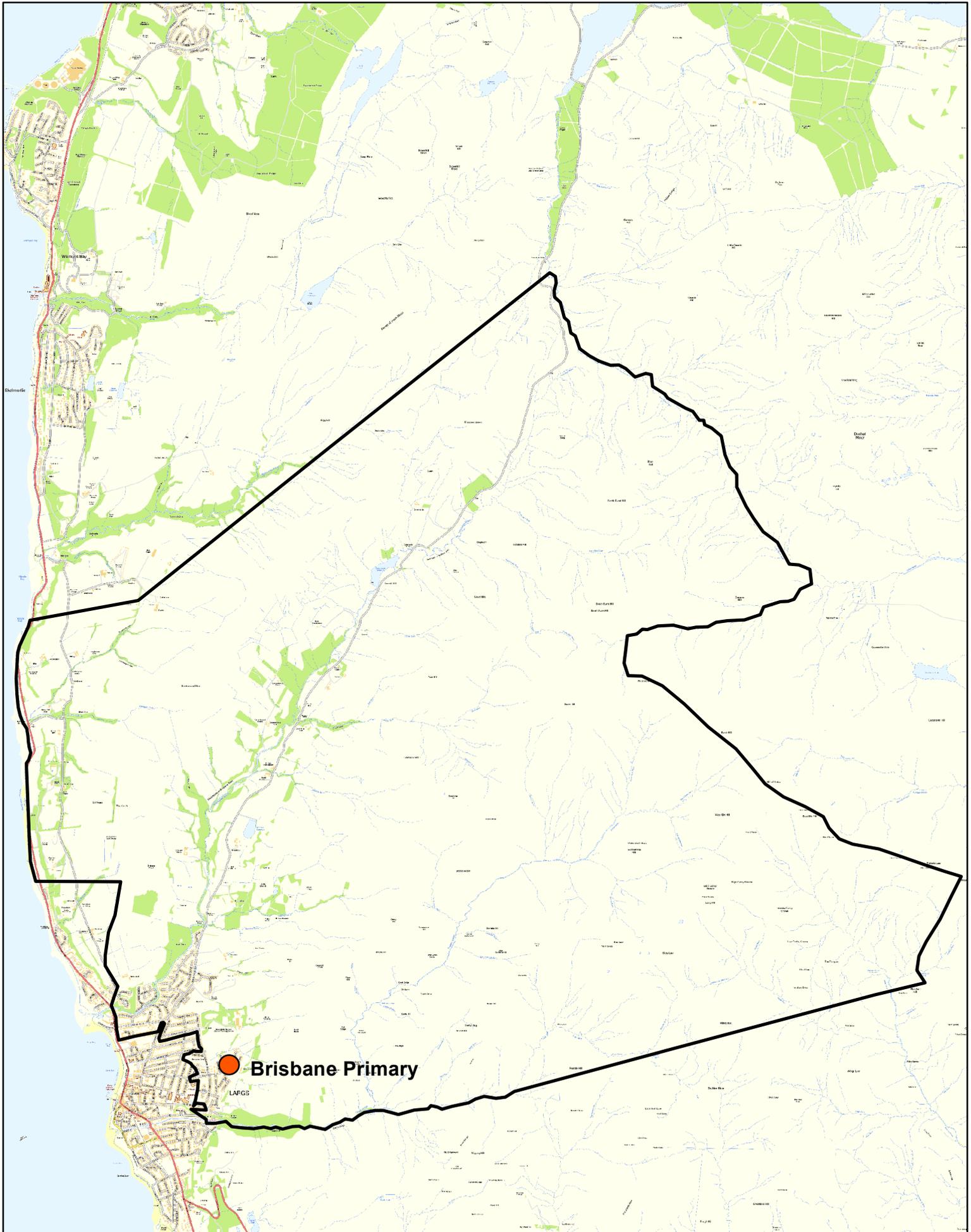
**North Ayrshire Council**  
**Education and Skills: Largs Proposal**  
**Pre-Consultation Stakeholder Engagement Plan**

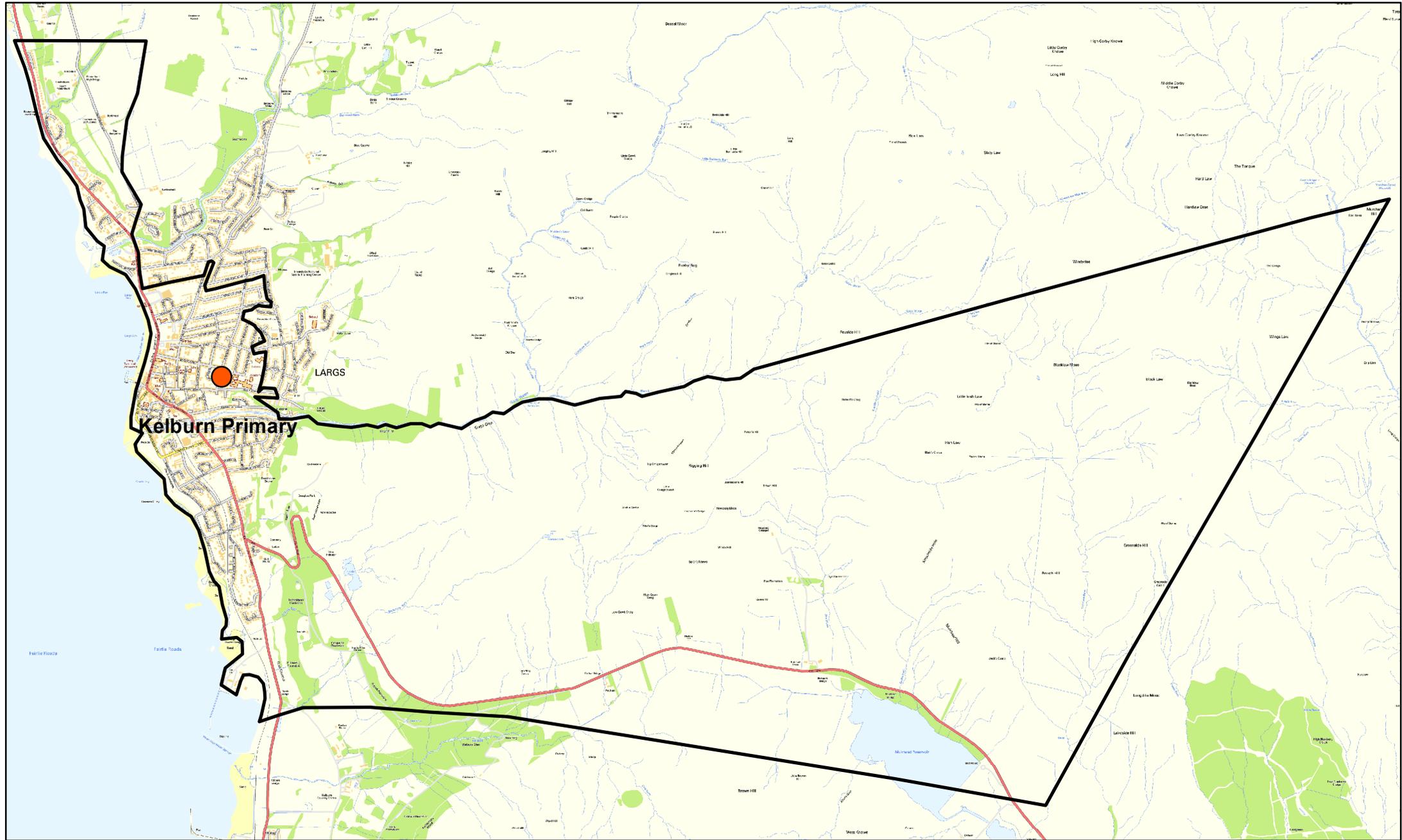
Stakeholder	Method	Description/Notes	Date Time Venue
Parent Councils	Meeting with Largs Cluster Parent Council chairs and one representative from each Parent Council	Briefing on proposal and provide tools to undertake parent/carer consultation	18 August 2014 6.30pm Largs Academy
	Letter to all parents informing of forthcoming pre-consultation process	Issued via school bag drop	18 August 2014
	Survey of all Largs Cluster parents/carers, led by Parent Councils	Survey issued to Largs Academy and Cluster Primary School parents/carers  Collated by Parent Council, returned to Education and Skills	19 August 2014  27 August 2014
	Meeting	Discuss a summary of the proposal document and take feedback	17 September 2014 6.30pm Largs Academy
All Staff	Briefing session for all staff	Information sessions at Largs Academy, Brisbane Primary School, Kelburn Primary School, St Mary's Primary School, Fairlie Primary School, Skelmorlie Primary School and Cumbrae Primary School	15 August 2014
	Survey of all staff	Survey issued to all school staff in Largs Academy, Brisbane Primary School, Kelburn Primary School, St Mary's Primary School, Cumbrae Primary School, Fairlie Primary School and Skelmorlie Primary School  Collated by Headteacher, returned to Education and Skills	15 August 2014  27 August 2014
	Meeting with key representatives	Discuss a summary of the proposal document and take feedback	17 September 2014 6.30pm Largs Academy

**North Ayrshire Council**  
**Education and Skills: Largs Proposal**  
**Pre-Consultation Stakeholder Engagement Plan**

<b>Stakeholder</b>	<b>Method</b>	<b>Description/Notes</b>	<b>Date Time Venue</b>
Primary School Pupils	Headteacher meeting with Pupil Councils	Briefing on proposal and provide tools to undertake pupil consultation	20 August 2014
	Survey of all Largs Cluster primary school pupils by Pupil Council	Survey issued by Pupil Council	21 August 2014
		Collated by Pupil Council and returned to Education and Skills	27 August 2014
Meeting with Pupil Council representatives	Discuss a summary of the proposal document and take feedback	19 September 2014 2.00pm Largs Academy	
Secondary School Pupils	Headteacher meeting with Pupil Council	Briefing on proposal and provide tools to undertake pupil consultation	20 August 2014
	Survey of all Largs Academy pupils by Pupil Council	Survey issued by Pupil Council	21 August 2014
		Co-ordinated by Pupil Council and returned to Education and Skills	27 August 2014
Meeting with Pupil Council representatives	Discuss a summary of the proposal document and take feedback	17 September 2014 6.30pm Largs Academy	
Local Community Council	Meeting with Chairs of Local Community Councils	Briefing on proposal and provide tools to undertake consultation Survey responses returned to Education and Skills	18 August 2014 27 August 2014
	Meeting with key representatives	Discuss a summary of the proposal document and take feedback	17 September 2014 6.30pm Largs Academy







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## Largs Schools (based on existing school rolls)

Column 1	Column 2	Column 2	Column 2	Column 2	Column 2	Column 3	Column 4
	Budget 2014/15 Largs Academy	Budget 2014/15 Brisbane Primary	Budget 2014/15 Kelburn Primary	Budget 2014/15 St Mary's Primary	Existing Budget Total Costs	Projected Cost of new Largs Campus	Estimated Annual recurring increase/ (decrease)
	£000	£000	£000	£000	£000	£000	£000
<b>School costs</b>							
<i>Employee costs</i>							
teaching staff	3,738	524	705	398	5,364	5,251	(113)
New early years Centre manager	0	0	0	0	0	45	45
support staff	333	63	89	50	536	471	(65)
teaching staff training (CPD etc)	12	2	3	1	18	17	(1)
support staff training	0	0	0	0	0	0	0
Supply costs	27	6	8	5	45	44	(1)
<i>Building costs:</i>							
property insurance	4	0	0	0	5	5	1
non domestic rates	114	29	43	34	220	500	280
water & sewerage charges	24	7	6	4	41	48	6
energy costs	94	13	20	12	138	160	22
cleaning (contract or inhouse)	116	23	22	21	181	229	48
building repair & maintenance					0	0	0
grounds maintenance					0	0	0
facilities management costs	69	25	23	24	141	141	0
revenue costs arising from capital					0	0	0
other	1	0	0	0	2	2	0
<i>School operational costs:</i>							
learning materials	81	7	10	6	104	102	(2)
catering (contract or inhouse)	178	33	76	27	314	313	(1)
SQA costs	101	0	0	0	101	101	0
other school operational costs	55	9	8	7	79	76	(2)
<i>Transport costs</i>							
home to school	155	0	0	5	160	160	0
other pupil transport costs					0	0	0
staff travel	2	0	0	0	2	2	(0)
<b>SCHOOL COSTS SUB-TOTAL</b>	<b>5,103</b>	<b>742</b>	<b>1,012</b>	<b>594</b>	<b>7,451</b>	<b>7,666</b>	<b>216</b>
Income: (enter as negatives)							
Sale of meals	(73)	(28)	(19)	(9)	(129)	(129)	0
Lets	(11)	0	(0)	(2)	(13)	(14)	(1)
External care provider					0	0	0
Other					0	0	0
<b>SCHOOL INCOME SUB-TOTAL</b>	<b>(84)</b>	<b>(28)</b>	<b>(19)</b>	<b>(11)</b>	<b>(142)</b>	<b>(142)</b>	<b>(1)</b>
<b>TOTAL COSTS MINUS INCOME FOR SCHOOL</b>	<b>5,019</b>	<b>715</b>	<b>993</b>	<b>583</b>	<b>7,309</b>	<b>7,524</b>	<b>216</b>
<b>UNIT COST PER PUPIL PER YEAR</b>	<b>£4,592</b>	<b>£3,081</b>	<b>£3,183</b>	<b>£3,601</b>	<b>£4,063</b>	<b>£4,182</b>	

Current No of pupils

1093

232

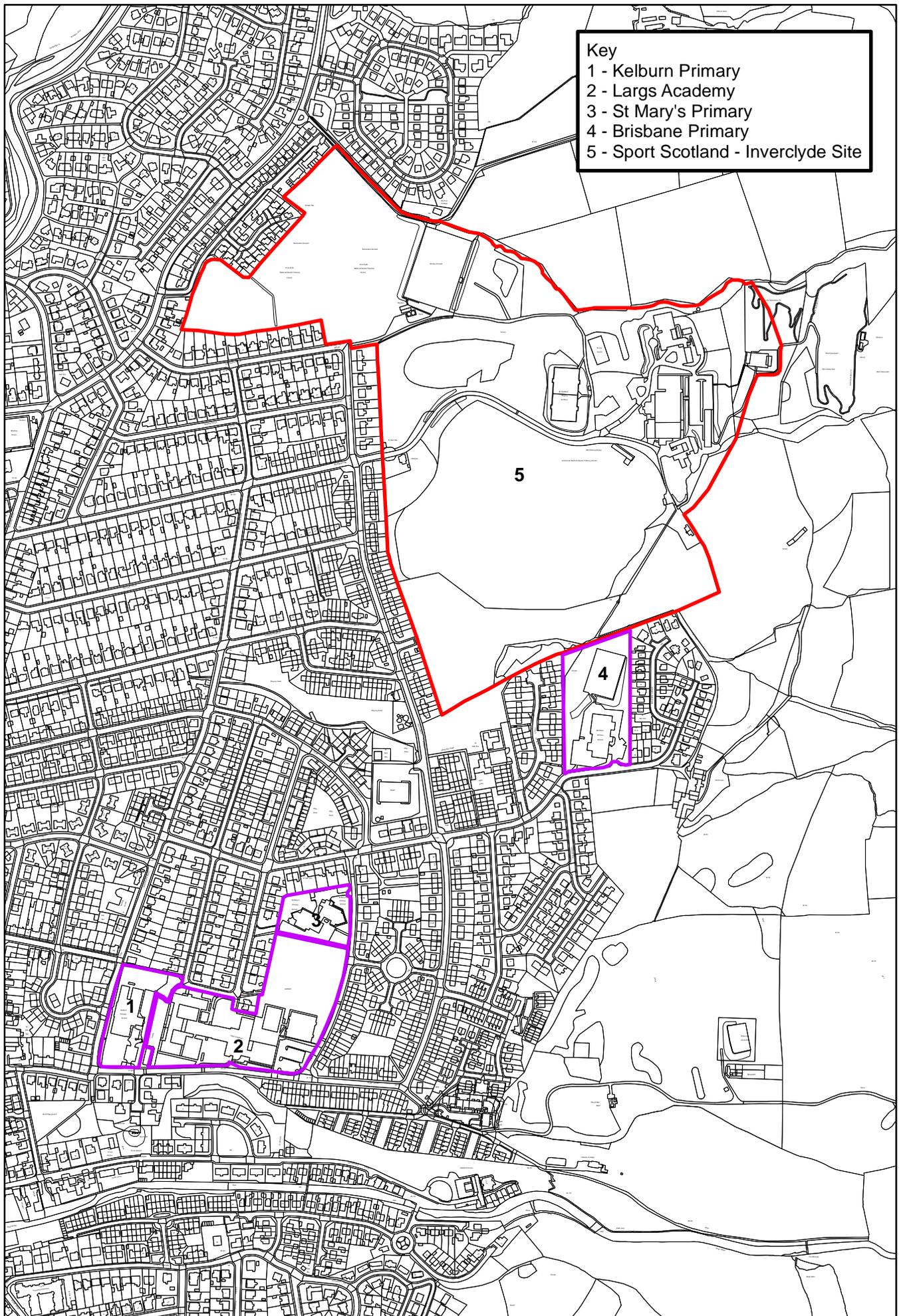
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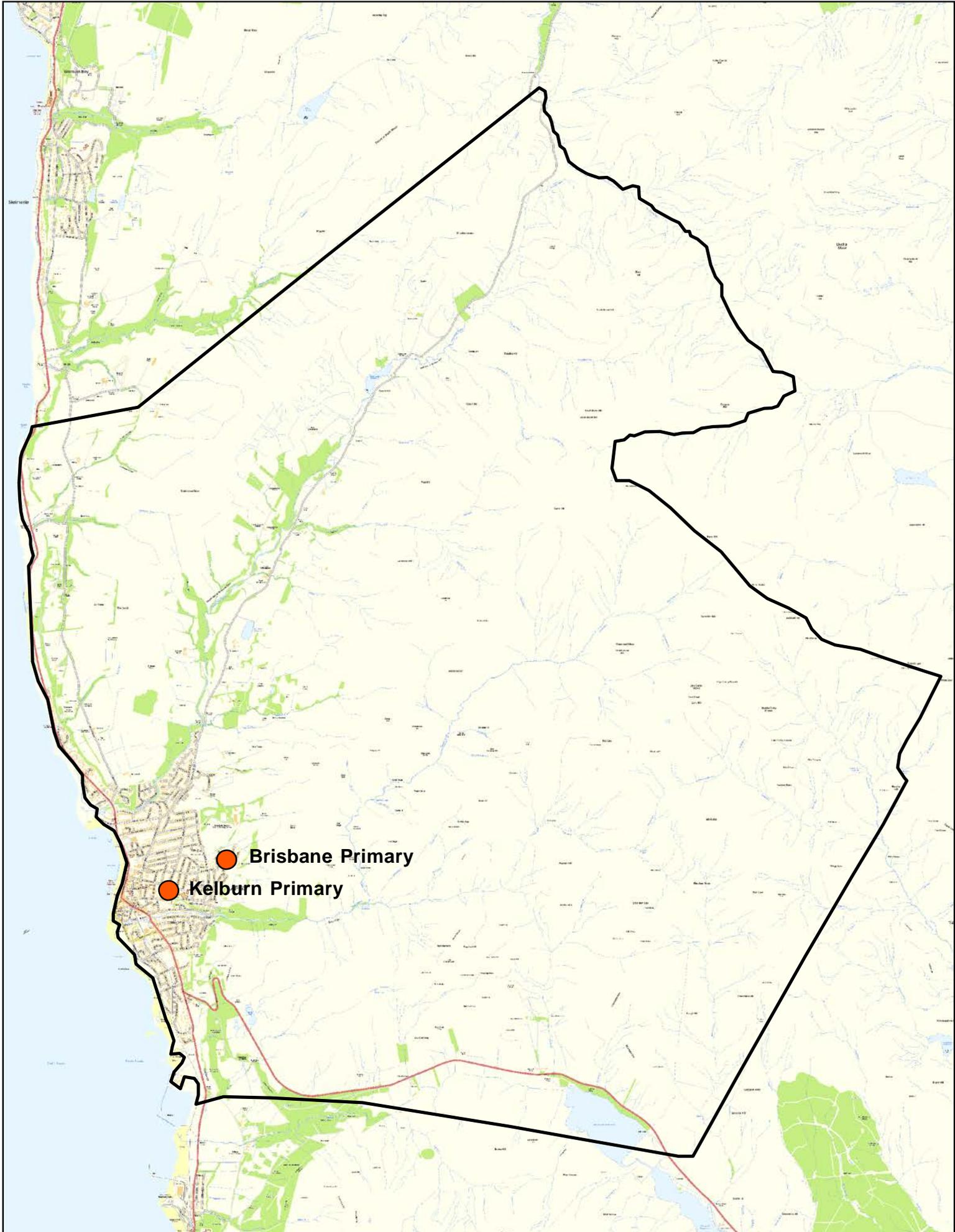
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1799





Sports Scotland - Inverclyde Indicative Site Boundary





Education and Youth Employment  
4<sup>th</sup> Floor, Cunninghame House  
IRVINE KA12 8EE

**PROPOSAL  
CONSULTATION**

Largs Academy  
St Mary's Primary School  
Brisbane and Kelburn Primary Schools

**RESPONSE FORM**

For convenience this form can be completed online at: [www.north-ayrshire.gov.uk](http://www.north-ayrshire.gov.uk)

**MUST BE COMPLETED FOR A VALID RESPONSE**

<b>Name</b> (PRINTED)	<b>Address</b>
--------------------------	----------------

Please confirm that you have read the full report by ticking this box

<b>Largs Academy</b>	Parent/Carer <input type="checkbox"/>	Staff <input type="checkbox"/>	Pupil <input type="checkbox"/>	Other <input type="checkbox"/>
<b>St Mary's Primary School</b>	Parent/Carer <input type="checkbox"/>	Staff <input type="checkbox"/>	Pupil <input type="checkbox"/>	Other <input type="checkbox"/>
<b>Brisbane Primary School</b>	Parent/Carer <input type="checkbox"/>	Staff <input type="checkbox"/>	Pupil <input type="checkbox"/>	Other <input type="checkbox"/>
<b>Kelburn Primary School</b>	Parent/Carer <input type="checkbox"/>	Staff <input type="checkbox"/>	Pupil <input type="checkbox"/>	Other <input type="checkbox"/>
<b>Cumbrae Primary School</b>	Parent/Carer <input type="checkbox"/>	Staff <input type="checkbox"/>	Pupil <input type="checkbox"/>	Other <input type="checkbox"/>
<b>Fairlie Primary School</b>	Parent/Carer <input type="checkbox"/>	Staff <input type="checkbox"/>	Pupil <input type="checkbox"/>	Other <input type="checkbox"/>
<b>Skelmorlie Primary School</b>	Parent/Carer <input type="checkbox"/>	Staff <input type="checkbox"/>	Pupil <input type="checkbox"/>	Other <input type="checkbox"/>

Other (please state) \_\_\_\_\_

**SUMMARY OF REPORT** – Please refer to the proposal document for the full details.

It is proposed to relocate Largs Academy to a modern, fit for purpose, 2-18 years education campus along with a relocated St Mary's Primary School and amalgamated Brisbane and Kelburn Primary School, on the grounds of sportscotland's Inverclyde National Centre, at Burnside Road, Largs KA30 8RW.

<b>Do you agree with the proposal to relocate Largs Academy to the new education campus?</b>	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
	No Preference		<input type="checkbox"/>	<input type="checkbox"/>

<b>Do you agree with the proposal to relocate St Mary's Primary School to the new education campus?</b>	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
	No Preference		<input type="checkbox"/>	<input type="checkbox"/>

<b>Do you agree with the proposal to amalgamate Brisbane and Kelburn Primary Schools to create one, new non-denominational primary school within the new education campus?</b>	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
	No Preference		<input type="checkbox"/>	<input type="checkbox"/>

<b>Do you agree with the proposal to relocate early learning and childcare provision to the new education campus?</b>	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
	No Preference		<input type="checkbox"/>	<input type="checkbox"/>

Please use this space for any additional comments

North Ayrshire Council is registered under the Data Protection Act 1988. The response submitted by you may form part of the response paper that will be submitted to the Council for consideration in the near future and will therefore be made available for public inspection. If you DO NOT wish any of your personal details (eg name, address, phone number, etc), which you have included in your response, to be made available please tick the box





North Ayrshire Council  
Comhairle Siorrachd Àir a Tuath

**North Ayrshire Council  
Education and Youth Employment  
Proposed New School Campus, Largs**

**Public Meeting Held in Largs Academy  
Tuesday 4 November 2014 at 1pm**

Councillor Bruce introduced himself, officers and welcomed everyone to the meeting.

John Butcher, Executive Director (Education and Youth Employment) delivered a presentation which provided information on the key proposal.

Megan Reid, Largs Academy pupil delivered a speech on the pupil consultation process.

Following the presentation John Butcher welcomed questions from the audience:-

Enquiry: Is there anything wrong structurally with current Kelburn Primary School building?

Response: Condition and suitability surveys have been carried out and both came out as condition B. In order to keep the building to this level a significant amount of investment would be required in the coming years. We feel a better way to invest money would be to build new, state of the art, modern facilities.

Enquiry: What is the proposed lifespan of new school?

Response: The lifespan of a new school building would be around 30 years, with ongoing maintenance investment as required.

Enquiry: Security is a big concern as members of the public will be using site. Surely this must be a key consideration when putting all Largs pupils on one site?

Response: Safety and security of children is a key component of this proposal. The Council is currently undertaking a project to build a new Garnock School campus with a community swimming pool, so we have experience of designing buildings with community access.

Enquiry: Will class sizes remain the same? Kelburn Primary currently has relatively small classes and the children are given full attention.

Response: The staffing structure in North Ayrshire, at present, is the same across all schools. The same formula that is used now in Kelburn Primary School and Brisbane Primary School will continue to be used.

Enquiry: Why are we replacing denominational provision when parents do not choose to send their kids to secondary denominational provision?

Response: We must continue to provide this as it is a statutory requirement to offer denominational education. It is parental choice and the option of both secondary establishments will be available to children attending St Mary's as it is at present.

Enquiry: What will happen to the current land?

Response: The land will be declared surplus to education's requirement. The council will then decide how best to make use of it, in line with the Local Development Plan

Enquiry: What access roads will be used? Will there only be one entrance in and out of the campus? Will road safety concerns be taken into account?

Response: A traffic management plan will be carried out, taking into account the amount of traffic, entry points, parking arrangements and how it will impact the community. Our aim is to continue to good neighbours to the residents and the community.

Enquiry: The Community Council wrote to sportscotland regarding facilities offered to school. They state there is no chance of pool being built into the school and additional facilities are not guaranteed.

Response: Sportscotland will develop state of the art facilities which will be open to the community. There is currently improvement works being carried out at Vikingar. There will not be a swimming pool included into the new school campus design.

Enquiry: 1800 children going into one campus is a very high number. It is horrendous as it is at present when primaries and secondary come out together. I am worried that the congestion would be bad. Is it an option for the primary schools not to be included in the proposal going forward?

Response: There are schools in other authorities who have a larger number of children all going into the one campus. The funding package for this proposal is centred around a campus development. If an alternative option was to be pursued, the Council would have to 'go back to the drawing board' and renegotiate any funding that may or may not be available. Traffic congestion exists around the current school buildings. It is anticipated that with the development of a traffic management plan, this will include appropriate access and parking congestion will be minimised.

Enquiry: Sports facilities do not matter to 2-5 year olds.

Response: I would disagree with this point. I believe active learning of fine and gross motor skills as well as learning through play is a significant part of a young child's development.

Enquiry: Walking to and from school is good for children and gives them independence and a sense of responsibility. This would be impossible due to the distance some children would have to travel and the amount of children going into the one campus.

Response: The policy on entitlement to free school transport is standard across all areas of North Ayrshire. Staggering start and finishing times of the schools would also be considered.

Enquiry: If the merger between Ardrossan and Auchendarvie Academies had gone through would we be talking today?

Response: Possibly, but we can't be sure. We could still have approached Scottish Futures Trust for more funding. We could possibly go back to them for more funding in the future for further projects.

Enquiry: Why has the date been brought forward? I have concerns about moving S4 pupils at exam time.

Response: Further funding has been secured from the Scottish Future Trust and there are timescales attached to when the funding has to be spent. We will ensure that the transition will be carefully managed with minimal disruption. Careful planning would take place well in advance of the move to ensure that those pupils sitting exams, as well as all other pupils, were not disadvantaged.

Enquiry: Will all early years children be together?

Response: Yes, all early years children will be together in a new purpose built early years centre. Parents will continue to have the choice of primary school for their children to attend.

Enquiry: Could the primary campus be relocated onto current Largs Academy site and move secondary to new site to keep primary and secondary separate? I have concerns about having younger children in with the older children.

Response: The funding package for this proposal is centred around a campus development. If an alternative option was to be pursued, the Council would have to 'go back to the drawing board' and renegotiate any funding that may or may not be available.

Enquiry: I would be interested in seeing the comparable costs involved in maintenance of current building against new building. If primaries and early years decide not to be part would Largs still go ahead?

Response: The maintenance costs associated with keeping the existing facilities in their current state are detailed within the proposal document which you can find on the website. As mentioned earlier, the funding package for this proposal is centred around a campus development. If an alternative option was to be pursued, the Council would have to 'go back to the drawing board' and renegotiate any funding that may or may not be available.

Enquiry: The timescale given is quite short. Garnock Academy has taken a long time. Can we guarantee this won't happen again?

Response: We have 3 years to work on this proposal. It is a proposed 23 month project build. In respect of Garnock Academy, the land was not secured. With this proposal, the land is currently available. There was also a change to initial consultation at Garnock which resulted in two rounds of statutory public consultation, adding a significant amount of time to the process.

Enquiry: The community are being asked to agree to something we don't have all the facts on. Is part of the Inverclyde agreement that the current land will become housing?

Response: Only if we have approval, will we be able to move forward with comprehensive detailed design proposals. The vacated land will become surplus to education's requirements. The council will then decide what its use will be in line with the local development plan.

Enquiry: What size is the land that you are proposing to build the campus on?

Response: We don't have this information to hand but will arrange for this information to be made available. Post meeting note – the land we plan to uptake for the build is approximately 15 acres.

Councillor Bruce thanked everyone for attending and thanked Megan Reid for her input. Councillor Bruce reminded those attending of the importance of completing and submitting the formal response form as part of the consultation process and encouraged those in attendance to do so.



North Ayrshire Council  
Comhairle Siorrachd Àir a Tuath

**North Ayrshire Council  
Education and Youth Employment  
Proposed New School Campus, Largs**

**Public Meeting Held in Largs Academy  
Tuesday 4 November 2014 at 6pm**

Councillor Bruce introduced himself, officers and welcomed everyone to the meeting.

John Butcher, Executive Director (Education and Youth Employment) delivered a presentation which provided information on the key proposal.

Megan Reid, Largs Academy pupil delivered a speech on the pupil consultation process.

Following the presentation John Butcher welcomed questions from the audience:-

Enquiry: Have the Council considered the implications on transport, ferry and train times, parents transporting their children to the new site?

Response: The Council will consider all of these issues and will undertake a traffic management exercise which will consider amongst other issues, access to the school and parking. There is potential to consider staggered start and finish times. We can also learn from other campus developments where they manage their traffic well.

Enquiry: The new development will have a direct impact on residents of the area surrounding the proposed new site.

Response: All schools in North Ayrshire strive to be good neighbours, this new development would not be any different. We would be considerate during the build process through to school opening and beyond.

Enquiry: Will the new campus have a swimming pool?

Response: The new campus will not have a swimming pool, the funding package does not extend to include a swimming pool within the campus.

Enquiry: Merging Brisbane Primary School and Kelburn Primary School is not a saving financially and will remove parental choice.

Response: The condition and suitability survey ratings for both Brisbane and Kelburn Primary School are B, the proposal document outlines the funding investment required to maintain the schools at this rating over the next 10 years. The significant funding investment is only to maintain the buildings, not to enhance them. This is an opportunity to replace existing facilities with state of the art, 21<sup>st</sup> century learning environments.

Enquiry: Why has the present Largs Academy site been dismissed as the new site for the campus?

Response: The funding package we have secured is for a school campus. The present Largs Academy site was explored but we cannot build a campus on this site. The funding package is not to replace Largs Academy.

Enquiry: Why can't we keep the schools where they are and use the £44m to make them better?

Response: The funding package is to develop a new school campus on a new school site and cannot be used to enhance current school buildings. We are also taking into account the level of anticipated investment required to maintain these schools as mentioned earlier.

Enquiry: You talk of high levels of education, should we not already have this in our schools? We pay higher rate council tax, we don't want new neighbours.

Response: We have excellent staff in our schools, who do their best with the facilities they have. New, modern facilities, would offer more opportunities to enhance that provision. It is important that you share your views through the formal response process. The current funding package is to develop a new school campus.

Enquiry: You have talked about lessons learned from previous builds, what would you say is the best lesson learned?

Response: The way children adapt, interact, learn and the overall social experience. Children find it natural and easy to adapt and flow through their learning experience. Young people can feel valued as a result of investing in their futures.

Enquiry: What about after school care?

Response: There are no final plans for before or after school care, simply because we are still consulting on the proposal at this stage. Educating our young people also includes caring for them and the Council will consider provision where required.

Enquiry: Will my job in one of the amalgamating primary schools be safe?

Response: Amalgamating schools almost never results in staff reduction. The same number of children will transfer to the amalgamated school. Experience of amalgamating primary schools in North Ayrshire actually resulted in recruiting new staff due to natural career progression and retirement.

Enquiry: Can you guarantee, in writing, that my job will be safe?

Response: I cannot guarantee in writing that anyone's job will be safe in 3 or 4 years' time. The same pupil teacher ratio will be applied to the new schools as currently is in place.

- Enquiry: The new campus will be further away for some children.  
 Response: Building a new facility will always mean that some people will be further away, but some people will be closer. Working in partnership with our planning and roads colleagues we will ensure that appropriate travel routes are in place.
- Enquiry: You have asked children their views, they want a new Largs Academy but not to be part of a campus. Why are you not listening?  
 Response: We are currently in consultation with young people as part of the statutory public consultation process and the responses are not yet collated. You heard from Megan tonight and she shared the thoughts of the secondary pupils, which overall were very positive for the new campus. We are engaging with primary school pupils to help them share their views. The results of the pupil consultation will be considered as part of this formal process.
- Enquiry: How will sports facilities be enhanced as you describe, if you don't provide more halls and pitches than we currently have?  
 Response: Staff in Largs Academy do a wonderful job with the facilities and resources available to them. Staff in primary schools are challenged by facilities being dual purpose, i.e. dinner halls double up as PE space. The campus will provide state of the art facilities with dedicated sports provision, available for use throughout the day. These types of facilities will be better than currently available. Sportscotland facilities will complement the school campus.
- Enquiry: I am concerned about 2 year olds mixing with older children.  
 Response: The early years centre would be separate from both the primary and the secondary areas of the campus. Senior pupils could possibly engage with primary and early years children during work experience or buddy time. Some other parts of the campus will also only be for early years or primary pupils. It is worth noting though that both early years and primary pupils, where applicable will also be able to utilise specialist areas in the campus like art rooms and technical labs.
- Enquiry: What about the interaction when all pupils leave school and are walking down Alexander Avenue?  
 Response: The start and finish times in the campus will be considered carefully. We have highly trained, good quality staff to help resolve any issues that may arise, as they do currently.
- Enquiry: The proposal is a once in a lifetime opportunity for our children. We need to think positively about this. New buildings have a positive impact on staff and attainment. The opportunity to have up to date facilities brings more resources. What are sportscotland bringing to the proposal?

Response: Attainment and achievement can increase with solid investment in school estate. The quality of a learning environment raises the expectations of children, parents and staff. Sportscotland are undertaking a renovation and building programme which will bring high quality sporting facilities to the community. We are confident that establishing a partnership with sportscotland will only enhance experiences for young people.

Statement: We are presented with a unique opportunity for the town of Largs. The secondary school has poor facilities. We are always pushing for money to be spent in Largs, we cannot turn down an investment of £44m. For the sake of our children, staff and community we should back this proposal.

Enquiry: Is the maximum capacity of the new campus 1,600 pupils, what about new families moving into the area?

Response: The Council do not build like for like schools. Consideration is given to the current school roll, projected school roll and potential new housing into the town, so that a new building is future proofed. The planned capacity for the new building will be around 1,800 pupils.

Enquiry: Will the new campus have football pitches like St Matthew's?

Response: Pitches will be included in the new design.

Enquiry: Will the new campus be used by the community during the school day?

Response: Our prime responsibility is to provide education and learning for our young people. We would want all of the campus to be used to its full potential, so community use can be considered as the process moves forward.

Enquiry: How will you ensure that our children are safe and protected from inappropriate contact with users of sportscotland facilities?

Response: The care and welfare of young people attending our schools is a number one priority for North Ayrshire Council. The staff who work with your children have the same priorities. Bigger schools don't mean your children will be less safe.

Enquiry: Where on the site do you intend to build?

Response: On the bottom half of the existing golf course.

Councillor Bruce thanked everyone for attending and thanked Megan Reid for her input. Councillor Bruce reminded those attending of the importance of completing and submitting the formal response form as part of the consultation process and encouraged those in attendance to do so.



North Ayrshire Council  
Comhairle Siorrachd Àir a Tuath

**North Ayrshire Council  
Education and Youth Employment  
Proposed New School Campus, Largs**

**Public Meeting Held in Cumbrae Primary School  
Wednesday 5 November 2014 at 6pm**

Councillor Bruce introduced himself and officers and welcomed everyone to the meeting.

John Butcher, Executive Director (Education and Youth Employment) delivered a presentation which provided information on the key proposal.

Following the presentation John Butcher welcomed questions from the audience:-

Enquiry: Have concerns that pupils from Cumbrae Primary School won't have access to the same facilities that those attending the campus will.

Response: A focus on partnership working will be developed to make best use of equipment and resources for all pupils from the cluster. Working together, putting solid plans in place will ensure that transition arrangements work well to help build the confidence of young people moving to the new campus.

Enquiry: How will our children get to school, will the start time change or will they get a bus from the ferry terminal?

Response: The issue of transport was raised during the pre-consultation stage. We are listening carefully to these concerns and are supportive of the request for transport from the ferry terminal, however at this stage the Council cannot promise that transport will be made available. The issue will form part of the information fed back to the Council as part of the overall statutory public consultation process.

Enquiry: What will be the roll of the new campus?

Response: The Council do not build like for like schools. Consideration is given to the current school roll, projected school roll and potential new housing so that a new building is future proofed. The planned capacity for the new building will be around 1,800 pupils.

Enquiry: Will Cumbrae Primary School benefit from the partnership with sportscotland in the same way as the other primary schools who will be part of the campus?

Response: Yes, in partnership with sportscotland we aim to develop access to specialist sports facilities for all pupils.

Enquiry: Support staff allocation has been reduced in Cumbrae Primary School, will we be able to access supported learning in the new campus?

Response: The Additional Support Needs Act 2004, amended 2009, requires us to meet the needs of all children. The campus approach gives staff an opportunity to share expertise, skills and abilities to the benefit of our young people. The upskilling of current staff to support young people in Cumbrae Primary School will be an ongoing development area.

Enquiry: The proposal is an excellent idea and I am in favour of a new school, however I am concerned for young people who will be sitting exams during the transition from the old school to the new school.

Response: North Ayrshire Council is currently building a new Garnock Campus and this issue is one we are planning to ensure that preparation and the exam diet are not affected. Advance planning must take place to ensure that young people are not disadvantaged. During a crucial time where young people do feel additional pressure we want to get this right. In order to ensure minimal disruption we will consider after school and weekend classes as well as enhanced teaching for small periods of time. Further planning and engagement will take place to make sure young people are not disadvantaged.

Enquiry: Will the doors close at the old schools in December and open at the new school in January 2018?

Response: Yes, with careful and considered planning, decant meetings and support for young people, the schools will close in December and reopen to the new school in January 2018. Schools could be closed for a couple of days either side of the Christmas break to allow for teachers to pack up and set up. The move will be well planned to allow young people to succeed in their new school.

Enquiry: Will we have access to the early years provision in the campus?

Response: Early years centres do not have catchment areas, so anyone can apply for a place in an early years centre.

Enquiry: What is the partnership with sportscotland and how will North Ayrshire Council link into this? Will the water sports centre here be part of that?

Response: We are working with sportscotland to develop the partnership, which will grow. The campus will have its own sporting facilities, however the partnership can bring opportunities to tap into other specialist sporting facilities. Sportscotland will bring a wealth of expertise to the Council when designing our campus sport facilities. We will raise the matter of the water sports centre with sportscotland.

Enquiry: Will consideration be given to Cumbrae Primary School travelling to the campus for competitions etc.?

Response: Appreciate that expenses for travel are accentuated on an island, however all schools incur travel costs in some way throughout the session. Budget position always needs great consideration. It is anticipated that the cost of ferry travel will reduce significantly in the future.

Statement: The proposal is a great idea and everyone in attendance has raised and shared good ideas. Where budget is concerned, please raise this with your local Councillor to ensure you get a fair share, use mechanisms in place. No-one can promise more money. Please submit a formal response to the consultation, share all of your views.

Enquiry: Will arrangements remain in place for alerting pupils of bad weather notifications so they can catch the ferry?

Response: Yes, the current arrangements will be reviewed and will remain in place.

Councillor Bruce thanked everyone for attending. Councillor Bruce reminded those attending of the importance of completing and submitting the formal response form as part of the consultation process and encouraged those in attendance to do so.





North Ayrshire Council  
Comhairle Siorrachd Àir a Tuath

**North Ayrshire Council  
Education and Youth Employment  
Proposed New School Campus, Largs**

**Public Meeting Held in St Mary's Primary School  
Thursday 6 November 2014 at 6pm**

Councillor Bruce introduced himself and officers and welcomed everyone to the meeting.

John Butcher, Executive Director (Education and Youth Employment) delivered a presentation which provided information on the key proposal.

Following the presentation John Butcher welcomed questions from the audience:-

Enquiry: Will the campus be one large building?

Response: The campus will be one overarching building with four establishments, one early years centre, one denominational primary school, one non-denominational primary and one secondary school. The campus will have some shared spaces like dining and sporting facilities. Primary pupils will have access to specialist spaces, for example science lab, technical and art rooms.

Enquiry: What safeguards do the St Mary's Primary School community have that the Council won't merge St Mary's Primary School into one large primary school in the future?

Response: North Ayrshire Council have no desire to remove denominational education provision from Largs. The 1918 Education Act is clear that parents should be given the choice of denominational education for their children.

Enquiry: Does moving St Mary's Primary School to the campus have an impact on them being part of the St Matthew's Academy cluster?

Response: No, St Mary's Primary School will remain part of the St Matthew's Academy cluster.

Statement: Cannon McManus took the opportunity to address the audience. He informed them that the Council have been in discussion with the Catholic Church since the summer, asking for views on how St Mary's Primary School could be involved in the proposal. It was agreed that St Mary's Primary School could be considered as part of the proposal if they had their own school, own headteacher and parent council, and if the community desired their own uniform and badge. He also noted that if the Catholic Church disagreed with the proposal or indeed the final decision then the Campus would not be built.

Cannon McManus was keen that the community recognised the benefits the new campus would bring for the St Mary's Primary School pupils, as well as noting the important areas to consider, dining and traffic were examples. He also noted that St Mary's Primary School community want to be good neighbours and wanted the best for every child in Largs.

Enquiry: Are you gambling with our children's future? Where else in Scotland has a campus similar to the one you propose?

Response: No, we are not gambling with your children's future, we are looking to enhance their education and learning experiences. There are examples of campus education provision throughout Scotland, in fact the Council arranged visits to a local campus in East Ayrshire, Grange Campus houses a special school, a primary school and secondary school.

Enquiry: Will the pupil/staff ratio change in the new campus?

Response: No, the Council implements the same pupil/staff ratio across all schools.

Enquiry: Considering the small number of St Mary's Primary School pupils to others who will attend the new campus, they may feel intimidated or different.

Response: All children are different and individual in their own way. Being part of the local community allows them to make friends outside of school and build these relationships in the campus setting. The arrangements in the campus would be no different to those in place now.

Enquiry: If the sportscotland opportunity was not on the table, would we be here tonight?

Response: No, without the land that sportscotland have to offer we would not be in a position to propose a new campus. The availability of the land is one of the drivers in this proposal.

Enquiry: Why can't we leave the three primary schools and rebuild Largs Academy?

Response: The funding package is to develop a new school campus and cannot be used to enhance current school buildings. The proposal document outlines the funding investment required to maintain the primary schools over the next 10 years. The significant funding investment is only to maintain the buildings, not to enhance them.

Enquiry: Will we see preliminary designs before the end of consultation period?

Response: No, the Council cannot proceed with detailed design work until a decision is made on the proposal. Access, traffic and parking will all be considered in line with required planning processes, in consultation with the community.

Enquiry: Taking the proposal to the next stage, will this infrastructure have an impact on the Largs community, other than pupils?

Response: Yes, the infrastructure will affect others however our plan is to continue to be good neighbours and work in partnership with the community during the design, through the build process, once the campus opens and beyond.

Enquiry: What about environmental issues?

Response: The Council always consider the environmental impact of a new build programme and consider such things as renewable energy and materials.

Enquiry: The timescale to consider the planning and design implication is tight, do the Council have enough time?

Response: The timescale is tight and experience shows that this type of build takes around 23 months - we have 36 months from where we are now.

Enquiry: Considering the change to the occupancy date, have you considered pupils sitting exams?

Response: North Ayrshire Council is currently building a new Garnock Campus and this issue is one we are considering. Advance planning must take place to ensure that young people are not disadvantaged. During a crucial time where young people do feel additional pressure we want to get this right. In order to ensure minimal disruption we have considered after school and weekend classes and concentrated teaching for small periods of time. Further planning and engagement will take place to make sure young people are not disadvantaged.

Enquiry: Will the class size change in the non-denominational primary school?

Response: No, the class sizes will remain in line with current North Ayrshire Council policy. The same principles apply in all schools regardless of the total number of pupils.

Enquiry: Is the proposal at risk of failing to achieve planning permission, talk of compulsory purchase?

Response: The Council have undertaken some preparatory work and early indications are that our timescales are achievable. Early discussions have already taken place with planning and the matter of compulsory purchase has not been considered.

Enquiry: How will congestion be avoided?

Response: Currently have 3 schools in close proximity to one another in tight streets with lack of parking. The design process will consider all aspects of traffic flow, pupil walking routes, drop off and pick up points with a view to having a better traffic management system than is currently in place.

- Enquiry: What if there is a fire in the campus, will all the schools close?  
 Response: During the design process we would invest in safe and secure fire safety management of the whole building, this would hopefully ensure that in the event of a fire then it would not spread and be contained. In the event of any school being damaged by fire, water or natural disaster then it is our job to ensure that all children continue their education.
- Enquiry: If the proposal is rejected, what happens to the money?  
 Response: If the proposal is rejected then the funding package would have to be renegotiated.
- Enquiry: How do we go about changing the cluster arrangement for St Mary's Primary School to become part of the Largs Academy cluster?  
 Response: A change of that magnitude would not be considered as part of this proposal. You may wish to discuss this locally with the church, parents and pupils but that is not part of this consultation.
- Enquiry: If the proposal goes ahead, what will happen to the land of the current schools?  
 Response: The land will become surplus to Education and Youth Employment requirements and will be subject to consideration by the Council in line with the local development plan.
- Enquiry: If the Council go ahead with the proposal and the land is used for new housing, there will be an increased pressure on the new campus straight away.  
 Response: The Council do not build like for like schools. Consideration is given to the current school roll, projected school roll and potential new housing into the town, so that a new building is future proofed. The planned capacity for the new building will be around 1,800 pupils.
- Enquiry: Do you have good examples of catholic schools integrating well into a campus development?  
 Response: There are good examples across Scotland. We will share details on specific examples and arrange for pupils, parents and staff to visit.

Councillor Bruce thanked everyone for attending. Councillor Bruce reminded those attending of the importance of completing and submitting the formal response form as part of the consultation process and encouraged those in attendance to do so.

**Report by Education Scotland addressing educational aspects of the proposal by North Ayrshire Council to relocate Largs Academy to a new 2-18 education campus, along with a relocated St Mary's RC Primary School and amalgamated Brisbane and Kelburn Primary School, on the grounds of the sportscotland Inverclyde National Centre at Burnside Road, Largs.**

## **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 North Ayrshire Council's proposal to relocate Largs Academy to a new 2-18 education campus, along with a relocated St Mary's RC Primary School and amalgamated Brisbane and Kelburn Primary School, on the grounds of the sportscotland Inverclyde National Centre at Burnside Road, Largs. 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 and young people 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 and young people 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 meetings held on Tuesday 4 November and Thursday 6 November 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;
- visits to the site of Largs Academy, St Mary's RC Primary School, Brisbane Primary School, Kelburn Primary School, Fairlie Primary School and Skelmorlie Primary School, including discussion with relevant consultees;
- discussion with staff of Cumbrae Primary School; and
- discussion with representatives of the Catholic Church.

## **2. Consultation Process**

2.1 North Ayrshire 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 The council undertook pre-consultation stakeholder engagement, asking for views on the proposed relocation of Largs Academy as well as whether or not a new 2-18 campus should be built.

2.3 The consultation period began on 1 October 2014 and was due to run until midday on 21 November 2014. Four public meetings were held in relation to the consultation. Two separate meetings took place in Largs Academy on Tuesday 4 November 2014 as well as meetings in Cumbrae Primary School on Wednesday 5 November 2014 and St Mary's Primary School on Thursday 6 November 2014. The council also consulted pupils from schools affected by the proposal on their views relating to the proposed new campus development.

2.4 In order to access additional funding from the Scottish Futures Trust the council amended the timescale for creating the new campus. As this was a material change to the initial proposal, the council extended the consultation period by two weeks, finishing on 5 December 2014.

2.5 A total of 185 responses were received in relation to the consultation, including six incomplete responses. Of those who expressed a preference, 146 respondents were in favour of relocating Largs Academy and 28 were against. Seventy-five respondents were in favour of relocating St Mary's Primary School and 82 were against. Eighty-five respondents were in favour of amalgamating Brisbane and Kelburn Primary Schools and 78 were against. Eighty-four respondents were in favour of relocating early learning provision to the new campus and 80 were against.

## **3. Educational Aspects of Proposal**

3.1 The council's proposal has educational benefits for children and young people of Largs Academy, its associated primary schools and St Mary's Primary School, including enhanced sporting experience for pupils and the wider community,

improved information and communications infrastructure and the enhancement of facilities for subjects such as science, music and physical education.

3.2 Young people from Largs Academy and their parents agree that they need a new school and are very aware of the deficiencies of the current building. The new building is long overdue and will have educational benefits by improving the learning environment for young people. The layout of the current building is not conducive to staff working and planning together and the new building has the potential to significantly improve this. The proposal has the potential to provide young people with greater personalisation and choice in their learning to support them to achieve their best. It will support a greater focus on vocational and technological pathways. In addition the new building will be fully accessible to young people with additional support needs, including specific mobility needs.

3.3 Should the council's proposal go ahead, children who attend Brisbane, Kelburn and St Mary's Primary Schools will benefit from the enhanced facilities of a modern learning environment to support all-weather participation in sporting activities and creative arts performance activities. The proposal also has the potential to support staff to share practice more effectively. Children at St Mary's Primary School, their parents and staff are concerned about the educational benefits of moving from a school which they are proud of, which has an increasing roll and attains well. In its final consultation report, the council will need to reassure stakeholders of the educational benefits for children who attend St Mary's Primary School.

3.4 The Diocese of Galloway submitted a written response to the council setting out its views. In its final consultation report the council will need to take account of the views expressed.

3.5 While children from Cumbrae, Fairlie and Skelmorlie Primary Schools will not be located on the new campus they are also affected by the proposal. Children and their parents agree that a new secondary school is needed and look forward to children accessing improved facilities when they move from their primary schools to Largs Academy. Parents and staff would like reassurance that children will not lose out by not being part of the new campus and that they get regular and equitable access to the new facilities. Parents of children from Cumbrae Primary School would like reassurance that appropriate travel arrangements will be put in place to allow them to arrive at school in good time and return home at the end of the school day, given the increased distance from the ferry terminal to the new campus. In its final consultation report the council will need to ensure that these reasonable concerns expressed by parents and staff are addressed.

3.6 Almost all stakeholders who spoke with HM Inspectors are concerned about potential traffic management issues at the site of the new campus. They are concerned about the high volume of traffic accessing the new campus and issues caused by traffic congestion which may impact on the pupil safety. In its final consultation report, the council needs to address concerns raised by stakeholders about potential traffic management issues at the site of the new campus.

3.7 Currently, there is no finalised specification or design for the new campus. Stakeholders raised concerns about how schools located within the campus will operate. Some of the young people and parents associated with Largs Academy, who responded to the consultation, did not agree with the inclusion of the primary schools in the new campus and feel that they should remain on their current sites and be refurbished if necessary. Others were concerned about the potential loss of identity and ethos of each establishment. In discussions with HM Inspectors, staff and children at both Kelburn and Brisbane Primary Schools expressed concerns over the size of the new primary school at over 600 pupils. They felt that the new school would be too large to hold whole-school events. Staff raised concerns regarding the timescale of the proposal and felt the move to the new campus should take place in June 2018 rather than January 2018. Should the proposal go ahead the council needs to continue to engage fully with stakeholders in the planning and design of the new schools; and provide reassurance about how the individual schools will operate as part of the new campus.

#### **4. Summary**

The council's proposal has educational benefits for children and young people. The provision of a new, purpose-built Largs Academy will be of educational benefit to the young people who will attend it. The current building is in a very poor state of repair and is long overdue for replacement. Children who attend St Mary's, Brisbane and Kelburn Primary Schools will benefit from the enhanced facilities of a modern learning environment and from having access to enhanced sporting facilities. There will be potential for staff across all the schools to share of practice more effectively. However, some stakeholders have concerns about the proposal. Their concerns are set out within this report. In its final consultation report the council needs to address these concerns. It should provide more information about arrangements for managing traffic across the site. Should the proposal go ahead, the council will need to ensure that all stakeholders have an opportunity to be involved in the design of the new campus.

**HM Inspectors  
Education Scotland  
December 2014**

Statutory Public Consultation

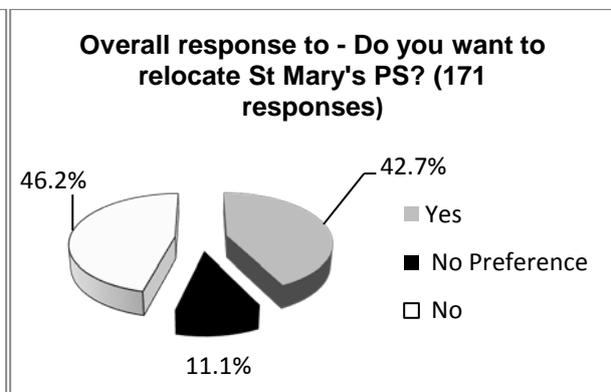
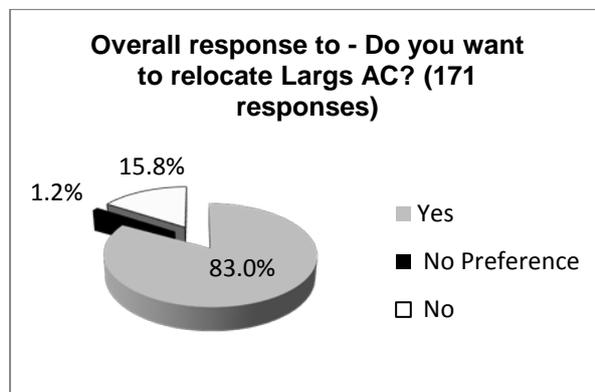
Proposal on the Future of Early Years, Primary and Secondary Education Provision in Largs

Analysis of Formal Response Forms Received

Analysis of the Overall Responses (171) – to the following questions posed:

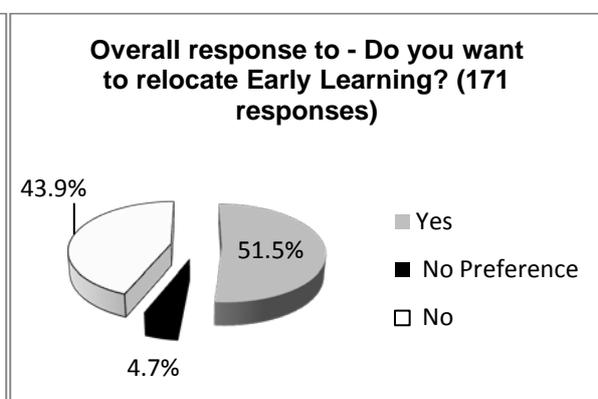
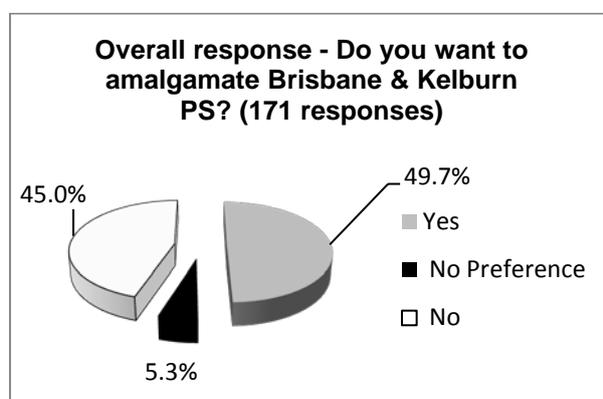
1. Do you agree with the proposal to relocate Largs Academy to the new education campus?

2. Do you agree with the proposal to relocate St Mary’s Primary School to the new education campus?



3. Do you agree with the proposal to amalgamate Brisbane & Kelburn Primary Schools to create one new, non-denominational primary school within the new education campus?

4. Do you agree with the proposal to relocate early learning and childcare provision to the new education campus?



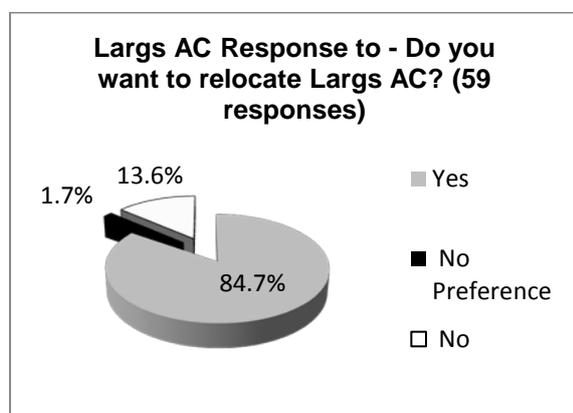
## Statutory Public Consultation

### Proposal on the Future of Early Years, Primary and Secondary Education Provision in Largs

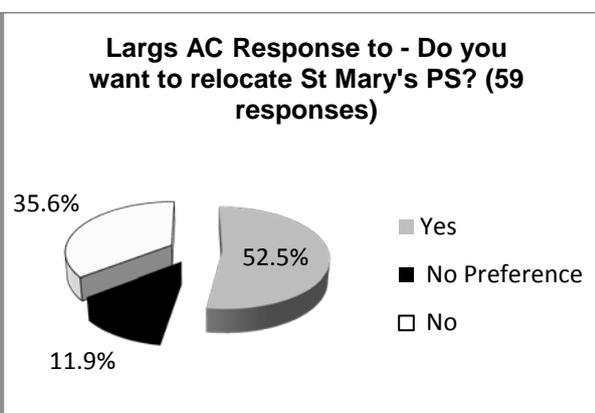
#### Analysis of Formal Response Forms Received

**Analysis of Largs Academy Responses (59 responses) – to the following questions posed:**

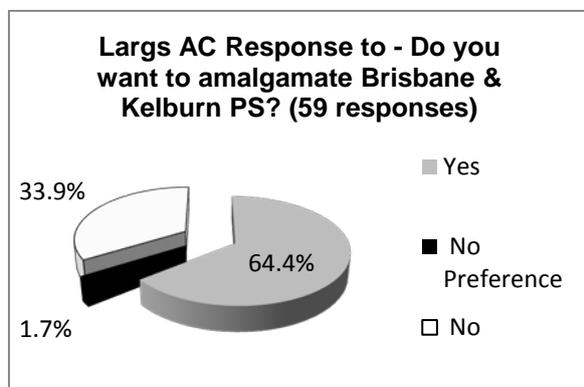
1. Do you agree with the proposal to relocate Largs Academy to the new education campus?



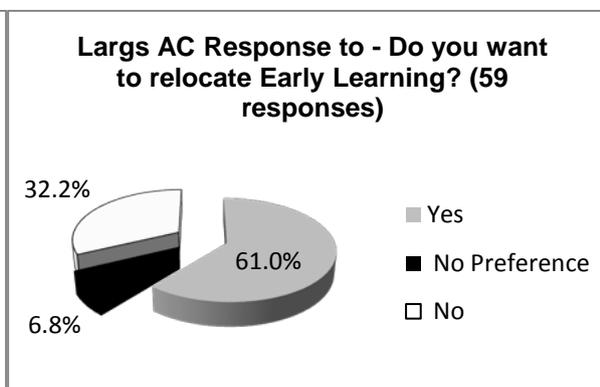
2. Do you agree with the proposal to relocate St Mary's Primary School to the new education campus?



3. Do you agree with the proposal to amalgamate Brisbane & Kelburn Primary Schools to create one new, non-denominational primary school within the new education campus?



4. Do you agree with the proposal to relocate early learning and childcare provision to the new education campus?



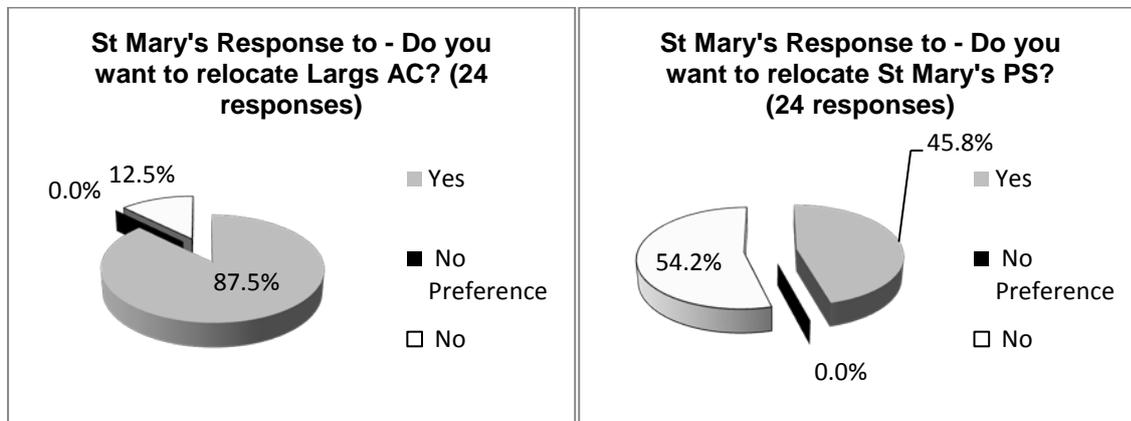
## Statutory Public Consultation

### Proposal on the Future of Early Years, Primary and Secondary Education Provision in Largs

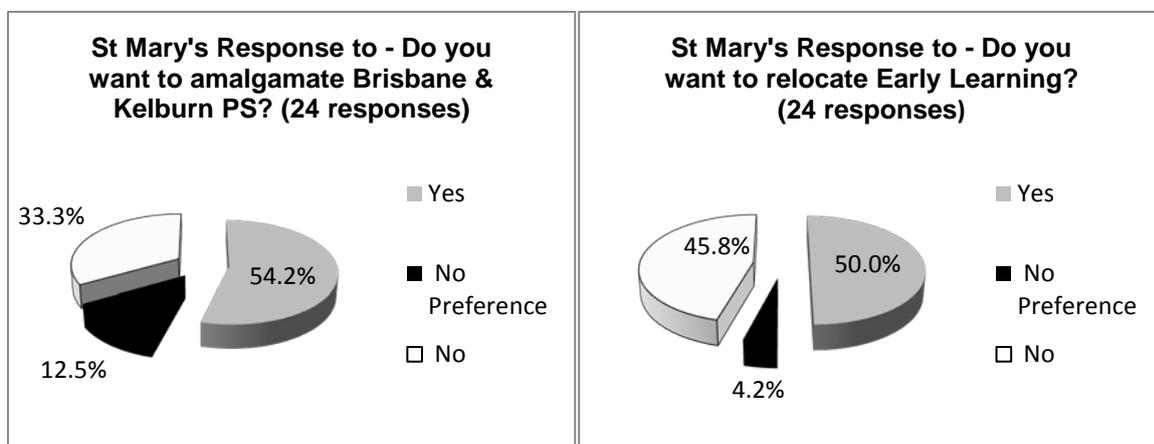
#### Analysis of Formal Response Forms Received

#### Analysis of St Mary's PS Responses (24 responses) – to the following questions posed:

1. Do you agree with the proposal to relocate Largs Academy to the new education campus?
2. Do you agree with the proposal to relocate St Mary's Primary School to the new education campus?



3. Do you agree with the proposal to amalgamate Brisbane & Kelburn Primary Schools to create one new, non-denominational primary school within the new education campus?
4. Do you agree with the proposal to relocate early learning and childcare provision to the new education campus?



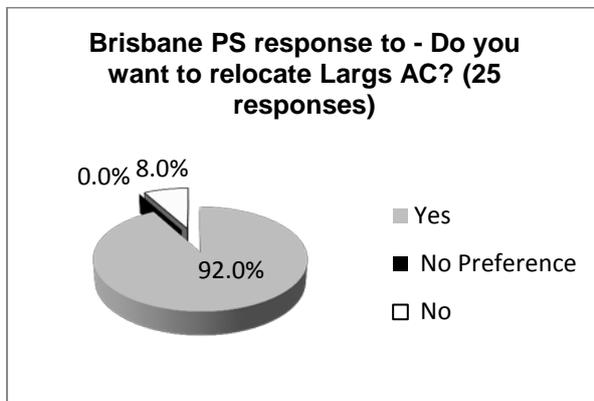
## Statutory Public Consultation

### Proposal on the Future of Early Years, Primary and Secondary Education Provision in Largs

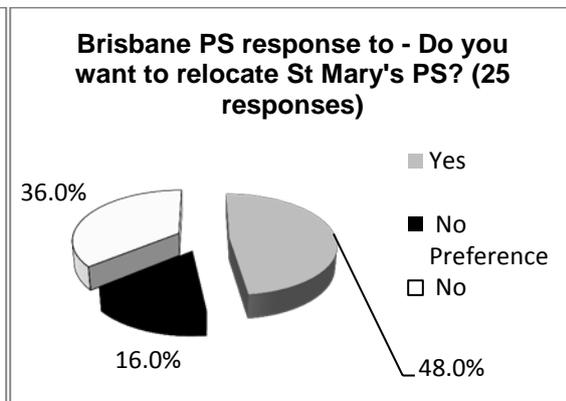
#### Analysis of Formal Response Forms Received

#### Analysis of Brisbane PS Responses (25 responses) – to the following questions posed:

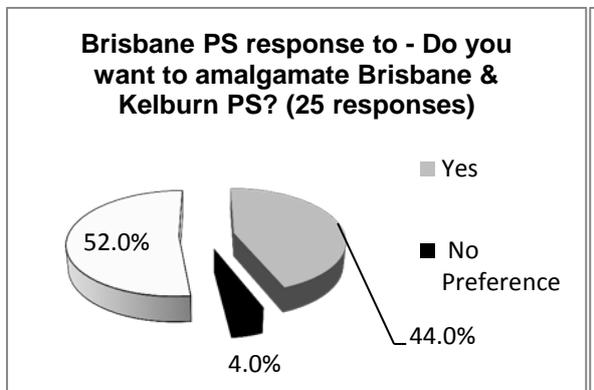
1. Do you agree with the proposal to relocate Largs Academy to the new education campus?



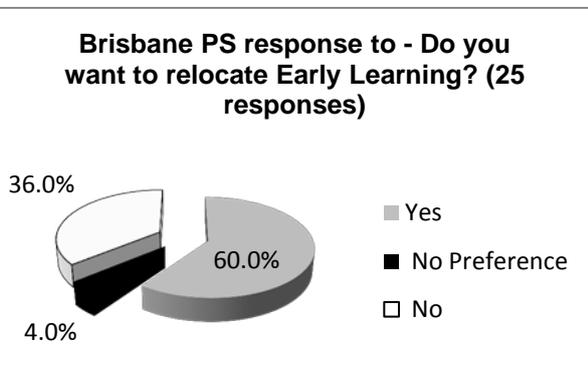
2. Do you agree with the proposal to relocate St Mary's Primary School to the new education campus?



3. Do you agree with the proposal to amalgamate Brisbane & Kelburn Primary Schools to create one new, non-denominational primary school within the new education campus?



4. Do you agree with the proposal to relocate early learning and childcare provision to the new education campus?



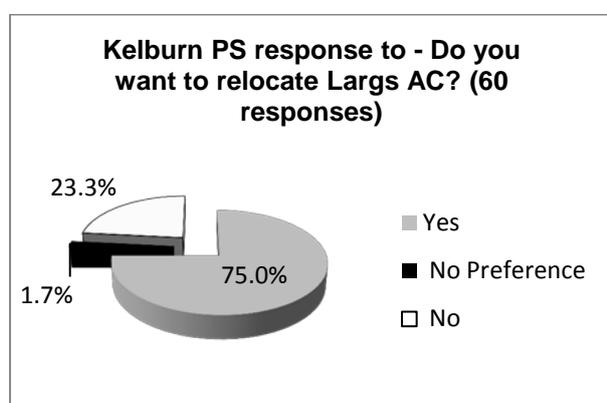
## Statutory Public Consultation

### Proposal on the Future of Early Years, Primary and Secondary Education Provision in Largs

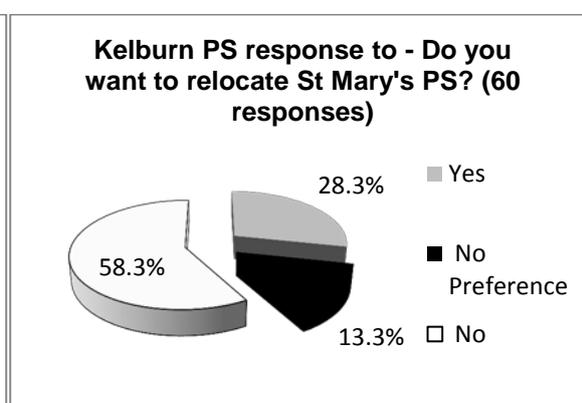
#### Analysis of Formal Response Forms Received

**Analysis of Kelburn PS Responses (60 responses) – to the following questions posed:**

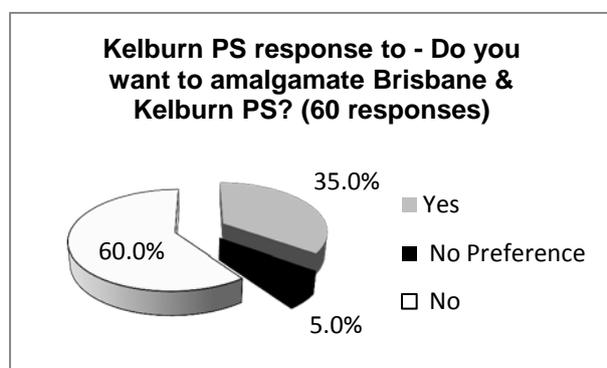
1. Do you agree with the proposal to relocate Largs Academy to the new education campus?



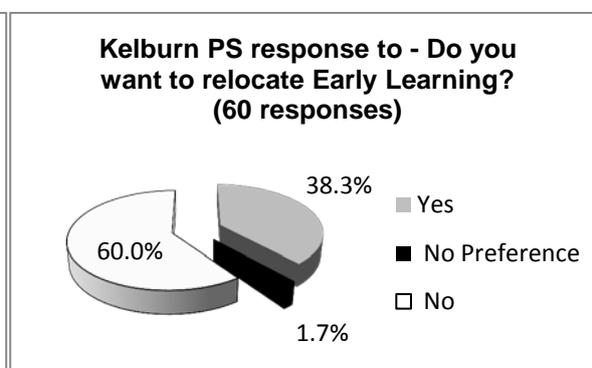
2. Do you agree with the proposal to relocate St Mary's Primary School to the new education campus?



3. Do you agree with the proposal to amalgamate Brisbane & Kelburn Primary Schools to create one new, non-denominational primary school within the new education campus?



4. Do you agree with the proposal to relocate early learning and childcare provision to the new education campus?



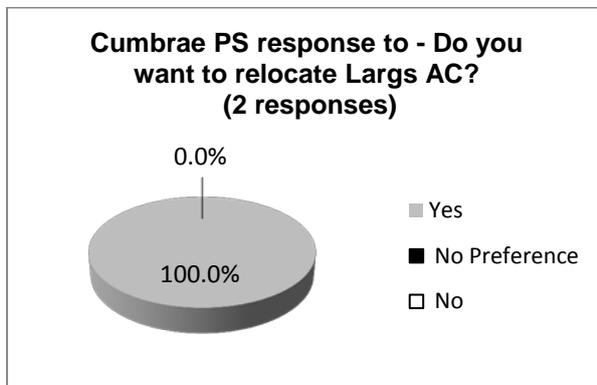
## Statutory Public Consultation

### Proposal on the Future of Early Years, Primary and Secondary Education Provision in Largs

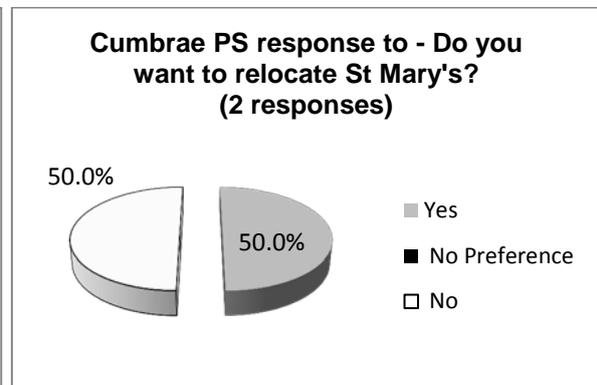
#### Analysis of Formal Response Forms Received

**Analysis of Cumbrae PS Responses (2 responses) – to the following questions posed:**

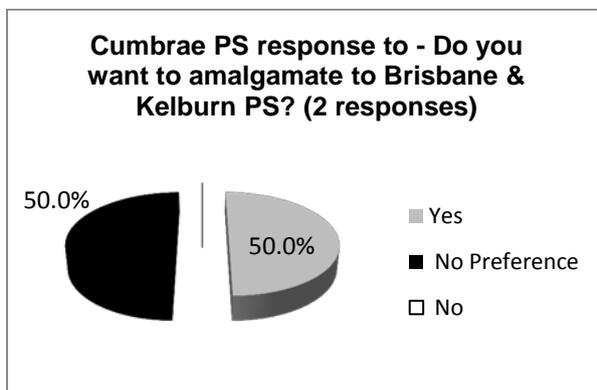
1. Do you agree with the proposal to relocate Largs Academy to the new education campus?



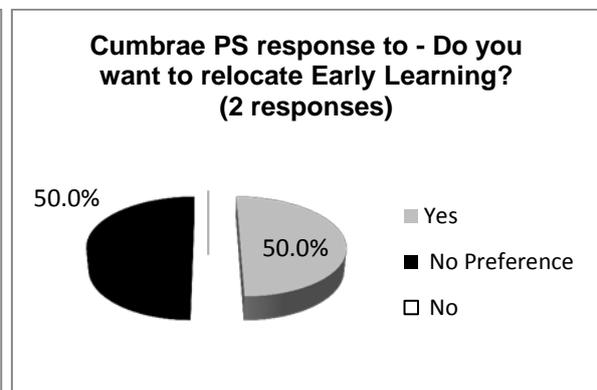
2. Do you agree with the proposal to relocate St Mary's Primary School to the new education campus?



3. Do you agree with the proposal to amalgamate Brisbane & Kelburn Primary Schools to create one new, non-denominational primary school within the new education campus?



4. Do you agree with the proposal to relocate early learning and childcare provision to the new education campus?



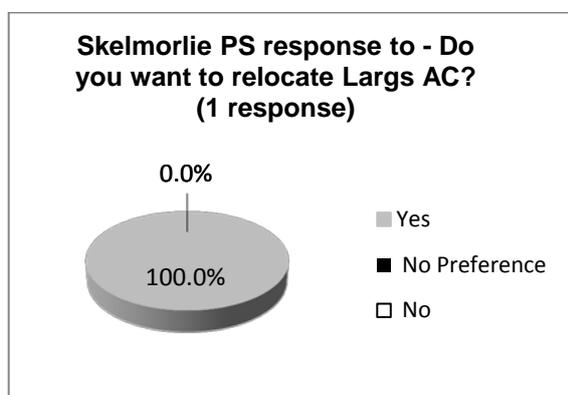
## Statutory Public Consultation

### Proposal on the Future of Early Years, Primary and Secondary Education Provision in Largs

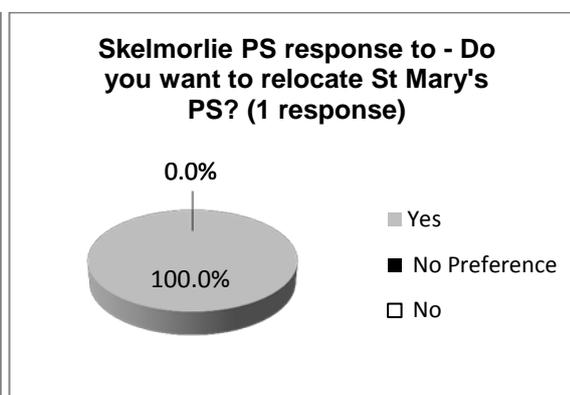
#### Analysis of Formal Response Forms Received

**Analysis of Skelmorlie PS Response (1 response) – to the following questions posed:**

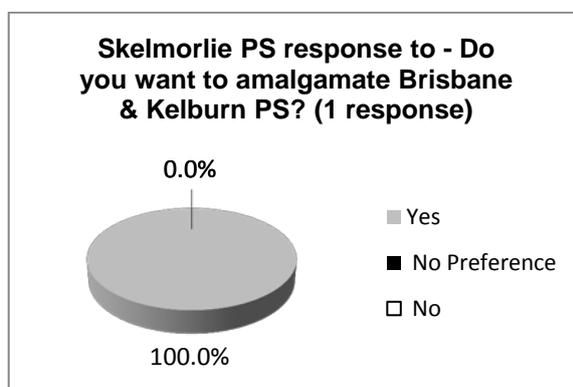
1. Do you agree with the proposal to relocate Largs Academy to the new education campus?



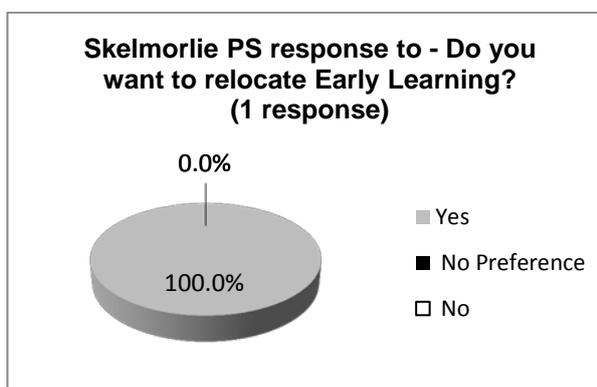
2. Do you agree with the proposal to relocate St Mary's Primary School to the new education campus?



3. Do you agree with the proposal to amalgamate Brisbane & Kelburn Primary Schools to create one new, non-denominational primary school within the new education campus?



4. Do you agree with the proposal to relocate early learning and childcare provision to the new education campus?





# Largs Academy

## Proposed Development of Education and Sports Provision in Largs

### Pupil Consultation Report November 2014



North Ayrshire Council  
Comhairle Siorrachd Àir a Tuath

## Introduction

North Ayrshire Councils Youth Services were asked by the Education Department to carry out a comprehensive consultation on pupils' thoughts and feelings regarding the proposed new campus.

This was carried out by doing the following:

- Focus Groups ranging from S1- S6
- Online Survey carried out in partnership with Young Scot
- Oral feedback of young people's thoughts at the Largs Academy Public Meetings

The report below details all of these processes along with the feedback from the young people and also the feedback from Megan Reid, Executive Youth Council Member and Largs Academy pupil who helped facilitate this process.

## Focus Groups

The Youth Service team carried out a comprehensive series of Focus Groups. These were to gather the opinions, worries and benefits of the proposed Education and Sports Provision in Largs. A representative group of S1-S6 pupils were asked to take part on the 22<sup>nd</sup> October 2014.

Young people were guided through a series of starting points for them to consider any benefits that could come from having the new campus as well as any worries they had were addressed and recorded. These were documented via flipchart and were collated into a report:

The Focus Groups were carried out by Modern Apprentices in Youth Work, Local MSYP Zoe Nix and Pupil/Youth Council Executive Member Megan Reid.

52 Young People participated and below is the collated responses.

Young People were asked:

**“Do you think the Council should develop the proposal to replace the existing Largs Academy with a new school located on the grounds of Sports Scotland Inverclyde National Centre?”**

Yes 20      No 27      Unsure 05

**“Do you think the council should develop proposals to include the Early Years and 3 Primary Education Provisions as part of the new campus?”**

Yes 25      No 26      Unsure 01

**Young people were broken into smaller groups to work on flip charts to discuss issues that had come up from the schools pre-questionnaire.**

Responses have been collated into the following sub sections:

### **Catering**

1. Young people were concerned about the distance from the school to the town for lunchtimes.
2. Worried about overcrowding, wanted a bigger lunch hall and scattered lunch breaks. Also if it were to go to scattered lunch breaks, would this affect their lunchtime clubs?
3. More options on campus for food and better queue management. A food court would be appealing including outside vendors. Outside sheltered areas for eating, lounge areas.
4. Young people wanted it to be bright, modern and homely with age appropriate sections and furniture.
5. Although young people wanted outside vendors within the school, they were conscious about healthier eating and wanted included in the food court a noodle bar, panini bar and lounge areas with separate S6 common rooms.

### **Transport**

1. Pupils were concerned about the time to get to school in the mornings, especially those who live out with Largs. Points included:
  - a. terminal too far away from school.
  - b. worry about walking in bad weather and dark nights.
  - c. three mile cut off to walk is too much.

- d. train station too far away to walk to campus.
2. Young people were concerned about transport links to campus to get them there on time for school starting. A free bus needs to be put on from train station and ferry terminal.
3. Young people were concerned about the road to the school saying it was too narrow and busy. There was also concern surrounding traffic congestion and flooding in bad weather.
4. Young people suggested a new start and finish time to accommodate traveling to and from school.
5. Young people were concerned about those who are bussed into school. Pupils did not want to have primary and secondary pupils sharing buses.

## **Curriculum**

1. Young people had felt that a joint campus would be beneficial for work experience opportunities including coaching opportunities, sports and working alongside primary and nursery years.
2. A new campus would mean access to modern learning facilities, improved opportunities and new equipment.
3. The new school would provide more opportunities to meet staff and young people that you would be going to secondary with.
4. Primary school pupils will be familiar to the school and surroundings and wouldn't fear moving to the secondary.
5. Primary pupils will be able to access secondary facilities which would benefit their learning experience.

## **Campus/School Layout**

1. Young people were worried about the public using the campus and how security would be improved to ensure young peoples' safety. This was also seen as a benefit allowing the community to access modern facilities.
2. Young people had stressed the need for more and larger lockers which were free of charge.
3. Physical education was another point that was raised including the need for bigger changing facilities.
4. Young people wanted the campus to feel like each school had their own identity. This includes separate learning areas, playgrounds and eating times.
5. Young people felt the benefit of a new campus would be:
  - a. bigger, brighter classrooms
  - b. more facilities
  - c. more disabled friendly
  - d. better sport facilities
  - e. less building maintenance

**Lastly young people were asked to write down any worries and benefits that would come with being part of the new campus. These were collated and the most common responses were as follows:**

### **Young Peoples Positives**

- better learning support network for pupils
- modern school, better rooms, brighter, better sports facilities, more spacious, new equipment including science and I.T

- more opportunities for peer education
- better social experience and chances to meet more new people
- better facilities will likely mean a better education
- shared facilities between schools and Inverclyde Sports Centre open up new opportunities
- improved chances of good quality work experience
- less daunting for younger pupils going into secondary

### **Young Peoples Worries**

- need for extra buses which are free especially from train and ferry terminal
- young people were concerned about time to go out for their lunch
- concerns about congestion and access to the school
- young people were concerned about longer journey times to and from school
- local businesses would be effected with pupils not being able to access town facilities
- some young people felt it was too big an age range in one campus
- young people were concerned about learning the new layout of the school
- pupils were worried about over-crowding, especially in the lunch hall and corridors
- some secondary pupils were apprehensive regarding access to the school for cars and buses

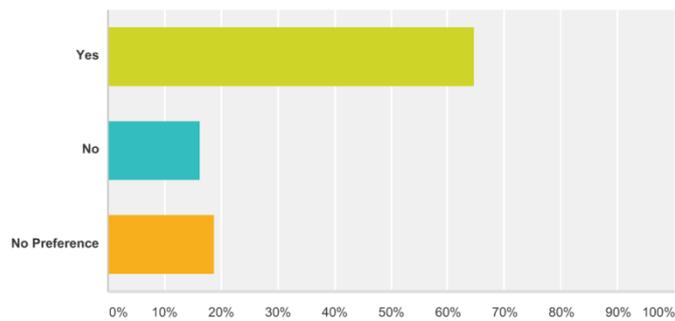
Young people within the focus group felt their views were being taken into account and one young person noted **“Young people have been listened to and the consultation input has been huge... this is a good thing.”**

### Young Scot Online Survey

Young people were given the chance to participate in an online survey hosted on the Young Scot website from the 27<sup>th</sup> October until 4<sup>th</sup> November. Young people were asked nine questions where 403 of them responded. Below is a detailed breakdown of their responses.

**Q1 Do you agree with the proposal to relocate Largs Academy to the new education campus?**

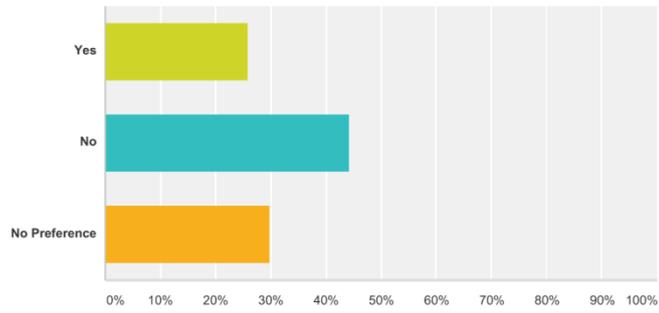
Answered: 403 Skipped: 0



Answer Choices	Responses
Yes	64.76% 261
No	16.38% 66
No Preference	18.86% 76
<b>Total</b>	<b>403</b>

**Q2 Do you agree with the proposal to relocate St Mary's Primary School to the new education campus?**

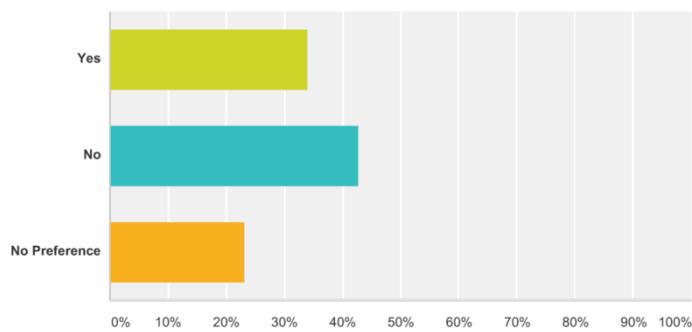
Answered: 399 Skipped: 4



Answer Choices	Responses
Yes	25.81% 103
No	44.36% 177
No Preference	29.82% 119
<b>Total</b>	<b>399</b>

**Q3 Do you agree with the proposal to amalgamate Brisbane and Kelburn Primary Schools to create one, new non-denominational primary school within the new education campus?**

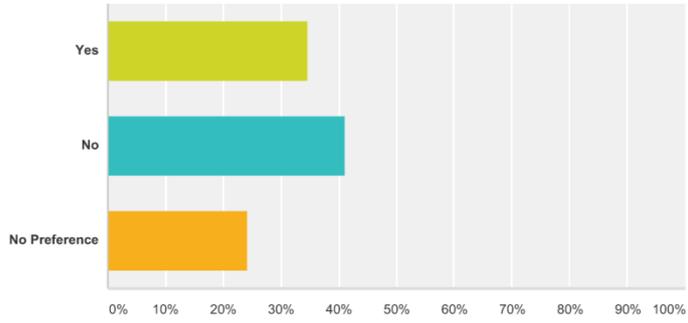
Answered: 397 Skipped: 6



Answer Choices	Responses
Yes	34.01% 135
No	42.82% 170
No Preference	23.17% 92
<b>Total</b>	<b>397</b>

**Q4 Do you agree with the proposal to relocate early learning and childcare provision to the new education campus?**

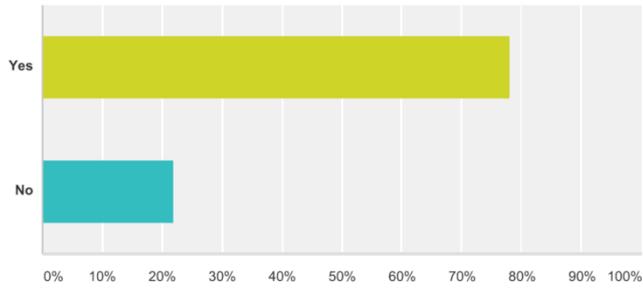
Answered: 399 Skipped: 4



Answer Choices	Responses	
Yes	34.59%	138
No	41.10%	164
No Preference	24.31%	97
<b>Total</b>		<b>399</b>

**Q5 Do you feel this new education campus will benefit young people's future education?**

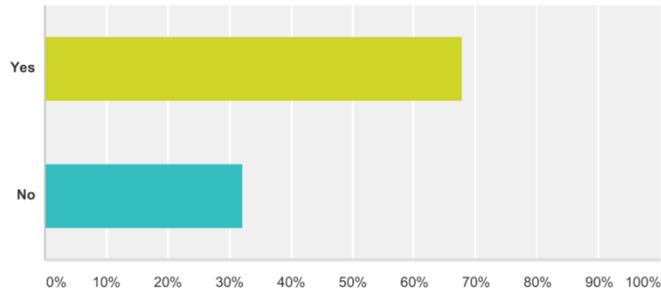
Answered: 397 Skipped: 6



Answer Choices	Responses	
Yes	78.09%	310
No	21.91%	87
<b>Total</b>		<b>397</b>

**Q6 Do you think the new campus will enhance your learning experience?**

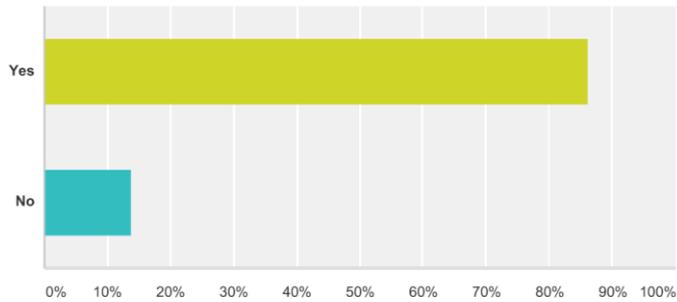
Answered: 398 Skipped: 5



Answer Choices	Responses	
Yes	67.84%	270
No	32.16%	128
<b>Total</b>		<b>398</b>

**Q7 Do you think having the sports centre as part of the campus will encourage you to take part in more physical activity?**

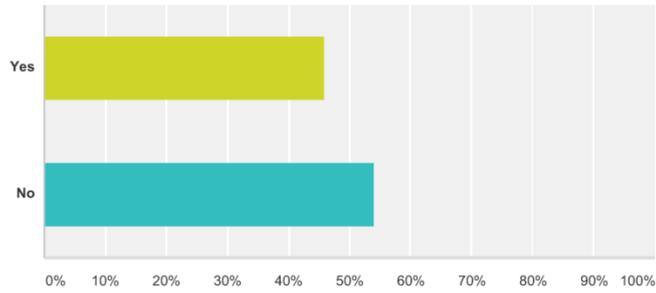
Answered: 400 Skipped: 3



Answer Choices	Responses	
Yes	86.25%	345
No	13.75%	55
<b>Total</b>		<b>400</b>

**Q8 Do you have concerns over the catering provision in the new school with regards to choice available, space and time?**

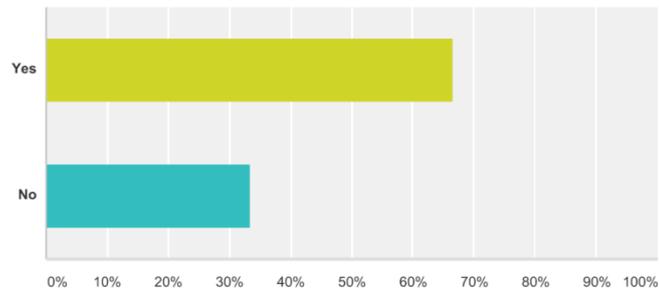
Answered: 399 Skipped: 4



Answer Choices	Responses	
Yes	45.86%	183
No	54.14%	216
<b>Total</b>		<b>399</b>

**Q9 Do you feel you have had an opportunity to voice your opinion and have your views on the proposal heard?**

Answered: 402 Skipped: 1



Answer Choices	Responses	
Yes	66.67%	268
No	33.33%	134
<b>Total</b>		<b>402</b>

## **Public Meeting – Young Persons Feedback**

Megan Reid, Youth Council Executive member and pupil of Largs Academy gave an insightful presentation to elected members, school and community members of the young peoples feedback of the proposed campus. This also summaries the thoughts and feelings, not only of the pupils of Largs Academy but also, of the members of the Executive Youth Council who are the representative voice of the young people of North Ayrshire.

*“As a member of the North Ayrshire Youth Executive Council, we feel that it’s important for young people’s views to be heard. For the next couple of minutes I’m going to be speaking to you about the proposed education and sports provision in Largs and how young people have been actively consulted on this so far.*

*Firstly, a pre-consultation occurred online carried out by Mrs Burns within the school where pupils were given the chance to participate in giving their initial views on the proposed campus. A good representative number of young people completed this and there was a fairly positive feeling towards the new campus although as expected there were a few worries also.*

*After the summer holidays, the consultation was continued and the executive council and youth services were asked to be involved to make sure the process was youth friendly and unbiased. Steven Quinn met with the exec council to discuss the proposed plans and how we could best consult with pupils at Largs. We discussed which questions we could ask at the focus groups and the online consultation. He was very keen to use North Ayrshire Council apprentices and exec members during*

*the consultation. He was hopeful in doing this that Largs pupils could feel that they could answer open and truthfully about how they felt.*

*The focus groups were carried out in October within Largs Academy with representation from each year group and what came from this was that young people felt a new campus would provide better facilities, a better social experience and on the whole a better education. Of course there were worries, education however have ensured that young people will be consulted about these further down the line. What came back from the focus groups was that young people felt their views were being taken into account and one young person noted: **“young people have been listened to and the consultation input has been huge...this is a good thing.”***

*Today sees the end of the online consultation that again has been carried out by youth services and every young person should have been able to give their views on the proposed campus. The responses from this and the focus groups are to be collated into a report and given back to education showing the pupils concerns and aspirations on the new campus.*

*So what does the future hold? If the campus plans are approved we are ensured that a strong relationship between education and exec will continue in delivering a youth friendly and unbiased consultation. This is putting the young people of Largs' views and aspirations at the heart of the planning process.*

*Furthermore, if the plans go ahead the exec in partnership with education will engage in a whole new range of consultations including the campus design, how it*

*will operate and the transition process from Largs Academy to the new campus, so that there is minimal disruption to pupils education.*

*John Butcher has said that education wants to work with young people to develop the plans and as a young person and pupil of Largs Academy I am glad to see this.”*

**For more information please contact:**

**Donna Anderson**

**Information Officer**

**[danderson@north-ayrshire.gov.uk](mailto:danderson@north-ayrshire.gov.uk)**

**01294 324477**



## **North Ayrshire Council Education and Youth Employment**

### **Proposed Development of 2-18 Years Education Provision in Largs**

#### **Primary Pupil Consultation Report**

**November 2014**

## 1. Introduction

1.1 In line with the Schools (Consultation) (Scotland) Act 2010 (as amended), a senior officer consulted those primary aged children affected by the proposal. Children were asked to consider the proposal and give their views on three key aspects:

- children in Brisbane and Kelburn Primary Schools were asked their views on the two schools amalgamating and moving to the new campus;
- children in St. Mary's Primary School were asked about relocating to the new campus;
- children in Brisbane, Kelburn, St. Mary's, Cumberae, Fairlie and Skelmorlie Primary Schools were asked about transferring to a new secondary school within a campus at the end of P7.

1.2 The consultation engaged the following groups of children in the schools detailed in the proposal:

- all children P4-P7;
- a sample of children P1-P3 who took part in focus groups;

1.3 The senior officer used two key tools to support the engagement process. The tools used to collect information were:

- a questionnaire.
- a Rubric.

These tools are nationally recognised as providing a sound platform for engaging young children. All the children involved were familiar with recording their ideas using a Rubric, as it is part of the Critical Skills Programme which is used in all the schools involved. This encouraged critical and creative thinking, providing a sound basis for eliciting the views of young children.

In addition, aspects of Blooms Taxonomy, which looks at higher order thinking and questioning skills, formed the basis for collecting information and supported the process.

## **2. The Questionnaire**

- 2.1 All children from P4-P7 were asked a question which directly related to their situation.
- 2.2 Children in Brisbane, Kelburn and St. Mary's Primary Schools were asked about their feelings on a move to a new Primary School and their responses are summarised below.

### **Brisbane Primary School**

A total of 132 children were involved in this consultation. Over 41% of those who expressed an opinion supported the proposal to merge the two schools into a single new school. However, 9% of children consulted, despite clear and focussed discussions were unable to express a clear opinion. Generally pupils welcomed the idea of a new school and its benefits. However, some were concerned about their current school losing its identity as the result of the merger.

### **Kelburn Primary School**

A total of 194 children were consulted at Kelburn Primary School. 36% of the children were supportive of the proposal. However, 17% of those young people consulted were, despite clear and focussed discussions, unable to express a clear opinion.

It was clear that support exists for the proposal, although a number of pupils expressed concerns particularly about the distance they will have to walk to the new school.

### **St. Mary's Primary School**

There was a great deal of uncertainty amongst the pupils at St. Mary's Primary School, with almost half being unable to make a concrete decision. Of the remainder almost all were positive about the move. However, most did not fully understand the implications of the proposals.

- 2.3 Children at all schools were asked about a move to a new Secondary. Almost all children were in favour of a new secondary school.

It should however be noted that 20% of the children at both Cumbrae and Fairlie were unable to make a decision as they felt they did not know enough about the 'old' Largs Academy to have an informed view.

### **3. The Rubric**

3.1 A Rubric is a consultation tool that essentially provides a visual representation of issues for discussion. A Rubric Chart was used as a focus for consultation. It outlined the areas for decision down one side and level of success across the top. Levels of success on the Rubric were: OK, Good, WOW. Areas for decision on the Rubric were: Inside Building, Outside Building, Classroom.

3.2 Two Rubrics were used which focussed on the issues:

- moving to a new Primary School.
- moving to a new Secondary School.

3.3 The most often expressed wishes that children noted are that they wanted:

#### **Primary School**

- walls with doors
- comfy seats
- to take their achievements with them (flags/ awards, etc.)
- good quality technology which worked
- mobile devices
- outside activity areas
- nice toilets

There was also a request for a 2 story building with stairs and lifts.

#### **Secondary School**

- lots of access to sports both inside and outside
- areas both within and outwith the building where they could socialise
- individual iPads (or other mobile device)
- good quality toilets
- modern Science labs
- modern classrooms with interactive TV

These issues will form the basis for further ongoing consultation with children and young people should the proposal be agreed.

#### 4. Key Themes

4.1 Some key themes emerged throughout both exercises, which are listed below:

- routes to school and parking
- the combining of Brisbane and Kelburn Primary Schools held more concerns for Brisbane pupils as the smaller school. the pupils of St. Mary's Primary School were either for the move or undecided due to lack of concrete information
- all children wished a separate playground from the secondary. There were concerns about being bullied by the older pupils

These issues will be consulted on if the proposal is agreed.

For more information please contact:  
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Senior Manager  
Education and Youth Employment  
[mdenningberg@north-ayrshire.gov.uk](mailto:mdenningberg@north-ayrshire.gov.uk)  
Telephone: 01294 324476

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## NORTH AYRSHIRE COUNCIL

### Agenda Item 8

10 March 2015

#### Cabinet

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**Subject:** Brodick Harbour Redevelopment and Arran Economic Plan

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**Purpose:** To inform Cabinet of progress with proposals for the redevelopment of Brodick Harbour and for wider analysis and development of the Arran economy.

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**Recommendation:** That Members note the contents of the paper and agree to the formation of an Arran Economic Group to replace the Brodick Harbour Redevelopment Group.

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#### 1. Introduction

- 1.1 The Brodick Harbour Redevelopment Group (BHRG) was set up in June 2013 to secure the implementation of proposals to upgrade the harbour, to deliver this in a single phase of construction and to secure maximum economic benefit to Arran.
- 1.2 The first two of these actions have been secured. The means of securing the third, how maximum economic benefit for Arran may be secured, are introduced in this paper.

#### 2. Current Position

- 2.1 The proposals developed by Caledonian Maritime Assets Ltd (CMAL) for the harbour redevelopment involve up to £18m of investment through the provision of a new two-berth pier to the east of the existing pier and linkspan, a new terminal building with covered walkway, increased marshalling areas, reconfigured and expanded parking and drop off facilities, and a new bus stance.
- 2.2 The implementation of the proposals will be a significant boost to the economy of Arran, with the implementation of the proposals in a single phase projected to deliver GVA of £39.6m within the Arran economy over a 25 year period.
- 2.3 In addition to earlier funding commitments by CMAL and Transport Scotland, North Ayrshire Council has agreed to the provision of £1.2m of capital funding to the proposals. In addition, the Council has on behalf of the BHRG secured funding support from Strathclyde Partnership for Transport (SPT) of £1,000,000 and Coastal Communities Fund (CCF) of £350,000.

- 2.4 The development of the project in a single phase had been in doubt prior to the formation of the BHRG. However, given the above financial commitments, it was announced in July 2014 that funding had been secured to undertake the work in a single phase of construction, which will now commence in June 2015.

### **The Need for Further Action - Arran Economic Action Plan**

- 2.5 The main original objective of the BHRG has therefore been met. However, it has become increasingly clear that there are a number of potential wider benefits which may emerge from the implementation of the harbour redevelopment proposals. The BHRG has therefore started to identify how wider economic benefit for Arran may be secured. This has also identified the need for wider representation from Arran businesses.
- 2.6 This process commenced with a consultation event attended by local businesses, Visit Arran, North Ayrshire Council and Highlands and Islands Enterprise (HIE) on 2 December 2014. The workshop, chaired by Alastair Dobson of Taste of Arran, heard of several challenges faced by Arran as follows:
- Depopulation and the loss of young people – the ‘brain drain’;
  - Ageing population;
  - Skills gap;
  - Investment and access to finance;
  - Cost of services;
  - Transport Infrastructure; and,
  - Land issues.
- 2.7 While some of these are long standing issues, there is considered to be a real opportunity to address these given the momentum which can be generated by a combination of:
- The introduction of Road Equivalent Tariff which commenced in October 2014 and which significantly lowers the cost of travel to Arran for residents, tourists and business;
  - The proposed redevelopment of Brodick Harbour;
  - The provision of High Speed Fibre Optic Broadband in 2017; and,
  - The importance of Arran & surrounding areas to the wider tourism and economic strategies of both HIE and NAC.

- 2.8 It is proposed that officers of the Council and HIE work with local businesses on an economic action plan for Arran which will look to build on and maximise these opportunities. The opportunity to achieve positive change is also demonstrated by the level of engagement from the business community evident at the event on 2 December 2014. Arran makes a major contribution to the North Ayrshire economy and the aspiration will be to position it as a 'world class island'. The approach taken will be an example of Neighbourhood Planning whereby proposals are identified in association with local businesses and community groups. It is envisaged that a similar approach to the other neighbourhood areas will be undertaken in due course.
- 2.9 It is proposed that a further workshop event takes place in April 2015. To inform this event and the ultimate aim of producing an Arran Economic Plan, the workshop will focus on the following key headings:
- Infrastructure – How to consider and respond to the impact of Road Equivalent Tarrif, and expedite the delivery of a new vessel for the Brodick to Ardrossan route;
  - Visitor Economy – how to maximise the potential of Arran's key tourism assets;
  - Business Support – how to grow key sectors, match employment opportunities with need, ensure that local businesses have access to the relevant skills and how to coordinate skills development needs of local people and business;
  - Land and Property – how to build on the harbour proposals by identifying a positive future use for the existing terminal building, analysis of the potential for marine leisure facilities, and a masterplan for commercial uses within the harbour area. Ensuring a land use planning framework which responds to issues on Arran including housing development, affordable housing, etc;
- 2.10 Membership of the BHRG includes North Ayrshire Council, Caledonian Maritime Assets Ltd, Visit Arran, Highlands and Islands Enterprise and Transport Scotland. The actions identified would suggest that this group represents a good basis upon which to formulate an action plan, however for the action plan to be sustainable in the long term will require it to be strongly supported by the local private sector. North Ayrshire Council will relinquish the Chair role of the group but will be an active participant in the group.

### **3. Proposals**

- 3.1 It is proposed that the BHRG is replaced by a new group titled the 'Arran Economic Group', and that the constitution and priorities of this group are agreed at the event in April.

### **4. Implications**

#### Financial Implications

- 4.1 There are no financial implications at this stage.

#### Human Resource Implications

- 4.2 There are no human resource implications at this stage.

#### Legal Implications

- 4.3 There are no legal implications at this stage.

#### Equality Implications

- 4.4 There are no equality implications at this stage.

#### Environmental and Sustainability Implications

- 4.5 There are no environmental or sustainability implications at this stage.

#### Implications for Key Priorities

- 4.6 The Council's Core Objective 1: Regenerating our communities and increasing employment is supported.

#### Community Benefit Implications

- 4.7 Proposals for community benefit have been incorporated into the procurement process for the Harbour proposals being led by Caledonian Maritime Assets Ltd. This process has involved discussion with the Council's Corporate Procurement Unit. The appointed contractor will require to provide community benefit in line with the Council's policy.

### **5. Consultations**

- 5.1 Consultation has been undertaken with local Arran businesses, and through the BHRG including Caledonian Maritime Assets Ltd, Visit Arran, Highlands and Islands Enterprise and Transport Scotland.

## 6. Conclusion

- 6.1 This is considered to represent a time of significant opportunity for Arran given the positive outcome achieved in relation to the Harbour by the BHRG and to the introduction of RET. This positive momentum should be maintained and increased.
- 6.2 This may be achieved by a clear understanding of what will deliver economic growth through the delivery and implementation of an economic action plan. This process which should be led by the local business community, supported by public sector agencies.



KAREN YEOMANS  
Executive Director (Economy and Communities)

### Reference :

For further information please contact Alasdair Laurenson, Team Manager (Regeneration) on 01294 324 758

### Background Papers

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## NORTH AYRSHIRE COUNCIL

### Agenda Item 9

10 March 2015

#### Cabinet

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**Subject:** Maximising Attendance Performance - October to December 2014 (Quarter 3 Summary)

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**Purpose:** This report provides an analysis of sickness absence in Quarter 3 and the Quarterly trend from April 2013

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**Recommendation:** That the Cabinet notes the information contained in the report.

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#### 1. Introduction

1.1 This report is for Q3 and is a snapshot of both sickness absence and staffing FTE data. As such any omissions or alterations in either the sickness absence or the staffing FTE dataset will alter the reported metrics.

#### 2. Current Position

2.1 The whole Council target for maximising attendance performance has been set at 7.9 average days lost per employee for 2014/15.

2.2 The table below shows the days lost per FTE by Directorate against the quarterly target (Appendix 1 details the complete service breakdown):

Days Lost per FTE Q3/Oct - Dec 2014			
	Quarter 3	Quarterly Target	Variance
Democratic Services	2.0	1.5	0.5
Economy & Communities	2.0	2.4	-0.4
Education & Youth Employment	1.2	1.7	-0.5
Finance & Corporate Support	1.8	1.8	0.0
Place	2.5	2.4	0.1
Social Services & Health	3.0	2.3	0.7
North Ayrshire Total	2.0	2.0	0.0

Social Services & Health, Democratic Services and Place all exceeded their respective targets. Education & Youth Employment and Economy & Communities were below target. Finance & Corporate Support met its target in line with the overall Council position.

- 2.3 The performance indicator detailed below is a positive measure which shows the percentage of staff by Directorate who were not off sick during Q3.

<b>Staff with no sickness absence Q3/Oct - Dec 2014</b>	
	<b>% of staff</b>
Democratic Services	85%
Economy & Communities	76%
Education & Youth Employment	82%
Finance & Corporate Support	76%
Place	81%
Social Services & Health	77%
<b>North Ayrshire Total</b>	<b>80%</b>

This is a decrease on Quarter 2 where the overall figure was 86%.

#### 2.4 Cost of Sickness Absence - by Service

The following table shows the pay costs (Excluding employers' on-costs)

<b>Cost of Sickness Absence Q3/Oct - Dec 2014</b>	
	<b>Quarter 3</b>
Democratic Services	£27,656
Economy & Communities	£110,204
Education & Youth Employment	£442,034
Finance & Corporate Support	£73,822
Place	£325,896
Social Services & Health	£417,401
<b>North Ayrshire Total</b>	<b>£1,397,012</b>

In Quarter 2 the overall cost was £1,178,221 – this represents a Quarter 3 increase of £218,791 from Quarter 2.

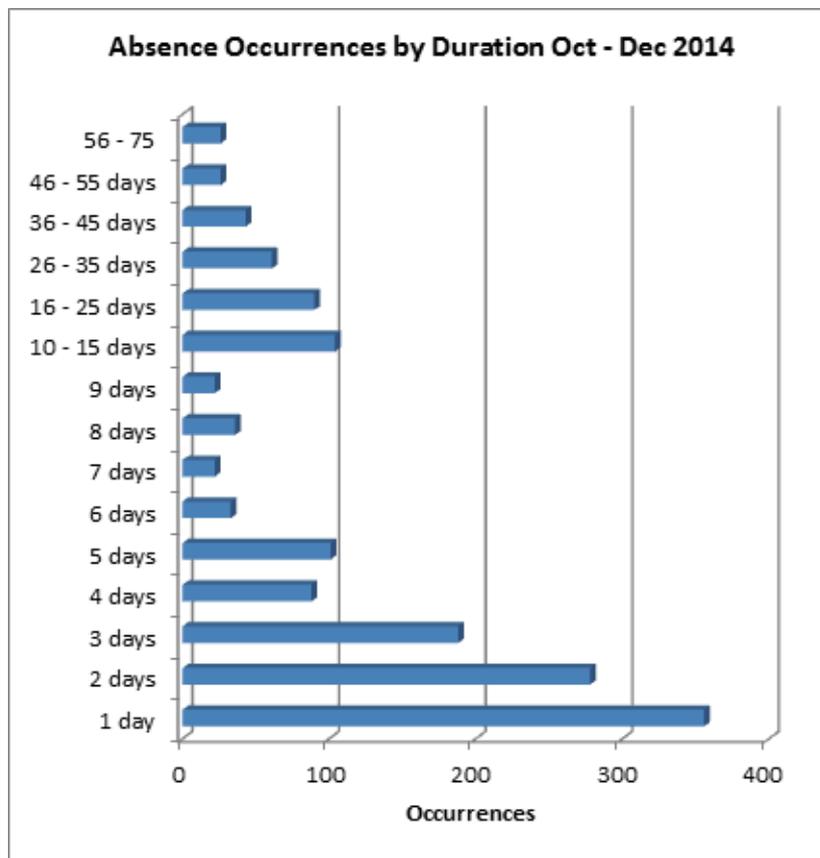
## 2.5 Duration Profile and Absence Trend

The table below shows the duration and scope of absence during Quarter 3:

<b>Absence Profile by Directorate Quarter 3/Oct - Dec 2014</b>				
Directorate	Staff FTE	Occurrences	Average days taken	Days taken in period
Democratic Services	12.3	13	12.4	161
Economy & Communities	128.1	138	7.1	979
Education & Youth Employment	412.0	481	7.1	3,395
Finance & Corp Support	104.3	117	6.4	747
Place	300.5	367	9.8	3,610
Social Services & Health	300.9	358	10.2	3,635
<b>North Ayrshire Total</b>	<b>1,258.1</b>	<b>1,474</b>	<b>8.5</b>	<b>12,526</b>

This shows an increase in both the occurrences and days taken from Quarter 2 (Quarter 2 had 1,042 occurrences and 10,888 days taken).

- 2.6 The chart below profiles the duration of absence between October and December 2014 showing the number of occurrences in terms of the days taken:



In frequency terms the highest number of occurrences of sickness are single day absences.

2.7 In contrast the table below plots the FTE days taken within the Quarter by duration as a cumulative total:

Duration	FTE days taken	Cumulative %
1 day	297	2%
2 days	499	6%
3 days	533	11%
4 days	336	13%
5 days	492	17%
6 days	191	19%
7 days	146	20%
8 days	282	22%
9 days	192	24%
10 - 15 days	1,268	34%
16 - 25 days	1,814	48%
26 - 35 days	1,840	63%
36 - 45 days	1,763	77%
46 - 55 days	1,298	87%
56 - 75	1,575	100%
<b>Total</b>	<b>12,526</b>	

This demonstrates that the majority of sickness days taken are comprised of long term episodes – 1 to 5 day absences only accounting for 17% of FTE absence days in Quarter 3 (12% in Quarter 2).

## 2.8 Workforce Absence Profile

The following shows sickness absence for Quarter 3 by Employee Type:

<b>Absence Duration by Employee Type Q3/Oct - Dec 2014</b>				
Employee Type	Staff FTE	Occurrences	Average days taken	Days taken in period
APT&C General	705.8	805	8.7	7,000
Manual Worker	299.2	397	9.0	3,554
Teachers	253.1	272	7.2	1,972
	<b>1,258.1</b>	<b>1,474</b>	<b>8.5</b>	<b>12,526</b>

This highlights that manual workers have the longest duration of sickness absence in Quarter 3 with 9 average days taken.

2.9 The table below details sickness absence by gender for Quarter 3:

<b>Absence duration by Gender Q3/Oct - Dec 2014</b>						
	Staff FTE	Occurrences	Average days taken	Days taken in period	Ratio of Occurrences to Council Headcount	Ratio of Days taken to Council FTE
Female	913.8	1,112	7.9	8,788	0.23	2.26
Male	344.3	362	10.3	3,738	0.20	2.19
	<b>1,258.1</b>	<b>1,474</b>	<b>8.5</b>	<b>12,526</b>	<b>0.22</b>	<b>2.24</b>

The ratio of occurrences to Headcount uses the Council wide Headcount as its denominator (4,819 women, 1,786 men as at 31 December). The ratio of days taken to FTE uses the Council wide FTE (3,895.1 for women, 1,706.2 for men as at 31 December). This shows female staff as having a slightly higher ratio of occurrences of sickness absence (0.23 vs 0.20) and also having a higher ratio of sick days (2.26 vs 2.19). In contrast male staff had longer spells of sickness absence (10.3 vs 7.9 average days taken).

2.10 The following shows sickness absence grouped by age for Quarter 3:

<b>Absence duration by Age Q3/Oct - Dec 2014</b>						
	Staff FTE	Occurrences	Average days taken	Days taken in period	Ratio of Occurrences to Council Headcount	Ratio of Days taken to Council FTE
Under 20	67.1	71	2.3	162	0.55	1.30
20 - 24	64.7	71	5.1	363	0.26	1.45
25 - 29	89.4	100	6.7	675	0.22	1.66
30 - 34	106.0	124	6.3	777	0.21	1.52
35 - 39	134.6	156	6.8	1,060	0.24	1.96
40 - 44	161.0	184	8.0	1,464	0.22	2.02
45 - 49	175.3	205	10.7	2,195	0.18	2.35
50 - 54	209.4	254	9.8	2,500	0.22	2.56
55 - 59	168.3	203	10.5	2,128	0.22	2.83
60 - 64	68.5	84	12.7	1,068	0.20	3.19
65 - 69	11.9	18	6.9	124	0.26	2.80
70 and over	2.0	4	2.5	10	0.31	1.99
	<b>1,258.1</b>	<b>1,474</b>	<b>8.5</b>	<b>12,526</b>	<b>0.22</b>	<b>2.24</b>

As with gender this analysis uses the Council wide headcount as its denominator for the ratio of occurrences and the Council wide FTE for the ratio of days taken. In terms of the ratio of occurrences there is a slightly higher factor in both the younger and older age brackets whereas the ratio of days taken grows relatively consistently throughout. This demonstrates that older staff took more sickness absence days in Quarter 3.

## 2.11 Reasons for Absence

The table below plots sickness absence for Quarter 3 by absence reason:

Reason for Sickness Absence Quarter 3 Oct - Dec 2014					
Category	Staff FTE	Occurrences	Average days taken	Days Taken in Period	% of Total
Musculo/Skeletal	151.8	182	14.6	2,657	21.2%
Stress/Anxiety	89.6	109	20.3	2,214	17.7%
Surgical Procedure	59.3	70	17.6	1,230	9.8%
Gastro Intestinal	373.0	432	2.4	1,052	8.4%
Neurological	72.0	86	7.8	667	5.3%
Cardio Vascular	28.5	34	14.9	506	4.0%
ENT/Eyes	120.7	140	3.5	491	3.9%
Work Related Stress	16.5	18	22.6	407	3.2%
Cancer/Cancer Related	10.9	13	31.1	404	3.2%
Viral	102.5	119	3.3	393	3.1%
Depression	13.7	15	23.0	345	2.8%
Miscellaneous	26.4	30	10.2	306	2.4%
Bereavement	28.7	35	8.3	292	2.3%
Chest/Lung	48.0	57	5.0	285	2.3%
Gynaecological	9.6	12	22.5	270	2.2%
Medical Treatment	13.4	15	17.5	262	2.1%
Urinary Tract	21.8	25	5.0	124	1.0%
Pregnancy Related	8.5	9	13.7	123	1.0%
Skin Conditions	8.4	9	13.4	121	1.0%
Infections	11.2	13	6.2	81	0.6%
Dependancy	1.5	2	30.3	61	0.5%
R.T.I	6.7	7	6.5	45	0.4%
Glandular Disorders	3.6	4	10.2	41	0.3%
Injury/Accidents	8.9	10	3.6	36	0.3%
Dental	11.5	14	2.4	34	0.3%
Inflammatory Conditions	2.1	3	11.0	33	0.3%
Inflammatory Conditions	1.0	1	16.0	16	0.1%
Work Related Injury/Ill	0.9	2	7.5	15	0.1%
Blood Conditions	1.5	2	5.0	10	0.1%
Not Known/Awaiting Info	6.0	6	1.2	7	0.1%
	<b>1258.1</b>	<b>1,474</b>	<b>8.5</b>	<b>12,526</b>	

This is consistent with previous reports where the principal causes of sickness absence were Musculo/Skeletal and Stress/Anxiety.

2.12 the following provides a further breakdown by staff type of the ratio of days taken to staff type FTE within the Quarter 3 period for the principal causes of absence:

Category	APT&C General	Manual Worker	Teachers
Musculo/Skeletal	0.43	0.92	0.15
Stress/Anxiety	0.46	0.33	0.33
Surgical Procedure	0.25	0.26	0.11
Gastro Intestinal	0.18	0.17	0.22
Neurological	0.16	0.04	0.10
Cardio Vascular	0.09	0.13	0.05
ENT/Eyes	0.09	0.08	0.09
Work Related Stress	0.11	0.02	0.04
Cancer/Cancer Related	0.07	0.09	0.05
Viral	0.07	0.10	0.05

This shows Manual workers having a significantly higher level of absence due to Musculo/Skeletal causes. APT&C staff show as having the highest ratio of Stress/Anxiety and Work Related Stress. Teaching staff show the lowest ratios in almost all the categories in Quarter 3.

2.13 The table below provides a breakdown by gender of the ratio of days taken to staff gender FTE within the Quarter 3 period for the principal causes of sickness absence:

Category	Female	Male
Musculo/Skeletal	0.40	0.63
Stress/Anxiety	0.42	0.34
Surgical Procedure	0.21	0.25
Gastro Intestinal	0.19	0.18
Neurological	0.15	0.05
Cardio Vascular	0.09	0.10
ENT/Eyes	0.10	0.05
Work Related Stress	0.08	0.05
Cancer/Cancer Related	0.09	0.03
Viral	0.07	0.06

This demonstrates that male staff take more absence due to Musculo/Skeletal causes whereas their female colleagues had more absence due to Stress/Anxiety and Neurological causes.

2.14 The following plots the trend of FTE Days taken by quarter for those causes that account for most sickness absence days in Quarter 3:

Category	Q1 Apr-Jun 13	Q2 Jul-Sep 13	Q3 Oct-Dec 13	Q4 Jan-Mar 14	Q1 Apr-Jun 14	Q2 Jul-Sep 14	Q3 Oct-Dec 14
Musculo/Skeletal	2,767	2,686	2,869	2,560	2,085	2,337	2,657
Stress/Anxiety	2,265	2,807	2,024	1,771	1,752	1,620	2,214
Surgical Procedure	1,722	1,394	1,279	1,358	1,426	1,259	1,230
Gastro Intestinal	830	676	1,088	1,133	879	681	1,052
Neurological	531	313	474	467	469	497	667
Cardio Vascular	626	659	789	707	762	693	506
ENT/Eyes	592	492	673	643	363	402	491
Work Related Stress	360	426	495	523	628	573	407
Cancer/Cancer Related	296	221	372	424	282	324	404
Viral	528	261	441	613	298	220	393

This table shows:

- Musculo/Skeletal continuing to increase in Q3
- a decline in reported Stress/Anxiety although an increase in Q3
- Work Related Stress continuing to decrease in Q3
- Increase in Gastro intestinal, Neurological, Viral and Cancer/Cancer Related causes in Q3

When Stress/Anxiety, Depression and Work Related Stress are taken together combined as Psychological and Emotional causes they account for 24% of all sickness days lost in Quarter 3. This represents a slight increase on the Quarter 2 figure which was 23%.

## 2.15 Maximising Attendance Long Term Absence Stages

The following gives a breakdown of the Long Term Absence stage triggers:

Corporate	Democratic Services	Economy & Communities	Education & Youth Employment	Finance & Corp Support	Place	Social Services & Health	Total
Review meeting on time	0	0	0	0	1	0	1
Review meeting not on time	1	0	1	5	11	0	18
No review meeting logged	0	1	25	1	2	5	34
Stage 1 meeting on time	0	0	1	1	5	13	20
Stage 1 meeting not on time	1	0	1	1	11	5	19
No stage 1 meeting logged	0	2	16	0	1	1	20
Stage 2 meeting on time	0	0	0	1	5	12	18
Stage 2 meeting not on time	0	0	0	0	12	7	19
No stage 2 meeting logged	0	0	11	0	0	1	12
Stage 3 meeting on time	0	0	0	0	3	19	22
Stage 3 meeting not on time	0	0	0	0	0	6	6
No stage 3 meeting logged	0	0	1	0	0	0	1
	2	3	56	9	51	69	190

**NB** This analysis is a snapshot based on a linked dataset of sickness absence and stage management data from the CHRIS HR system. And, importantly, it assumes that maximising attendance stage management meetings are consistently logged in the CHRIS system. It also excludes any employees given discretion.

## 2.16 Discretion

The following details the number of discretions that were granted by type as well as the rate per 1000 staff for the quarter (Discretion is granted under certain circumstances making an employee exempt from the stage management process within the council Maximising Attendance policy):

	Not known/no action	Full discretion	Part discretion	Total	Rate per 1000 staff
Democratic Services				0	0.0
Economy & Communities	2	5		7	14.4
Education & Youth Employment		8		8	3.3
Finance & Corp Support	1	3		4	8.9
Place	8	8	2	18	10.3
Social Services & Health	6			6	4.3
<b>North Ayrshire Total</b>	<b>17</b>	<b>24</b>	<b>2</b>	<b>43</b>	<b>6.5</b>

This shows Economy & Communities as having the highest rate with Democratic Services having the lowest.

Finally, the following details the main reasons for employees being granted discretion during Quarter 3:

Reason	Occurrences
Surgical Procedure	9
Stress/Anxiety	6
Musculo/Skeletal	6
Neurological	4
Cancer/Cancer Related	3
Cardio Vascular	2
Gynaecological	2

This mirrors the overall picture of sickness absence with Musculo/Skeletal, Stress/Anxiety and Surgical Procedures being the principal causes.

## 2.17 Occupational Health

The table below shows the number of referrals by Directorate for the Quarter 3 period:

	Management Referrals	Management Review	Self referral	Total
Democratic Services	2	1	0	3
Economy & Communities	11	1	4	16
Education & Youth Employment	42	10	9	61
Finance & Corp Support	14	2	0	16
Place	63	77	12	152
Social Services & Health	76	35	6	117
	<b>208</b>	<b>126</b>	<b>31</b>	<b>365</b>

This represents an increase from the previous quarter figure of 320.

In terms of the rate of referral the following shows the ratio of referrals per 1000 employees:

	Referrals	Referral rate per 1000
Democratic Services	3	35.7
Economy & Communities	16	32.9
Education & Youth Employment	61	25.1
Finance & Corp Support	16	35.6
Place	152	87.3
Social Services & Health	117	82.9
	<b>365</b>	<b>55.3</b>

This highlights that Social Services & Health and Place as having the highest rates of referral to Occupational Health with Education & Youth Employment having the lowest rate.

## 2.18 Key Points

- Overall the council met its Quarter 3 target
- 80% of staff Council wide had no sickness absence in Quarter 3 (a decrease of 6% on Quarter 2 which was 86%)
- A higher frequency of short term absences though long term absence accounts for the majority of days taken
- Manual workers have the longest average absence duration
- Teachers have both the shortest average absence length and take the least absence days in Quarter 3
- Male employees had less absence occurrences and took less absence days than their female colleagues during Quarter 3
- Older employees take longer spells of sickness absence
- Musculo/skeletal causes and stress and anxiety are the principal causes of staff absence
- Musculo/skeletal causes were particularly associated with Manual workers
- Musculo/skeletal causes particularly associated with Male staff
- Days lost due to Gastro intestinal, Neurological, Viral and Cancer/Cancer related causes all increased in Quarter 3
- Both Musculo/Skeletal and Stress/Anxiety increased in Quarter 3
- Days lost due to Work related stress decreased again in Quarter 3 (it decreased in Quarter 2)
- Occupational health referrals have increased from the previous quarter with Place having both the highest number and rate of referral

## 3. Proposals

- 3.1 Services should continue to utilise occupational health services, where required seek advice from HR Advisers and ensure that an approach of early intervention is taken where employees are on long term sickness absence.
- 3.2 It is proposed that Cabinet notes the information contained in the report.

#### **4. Implications**

##### Financial Implications

- 4.1 Sickness absence presents a cost to the Council, both in terms of the direct costs of providing for those absent and in lost work days resulting in reduced or delayed service delivery.

##### Human Resource Implications

- 4.2 None

##### Legal Implications

- 4.3 None

##### Equality Implications

- 4.4 None

##### Environmental and Sustainability Implications

- 4.5 None

##### Implications for Key Priorities

- 4.6 None

##### Community Benefit Implications

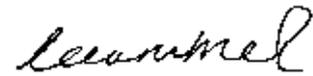
- 4.7 None

#### **5. Consultations**

- 5.1 There is no requirement for consultation on the content of this report.

**6. Conclusion**

6.1 Overall the council has achieved its target for Quarter 3.



LAURA FRIEL  
Executive Director (Finance and Corporate Support)

Reference :

For further information please contact Jackie Hamilton, Employment Services Manager on 01294 324694

**Background Papers**

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Days Lost per FTE	FTE *	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD	YTD target	Variance
<b>Democratic Services</b>	<b>80.6</b>	<b>0.6</b>	<b>0.6</b>	<b>0.4</b>	<b>0.5</b>	<b>0.3</b>	<b>0.2</b>	<b>0.7</b>	<b>0.7</b>	<b>0.7</b>	<b>4.6</b>	<b>4.5</b>	<b>0.1</b>
Arran Outdoor Centre	10.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.6	1.6	7.1	-5.5
Business Support&Develop	12.0	0.0	0.0	0.0	0.0	0.4	0.0	1.6	1.8	0.2	3.9	7.1	-3.2
Community Development	52.9	0.0	0.2	0.1	0.6	0.9	0.5	0.4	0.9	0.9	4.7	7.1	-2.4
Community Facilities	43.1	0.8	0.7	0.7	0.6	0.8	0.9	1.7	1.7	1.7	9.5	7.1	2.4
Eglinton Park	9.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	7.1	-7.1
Employability	149.0	0.4	0.4	0.2	0.1	0.1	0.2	0.1	0.4	0.3	2.2	7.1	-4.9
Information & Culture	93.4	0.5	0.7	0.6	0.4	0.6	0.8	0.6	0.6	0.7	5.6	7.1	-1.5
Planning	19.4	0.0	0.0	0.2	0.0	0.3	0.0	0.1	0.0	0.2	0.9	7.1	-6.2
Protective Services	33.6	0.5	0.1	0.1	0.0	0.2	0.7	1.6	1.7	0.1	5.0	7.1	-2.1
Regeneration	8.6	2.1	2.2	1.9	2.4	1.3	0.0	0.7	1.6	2.1	14.2	7.1	7.1
<b>Economy &amp; Communities Total</b>	<b>431.6</b>	<b>0.4</b>	<b>0.4</b>	<b>0.4</b>	<b>0.3</b>	<b>0.5</b>	<b>0.5</b>	<b>0.6</b>	<b>0.8</b>	<b>0.6</b>	<b>4.5</b>	<b>7.1</b>	<b>-2.6</b>
Add Support for Learning	154.9	0.1	1.1	1.1	0.0	0.4	0.9	0.7	0.7	0.7	5.7	5.0	0.7
Childcare Information	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.5	4.5	5.0	-0.5
Education - Early Years	250.1	0.2	0.7	0.4	0.3	0.3	0.7	0.5	0.9	0.4	4.5	5.0	-0.5
Education - Primary	799.9	0.2	0.4	0.4	0.0	0.1	0.4	0.3	0.4	0.4	2.5	5.0	-2.5
Education - Resources	47.0	0.1	0.0	0.0	0.0	0.1	0.1	0.2	0.0	0.2	0.8	5.0	-4.2
Education - Secondary	773.7	0.2	0.4	0.4	0.0	0.1	0.4	0.3	0.4	0.3	2.5	5.0	-2.5
Education - Support Serv	27.5	0.2	0.0	0.2	0.0	0.0	0.1	0.0	0.1	0.3	0.9	5.0	-4.1
<b>Education &amp; Youth Employment Total</b>	<b>2055.1</b>	<b>0.2</b>	<b>0.5</b>	<b>0.4</b>	<b>0.0</b>	<b>0.1</b>	<b>0.4</b>	<b>0.3</b>	<b>0.5</b>	<b>0.4</b>	<b>2.8</b>	<b>5.0</b>	<b>-2.2</b>
Business Support	82.0	1.4	0.8	0.9	0.8	0.3	0.2	0.5	0.4	0.4	5.7	5.3	0.4
Customer Serv & Reg	63.1	0.7	0.9	0.9	1.4	1.0	0.6	0.6	0.4	0.1	6.6	5.3	1.3
Financial Management	58.0	0.0	0.1	0.1	0.0	0.1	0.2	0.3	0.2	0.9	1.9	5.3	-3.4
HR & OD	45.4	0.0	0.0	0.2	0.6	0.6	0.5	0.7	0.5	0.5	3.5	5.3	-1.8
ICT	59.8	0.7	0.7	0.3	0.4	0.1	0.0	0.1	0.4	0.3	2.9	5.3	-2.4
Internal Procurement	16.2	0.1	0.0	0.2	0.6	1.0	0.4	0.0	0.1	0.0	2.5	5.3	-2.8
Management	3.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.3	-5.3
Revenues & Benefits	68.4	0.9	0.9	0.8	0.9	1.1	1.0	1.7	1.4	1.1	9.8	5.3	4.5
Risk & Audit	10.9	1.2	0.0	0.6	0.0	0.0	0.4	1.3	1.9	3.0	8.4	5.3	3.1
<b>Finance &amp; Corporate Support Total</b>	<b>406.9</b>	<b>0.7</b>	<b>0.6</b>	<b>0.6</b>	<b>0.7</b>	<b>0.6</b>	<b>0.4</b>	<b>0.6</b>	<b>0.6</b>	<b>0.6</b>	<b>5.4</b>	<b>5.3</b>	<b>0.1</b>
Building Services	273.4	1.5	1.0	1.3	1.0	0.7	0.8	1.2	0.8	0.7	9.0	7.1	1.9
CGMT	3.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	7.1	-7.1
Facilities Management	365.7	0.6	1.0	1.0	0.4	0.6	0.6	0.9	0.9	0.9	6.8	7.1	-0.3
Homless&Community Safety	86.8	1.5	0.8	0.8	1.4	1.6	1.1	1.2	1.2	1.2	10.8	7.1	3.7
Housing	138.4	0.2	0.3	0.1	0.2	0.2	0.4	0.9	0.7	0.6	3.5	7.1	-3.6
Property Manag & Invest	98.5	0.6	0.5	0.4	0.5	0.4	0.2	0.2	0.4	0.6	4.1	7.1	-3.0
Roads	84.8	1.2	1.2	0.9	0.6	0.8	0.9	1.0	0.6	0.3	7.6	7.1	0.5
Streetscene	173.7	0.6	0.6	0.6	1.1	0.8	0.9	1.0	0.5	0.3	6.4	7.1	-0.7
Transport	34.2	0.3	0.7	1.1	2.2	2.5	1.6	1.3	1.7	1.3	12.7	7.1	5.6
Waste	159.6	1.3	1.8	1.7	2.0	1.5	1.6	1.3	0.9	0.4	12.6	7.1	5.5
<b>Place Total</b>	<b>1418.0</b>	<b>0.9</b>	<b>0.9</b>	<b>0.9</b>	<b>0.9</b>	<b>0.8</b>	<b>0.8</b>	<b>1.0</b>	<b>0.8</b>	<b>0.7</b>	<b>7.7</b>	<b>7.1</b>	<b>0.6</b>
C&F - Fam Pl/Disab	29.9	0.0	0.1	0.0	0.3	0.2	0.2	0.9	1.1	1.2	4.1	6.8	-2.7
C&F - Fieldwork	94.0	0.9	0.6	1.0	1.1	1.1	1.1	1.0	0.9	0.6	8.2	6.8	1.4
C&F - Policy & Practice	8.5	0.3	0.0	0.6	0.1	0.0	0.0	0.2	0.6	0.0	1.7	6.8	-5.1
C&F - Residential/Thcare	96.5	1.1	1.1	1.0	0.9	0.7	0.5	1.1	1.5	1.0	9.1	6.8	2.3
C&F - Specialist Support	78.9	0.9	0.9	0.7	1.0	0.9	0.8	0.6	0.4	0.9	7.1	6.8	0.3
CC - Assess & Enablement	40.0	1.4	0.8	1.4	1.3	2.2	2.8	2.1	1.2	0.7	13.7	6.8	6.9
CC - Fieldwork	6.0	0.3	0.0	0.0	1.8	2.0	0.0	0.8	0.0	0.0	5.0	6.8	-1.8
CC - MH/LD	74.4	1.2	0.9	1.1	1.5	1.5	1.3	1.2	0.6	0.7	10.0	6.8	3.2
CC - Service Delivery	430.9	1.2	1.3	1.2	1.4	1.5	1.4	1.4	1.1	1.0	11.6	6.8	4.8
CC -Care Manage & Review	52.9	1.2	0.1	1.0	1.2	1.2	0.7	1.7	1.5	1.5	10.2	6.8	3.4
Criminal Justice	65.4	1.0	1.1	1.2	1.3	1.0	1.4	1.1	0.8	0.1	9.0	6.8	2.2
Res - Business Support	188.5	0.8	0.6	0.8	0.8	0.4	0.6	0.7	0.8	0.6	6.1	6.8	-0.7
Res - Money Matters	21.5	0.7	0.7	0.7	0.7	0.4	0.2	0.5	0.5	1.1	5.6	6.8	-1.2
Res - Planning & Perform	4.8	4.0	3.5	3.5	3.8	3.5	1.6	0.0	0.0	0.0	19.9	6.8	13.1
Res - Service Develop	20.5	1.0	0.0	0.2	0.0	1.2	1.1	2.1	1.2	1.3	8.0	6.8	1.2
<b>Social Services &amp; Health Total</b>	<b>1212.8</b>	<b>1.0</b>	<b>0.9</b>	<b>1.0</b>	<b>1.1</b>	<b>1.1</b>	<b>1.1</b>	<b>1.2</b>	<b>1.0</b>	<b>0.8</b>	<b>9.2</b>	<b>6.8</b>	<b>2.4</b>
<b>Whole Council</b>	<b>5604.9</b>	<b>0.6</b>	<b>0.7</b>	<b>0.7</b>	<b>0.6</b>	<b>0.6</b>	<b>0.7</b>	<b>0.7</b>	<b>0.7</b>	<b>0.6</b>	<b>5.9</b>	<b>5.9</b>	<b>0.0</b>

\* FTEs as at month end December 14

**NB** This dataset is a snapshot of staff sickness absence. Any omissions or alterations to absences or FTE changes or movements will necessarily impact upon the content of this report making it difficult to replicate.



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## NORTH AYRSHIRE COUNCIL

### Agenda Item 10

10 March 2015

Cabinet

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**Subject:** North Ayrshire Shadow Integration Board

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**Purpose:** To advise members of the business dealt with by the North Ayrshire Shadow Integration Board during the period from August 2014 to February 2015 and to advise members of the progress towards formal integration of health and social care.

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**Recommendation:** Members are asked to note the contents of this report.

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#### 1. Introduction

- 1.1 The North Ayrshire Shadow Integration Board (SIB) was formed in April 2014 in preparation for the formal integration of health and social care in accordance with the Public Bodies (Joint Working) (Scotland) Act 2014 (the Act). The SIB is a sub-committee of the Council and a committee of NHS Ayrshire & Arran but functions as if it were a single committee. Its business is the planning and delivery of community health and social care services and oversight of the work being undertaken to achieve full integration. Subject to approval by Scottish Ministers of the Integration Scheme agreed between North Ayrshire Council and NHS Ayrshire and Arran, the SIB will be superseded in April 2015 by an Integration Joint Board (IJB) which will be a distinct legal entity.
- 1.2 In April 2014 the Council and the Board delegated to the SIB responsibility for all services which were envisaged to be part of the formal partnership. The intention was that during this shadow period a joint management team could be appointed and begin to operate and that detailed preparations could be made for full integration. This would also be a time when some proposals could be tested and any necessary adjustments made before the IJB was formally constituted.
- 1.3 The purpose of this report is to advise members of the business dealt with by the SIB in the period from August 2014 to February 2015.

## **2. Current Position**

### **2.1 Membership of the SIB**

2.1.1 Meetings of the SIB are normally held each month, chaired by Mr Stephen McKenzie, a non-executive director of NHS Ayrshire and Arran. Councillor Anthea Dickson is vice-chair. The SIB did not meet in August when the Council was in recess. The other members appointed to the SIB by the Council are Councillors Ruth Maguire, Peter McNamara and Robert Steel. The Council appointees on the IJB are subject to confirmation by North Ayrshire Council. The Council will nominate the first chair of the IJB. The NHS Board also appoints four members to the SIB and the SIB itself is responsible for the appointment of non-voting members to comply with the requirements of the Act.

### **2.2 Business conducted by the SIB**

2.2.1 The business conducted by the SIB comprises:

- Items regarding the progress towards integration. This includes a regular overview report by the Partnership Director and items relating to the preparation of the Partnership's first strategic plan.
- Items for approval or information concerning the services delegated to the SIB by the Council and NHS Board. These items would formerly have come either to the Cabinet or the NHS Board.
- Items termed as CHP business. In practice there have been few such items as work on integration has gathered pace.

2.2.2 As part of its development programme meeting of the SIB normally begin with a presentation of some aspect of the work of the Health & Social Care Partnership. During the period under discussion the SIB received presentations from Dr John O'Dowd on the health needs assessment for Ayrshire & Arran, from Jim McCrae on Community Payback Orders and from Samantha McEwan on the Scottish Patient Safety Programme.

2.2.3 The November meeting of the SIB was given over to a full day development session, including consideration of the draft Strategic Plan.

2.2.4 The agenda, papers and minutes of the SIB are published on the Council website in the same way as all other committee papers and can be accessed from there by all elected members.

## **2.3 Progress towards integration**

- 2.3.1 Director's report - The Partnership Director prepares a monthly update for the SIB on progress being made towards integration. This normally includes information on national developments, work being undertaken on a pan-Ayrshire basis, local updates and a summary of operational business.
- 2.3.2 Partnership Senior Management Team - Appointments have been made to most of the posts in the Partnership Senior Management Team, including most recently a Head of Mental Health. Interviews for the remaining post, that of Clinical Director, will be held towards the end of February.
- 2.3.3 Partnership budget - the SIB received regular reports on the Partnership budget. The SIB has noted the significant pressures on the Partnership budget in the face of increased demand across most areas of service. It has noted the additional resources which North Ayrshire Council has agreed to invest in the Social Work element of the budget and the work of the Partnership Senior Management Team to develop a plan to control expenditure so that the Integrated Joint Board will be able to manage within its budget from 2015/2016. The SIB has also noted that the NHS Board has yet to set its budget for 2015/2016. As is currently the case with the Council, the SIB/IJB will develop a three-year budget.
- 2.3.4 Preparation of Strategic Plan - The preparation of the Partnership's Strategic Plan is one of the main responsibilities of the SIB. This will set out the Partnership's initial vision and priorities and is the document against which the success of the Partnership will be judged. The legislation and regulations prescribe extensive consultation on the contents of the plan and this is currently in progress. The SIB has received regular reports on the work being done to prepare and consult on the Strategic Plan. This work is led by a Strategic Planning Group, chaired by Councillor Dickson.

## **2.4 Matters approved by the SIB**

- 2.4.1 At its meeting in September the SIB approved a proposal to undertake a tender exercise for the delivery of support services to children with disabilities. The SIB agreed that a proposal to award a contract for the evaluation of the Mutual Aid Group would be dealt with by Partnership Director under her delegated authority.

- 2.4.2 At its meeting on 30th October the SIB approved proposals for the preparation of the Partnership's submission for the Integrated Care Fund (ICF). The ICF is the successor to Reshaping Care for Older People and is available for 2015/2016 only. It is intended to be used to support partnerships to focus on prevention, early intervention and care and support for people with complex and multiple conditions, particularly in those areas where multi-morbidity is common in adults under 65, as well as in older people. However, it is recognised that existing partnership services will require an element of re-design to ensure they are fit for purpose. It is explicitly not a continuation of Reshaping Care and cannot simply be used to continue Reshaping Care initiatives. The North Ayrshire allocation from a total fund of £100 million is £2.89 million. The SIB agreed that the fund would be used in North Ayrshire in three ways: to enable Partnership service redesign; to continue Reshaping Care initiatives that would be a benefit to a wider population and to provide opportunities for innovation and creativity.
- 2.4.3 The SIB also agreed proposals designed to assist its own development and that of its members.
- 2.4.4 As noted above the November meeting of the SIB was given over to a development day. However, a formal meeting of the SIB was held as part of the day. At this meeting the SIB undertook a detailed consideration of the draft summary strategic plan and approved the draft to go for consultation.
- 2.4.5 At its December meeting the SIB agreed proposals for membership of the Strategic Planning Group. The Group had been established from the former CHP Forum with some additional members. Some additions to the membership were required in order to comply fully with the requirements of the Public Bodies (Joint Working) (Membership of Strategic Planning Group) (Scotland) Regulations 2014 which came into force on 12 December 2014.
- 2.4.6 At the December meeting the SIB also approved recommendations regarding the Reshaping Care initiatives that would be extended through the Integrated Care Fund or mainstreamed using Resource Transfer monies to benefit a wider population. All Reshaping Care initiatives had been evaluated and the outcome of the evaluation discussed with the Officer Locality Group. As a result of this work a list of initiatives totalling £941,888 was recommended for continuation using funding from the Integrated Care Fund. The bulk of the funding was allocated to the continuation of ICES (£433,401) and the Social Work Care at Home Out of Hours service (£222,000) together with a range of smaller initiatives,

2.4.7 At the December meeting it was agreed not to extend two home care framework contracts. One provider, provided home care in the North Coast, and the second in the Irvine, North Coast and Three Towns localities. One of these providers experienced staffing difficulties which severely impacted on the delivery of care at home provision to a number of vulnerable people within the North Coast locality. The other provider failed to deliver services to a number of service users within the Irvine, North Coast and Three Towns localities. This resulted in service users receiving no provision on a number of occasions.

Within the Irvine and Three Towns localities, it was agreed that, where possible, these services would be dispersed across other framework providers. Within the North Coast locality it was agreed that the provision would be delivered by North Ayrshire in-house services. To allow these services to be delivered in-house, 31 Care at Home Assistants would need to be recruited to work in the North Coast locality.

The decision not to renew the framework contracts, and recruit additional staff was agreed by the SIB.

2.4.8 Following from a separate report the SIB also approved further proposals for the Integrated Care Fund, including the establishment of a short term change team to take forward service redesign in the Partnership.

2.4.9 At the same meeting the SIB also agreed to participate in the Scottish pilot of Care Opinion. This is an extension to the Patient Opinion service which has been operating for some years now. Care Opinion already operated in England and is an independently run resource which gives people who receive care the opportunity to comment on matters relating to the care that they receive. The objective is sharing of best practice and service improvement.

2.4.10 Also at the December meeting the SIB approved the proposal to create a new integrated hub for rehabilitation and reablement at Ayrshire Central Hospital. The care and support offered within the hub will focus on supporting people to return home and will engage with the individuals, their families and carers to set and attain personal goals relating to a return to independence. Services will be offered by a multi-disciplinary team and there will be direct access to the service from the community as an alternative to acute hospital admission. The hub will also facilitate transfer from acute wards at the earliest, safe opportunity.

2.4.11 At its January meeting the SIB noted reports on Adult Support & Protection, the progress of the Integration Scheme and the integration programme risk register.

2.4.12 At its February meeting the SIB approved proposals for the use of the Ideas and Innovation stream of the Integrated Care Fund. Twenty six projects with a total value of £1.042 million were approved, some subject to receipt of further information. The projects cover a wide range of health and social care activity and will be delivered by the statutory, independent and third sectors.

2.4.13 The SIB also noted arrangements for the inaugural meeting of the Integration Joint Board to be held on 2nd April, subject to approval by Scottish Ministers of the Integration Scheme.

2.5 Copies of the agendas of the four meetings considered in this report are attached at appendix one and copies of all reports, including those that were for noting only, are available on request.

### **3. Proposals**

3.1 The SIB will continue to work towards achieving full integration of health and social care and to fulfil its responsibilities for services delegated to it by North Ayrshire Council and NHS Ayrshire & Arran.

3.2 Elected members will continue to be kept up to date with the work of the SIB through regular reports on SIB business. It is proposed that these reports will continue following the formation of the IJB. Seminars for elected members will be offered where appropriate, including a seminar on the Partnership's Strategic Plan.

### **4. Implications**

#### Financial Implications

4.1 There are no financial implications.

#### Human Resource Implications

4.2 There are no human resources implications.

#### Legal Implications

4.3 There are no legal implications.

#### Equality Implications

4.4 There are no equality implications.

#### Environmental and Sustainability Implications

4.5 There are no environmental and sustainability implications.

#### Implications for Key Priorities

- 4.6 The development of the North Ayrshire Health & Social Care Partnership supports the Council Plan priority of supporting vulnerable people.

#### Community Benefit Implications

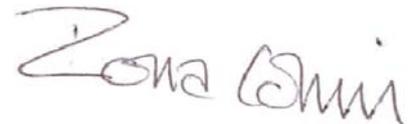
- 4.7 There are no community benefit implications.

### 5. Consultations

- 5.1 No specific consultation was required for this report.

### 6. Conclusion

- 6.1 The SIB is making good progress in dealing with its wide and challenging remit, both as regards to the services for which it now has operational responsibility and as regards preparations for full, formal integration of health and social care.



IONA COLVIN

Director (North Ayrshire Health and Social Care Partnership)

Reference : LR/JK

For further information please contact Lisbeth Raeside on 01294 317705

### Background Papers

SIB Agenda September 2014 - February 2015





**Cunninghame House  
Irvine**

Thursday 25<sup>th</sup> September 2014

### **Shadow Integration Board**

You are requested to attend a meeting of the Shadow Integration Board to be held on **Thursday 25<sup>th</sup> September 2014** at **10.00 a.m.**, in **Council Chambers, Cunninghame House, Irvine**, to consider the following business.

#### **Business**

##### **Presentation :**

- 1. Presentation : Needs Assessment**  
Receive presentation by Carol Davidson, Director of Public Health
- 2. Apologies**  
Invite intimation of apologies for absence.
- 3. Conflicts of Interest**
- 4. Minutes / Action Note**  
Submit the minutes of the meeting of the Shadow Integration Board held on Thursday 24<sup>th</sup> July 2014 and action note (copy enclosed).
- 5. Matters Arising**
- 6. Strategic Plan**  
Submit report by David Rowland and Stephen Brown, NAHSCP, on the Strategic Plan (copy enclosed).

##### **Reports for Approval**

- 7. Financial Report – Period 4 Budget Position**  
Submit report by Lesley Aird and Derek Lindsay on the Period 4 budget position (copy enclosed).
- 8. Director's Report**  
Submit report by Iona Colvin, Director, NHSCP on developments within the NA Health and Social Care Partnership (copy enclosed).

9. **Contract Approval : Evaluation of Groupwork – Criminal Justice Services**  
Submit report by Stephen Brown, Head of Service (Children, Families & Criminal Justice) on the evaluation of contract for Mutual Aid Group (copy enclosed).
10. **Community Packages : Children with Disabilities**  
Submit report by Stephen Brown, Head of Service (Children, Families and Criminal Justice) on the proposed tender exercise for children and young people with disabilities (copy enclosed).

### **Reports to Note**

11. **Community Service Review**  
Submit report by Iona Colvin, Director NAHSCP on the outcome of the 2<sup>nd</sup> Community Services Review event (copy enclosed).
12. **Minutes of Strategic Planning Group**  
Submit minutes of the Strategic Planning Group meeting held on 26<sup>th</sup> August 2014 (copy enclosed).
13. **Any Other Competent Business**
14. **Date of Next Meeting**

The next meeting will be held on **Thursday 30<sup>th</sup> October 2014 at 10.00 a.m.**, in the **Council Chambers, Cunninghame House, Irvine.**

**Cunninghame House  
Irvine**

30<sup>th</sup> October 2014

### **Shadow Integration Board**

You are requested to attend a meeting of the Shadow Integration Board to be held on **Thursday 30<sup>th</sup> October 2014 at 10.00 a.m.** in the **Council Chambers, Cunninghame House, Irvine**, to consider the following business.

#### **Business**

- 1. Presentation – Needs Assessment**  
Receive presentation by John O’Dowd, Consultant in Public Health.
- 2. Apologies**  
Invite intimation of apologies for absence.
- 3. Declaration of Interest**
- 4. Minutes / Action Note**  
Submit the minutes of the meeting of the Shadow Integration Board held on 25<sup>th</sup> September 2014 and action note (copy enclosed).
- 5. Matters Arising**
- 6. Strategic Plan**  
Submit report by David Rowland, Head of Health and Community Care, on the Strategic Plan (copy enclosed).

#### **Reports for Approval**

- 7. Draft National Guidance on Preparing a Strategic (Commissioning) Plan**  
Submit report by Annie Weir, Programme Manager on the arrangements for the above consultation (copy enclosed).
- 8. Integrated Care Fund Proposal**  
Submit report by Annie Weir, Programme Manager on proposals for the Integration Fund (copy enclosed).
- 9. Integration Scheme**

Submit report by Lisbeth Raeside on the draft Integration Scheme for NAHSCP (copy enclosed).

**10. Shadow Integration Board Development**

Submit report by Lisbeth Raeside, on a proposal on SIB Development (copy enclosed).

**Reports to Note**

**11. Director's Report**

Submit report by Iona Colvin, Director, NAHSCP on development within the NAHSCP (copy enclosed).

**12. Performance Report – Child and Adolescent Mental Health Service**

Submit report by Carol Fisher and Catherine Kyle (copy enclosed).

**13. Performance Report – Psychological Service**

Submit report by Carol Fisher and Tommy Stevenson (copy enclosed).

**14. Integration Joint Board – Dates for 2015**

Submit report by Iona Colvin, Director NAHSCP on the proposed dates for Integrated Joint Board meetings throughout 2015 (copy enclosed).

**15. Any Other Competent Business**

**16. Date of Next Meeting**

A Strategic Integration Board Workshop will be held on **Friday 21<sup>st</sup> November 2014 at 10.00 a.m. (venue to be confirmed)**. The regular SIB business will be discussed between 11.00 a.m. – 1.00 p.m. The workshop will continue between 1.00 p.m. and 4.00 p.m.

The next meeting will be held on **Thursday, 18<sup>th</sup> December** in the Council Chambers, Cunninghame House, Irvine.

**Cunninghame House  
Irvine**

14<sup>th</sup> November 2014

### **Shadow Integration Board**

You are requested to attend a meeting of the Shadow Integration Board to be held on **Friday 21<sup>st</sup> November 2014** at **10.15 a.m.**, in the **Menzies Hotel, Irvine**, to consider the following business.

#### **Business**

- 1. Apologies**  
Invite intimation of apologies for absence.
- 2. Declaration of Interest**
- 3. Minutes / Action Note**  
Submit the minutes of the meeting of the Shadow Integration Board held on 30<sup>th</sup> October 2014 and action note (copy enclosed).
- 4. Strategic Plan**  
Submit report by Stephen Brown, Chief Social Work Officer on the Strategic Plan (copy enclosed).
- 5. Integrated Care Fund**  
Submit report by David Rowland, Head of Health & Community Care on the Integrated Care Fund (copy enclosed).
- 6. Any Other Competent Business**
- 7. Date of Next Meeting**  
The next meeting will be held on Thursday 18<sup>th</sup> December 2014 at 10.00 a.m., in the Council Chambers, Cunninghame House, Irvine.

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**Cunninghame House  
Irvine**

Thursday 18<sup>th</sup> December 2014

### **Shadow Integration Board**

You are requested to attend a meeting of the Shadow Integration Board to be held on **Thursday 18<sup>th</sup> December 2014** at **10.00 a.m.** in the **Council Chambers, Cunninghame House, Irvine**, to consider the following business.

#### **Business**

- 1. Presentation – Criminal Justice – Jim McCrae, Manager**
- 2. Apologies**  
Invite intimation of apologies for absence.
- 3. Declaration of Interest**
- 4. Minutes / Action Note**  
Submit the minutes of the meeting of the Shadow Integration Board held on 21<sup>st</sup> November 2014 and action note (copy enclosed).
- 5. Matters Arising**
- 6. Strategic Plan**  
Verbal update by Stephen Brown, CSWO on progress in relation to the Strategic Plan.

#### **REPORTS FOR APPROVAL**

- 7. Financial Management Report as at 30<sup>th</sup> September 2014**  
Submit report by Lesley Aird, Interim Head of Finance and Fiona Neilson, Senior Finance Manager, NHS on the budget position for the NAHSCP (copy enclosed).
- 8. Strategic Planning Group Membership**  
Submit report by Jo Gibson, Principal Manager (Planning & Performance) on proposals for Strategic Planning Group membership (copy enclosed).

- 9. Reshaping Care for Older People**  
Submit report by Annie Weir, Programme Manager in relation to the above (copy enclosed).
- 10. Integrated Care Fund**  
Submit report by Annie Weir, Programme Manager in relation to the above (copy enclosed).
- 11. Care Opinion**  
Submit report by David Rowland, Head of Health & Community Care in relation to the above (copy enclosed).
- 12. Organisational Development Support for Shadow Integration Board.**  
Submit report by Lisbeth Raeside, Project Manager in relation to the above (copy enclosed).
- 13. Development of New Hub for Rehabilitation and Reablement.**  
Submit report by David Rowland, Head of Health & Community Care in relation to the above (copy enclosed).
- 14. Response to Scottish Government's Consultation on Wilful Neglect.**  
Submit report by Derek Barron on NAHSCP response to the above consultation (copy enclosed).
- 15. Response to Scottish Government's Consultation on Duty of Candour.**  
Submit report by Derek Barron, Lead Nurse on NAHSCP's response to the above consultation (copy enclosed).

#### **REPORTS TO NOTE**

- 16. MAPPA Annual Report**  
Submit report by Jim McCrae, Manager (Criminal Justice) in relation to the above (copy enclosed).
- 17. Director's Report**  
Submit report by Iona Colvin, Director, NAHSCP on development within the NAHSCP (copy enclosed).
- 18. Scottish Patient Safety Programme – Mental Health**  
Submit report by Derek Barron, Lead Nurse in relation to the above (copy enclosed).

#### **EXEMPT INFORMATION**

- 19. Exclusion from Public and Press**
  - 19.1 Arrangements for Delivery of Care at Home Services in the North Coast Locality.**  
Submit report by David Rowland, Head of Health and Community Care in relation to the above (copy enclosed).

**19.2 Arrangements for Delivery of Care at Home Services in the Irvine, North Coast and Three Towns Localities.**

Submit report by David Rowland, Head of Health and Community Care in relation to the above (copy enclosed).

**20. Any Other Competent Business**

**21. Date of Next Meeting**

The next meeting will be held on Thursday 22<sup>nd</sup> January 2015 at 10.00 a.m., in the Council Chambers, Cunninghame House, Irvine.

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Thursday 22<sup>nd</sup> January 2015

### Shadow Integration Board

You are requested to attend a meeting of the Shadow Integration Board to be held on Thursday 22<sup>nd</sup> January 2015 at 10.00 a.m., in the **Council Chambers, Cunninghame House, Irvine**, to consider the following business.

#### Business

1. **Presentation by Samantha McEwan, Scottish Patient Safety Programme.**
2. **Apologies**  
Invite intimation of apologies for absence.
3. **Declaration of Interest**
4. **Minutes / Action Note**  
Submit the minutes and action note of the meeting of the Shadow Integration Board held on 18<sup>th</sup> December 2014 and action note (copy enclosed).
5. **Matters Arising**

#### Reports for Approval

6. **Integrated Care Fund**  
Verbal update from David Rowland, Head of Health & Community Care in relation to the above.
7. **Financial Management Report as at 30<sup>th</sup> November 2014**  
Submit report by Lesley Aird, Head of Finance and Fiona Neilson, Senior Finance Manager on the budget position for the NAHSCP (copy enclosed).

#### Reports to Note

8. **Adult Support & Protection : Biennial Report**  
Submit report by John Paterson, Chair, North Ayrshire Adult Protection Committee in relation to the above (copy enclosed).

**9. Director's Report**

Submit report by Iona Colvin, Director NAHSCP on development within the NAHSCP (copy enclosed).

**10. Integration Scheme**

Submit report by Lisbeth Raeside, Project Manager on the Integration Scheme for NAHSCP (copy enclosed).

**11. Programme Risk Register**

Submit report by Annie Weir, Programme Manager on the Risk Register for the NAHSCP (copy enclosed).

**12. Any Other Competent Business**

**13. Date of Next Meeting**

The next meeting will be held on Thursday 12<sup>th</sup> February 2015 at 10.00 a.m., in the Council Chambers, Cunninghame House, Irvine.

12<sup>th</sup> February 2015

**Shadow Integration Board**

You are requested to attend a meeting of the Shadow Integration Board to be held on **Thursday 12<sup>th</sup> February 2015 at 10.00 a.m.**, in **Council Chambers, Cunninghame House, Irvine**, to consider the following business.

**Business**

- 1. Apologies**  
Invite intimation of apologies for absence.
- 2. Declaration of Interest**
- 3. Minutes / Action Note**  
Submit the minutes of the meeting of the Shadow Integration Board held on 22<sup>nd</sup> January 2015 and action note (copy enclosed).
- 4. Matters Arising**

**Reports for Approval**

- 5. Integrated Care Fund**  
Submit report by David Rowland, Head of Health & Community Care, NAHSCP on the Integrated Care Fund (copy enclosed).
- 6. Inaugural Meeting – Integration Joint Board**  
Submit report by Lisbeth Raeside, Interim Project Manager on the arrangements for the Inaugural Meeting of the Integration Joint Board (copy enclosed).

**Reports to Note**

- 7. Director's Report**  
Submit report by Iona Colvin, Director NAHSCP on development within the NAHSCP (copy enclosed).
- 8. Any Other Competent Business**
- 9. Date of Next Meeting**  
The next meeting will be held on Thursday 12<sup>th</sup> March 2015 at 10.00 a.m., in the Council Chambers, Cunninghame House, Irvine.



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**NORTH AYRSHIRE COUNCIL**

**Agenda Item 11**

**10 March 2015**

**Cabinet**

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**Subject:** **Award of Contract - Measured Term Contract (MTC) for Drainage and Sewerage Services**

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**Purpose:** To advise the Cabinet of the result of the tender exercise for the renewal of the MTC for Drainage and Sewerage Services and present a recommendation for the award of the contract.

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**Recommendation:** That the Cabinet agrees to approve the award of the contract DAMM Environmental Ltd.

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**1. Introduction**

- 1.1 The Council requires to put in place a new contract for Drainage and Sewerage Services to replace the existing contract with effect from 18 May 2015.
- 1.2 In order to comply with the Council's Standing Orders Relating to Contracts a formal tender exercise, due to the value, was advertised in the Official Journal of the European Union, via the Public Contracts Scotland advertising portal.
- 1.3 The duration of the contract is for three years with the option to extend annually for a further two years.

**2. Current Position**

- 2.1 The Contract Notice attracted thirty four expressions of interest of which eighteen submitted Pre-Qualification Questionnaires (PQQs).
- 2.2 The PQQs were evaluated against the stated evaluation criteria which resulted in eight companies being short-listed to receive an Invitation to Tender.
- 2.3 Six tenders were received by the due return time and date and were evaluated against the stated evaluation criteria of most economically advantageous tender, using 70% price and 30% quality ratio.

### **3. Proposals**

- 3.1 It is proposed that the contract be awarded to DAMM Environmental Ltd.

### **4. Implications**

#### Financial Implications

- 4.1 The sum of £1,000,000 is included in the Council's General Services Revenue budget to meet contract costs. The contract price is £740,000 which represents a saving of £260,000 against the available budget.

#### Human Resource Implications

- 4.2 None.

#### Legal Implications

- 4.3 The tender exercise was conducted in accordance with the Council's Standing Orders Relating to Contracts.

#### Equality Implications

- 4.4 None.

#### Environmental and Sustainability Implications

- 4.5 None.

#### Implications for Key Priorities

- 4.6 This contributes to the Council Plan Core Objective 4 "Operating more efficiently and effectively".

#### Community Benefit Implications

- 4.7 The contractor has agreed to provide various benefits including a project involving local schools or community groups, a programme of career talks in schools and work experience.

### **5. Consultations**

- 5.1 None.

**6. Conclusion**

- 6.1 It is recommended that the award of the contract is made DAMM Environmental Ltd at a price of £740,000.00.



LAURA FRIEL  
Executive Director (Finance and Corporate Support)

Reference : NAC/2030

For further information please contact Thomas Reaney, Procurement Manager on 01294 32 4097.

**Background Papers**

None