



NORTH AYRSHIRE
COUNCIL

Cunninghame House,
Irvine.

13 December 2012

Cabinet

You are requested to attend a Meeting of the above mentioned Committee of North Ayrshire Council to be held in the Council Chambers, Cunninghame House, Irvine on **TUESDAY 18 DECEMBER 2012** 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 declarations of interest in respect of items of business on the Agenda.

2. Minutes (Page 7)

The Minutes of the previous meeting of the Cabinet held on 4 December 2012 will be signed in accordance with paragraph 7 (1) of Schedule 7 of the Local Government (Scotland) Act 1973 (copy enclosed).

EDUCATION BUSINESS FOR DECISION

3. Progress Report for Curriculum for Excellence Management Board (Page 17)

Submit report by Corporate Director (Education & Skills) and receive presentation on the report that will be provided to the Curriculum for Excellence Management Board (copy enclosed).

4. Doran Review (Page 31)

Submit report by Corporate Director (Education & Skills) on the findings of the Doran Review: "The Right Help at the right time in the right place: Strategic Review of Learning Provision for Children and Young People with Complex Additional Support Needs" (copy enclosed).

5. Consultation Proposals Arising from the Garnock Campus Project (Page 39)

Submit report by Corporate Director (Education & Skills) on consultative documents on proposals arising from the Garnock Campus Project (copy enclosed).

GENERAL BUSINESS FOR DECISION

6. Ayrshire's New College Consultation: North Ayrshire's Response (Page 67)

Submit report by Corporate Director (Education & Skills) on the response to the consultation document "Ayrshire's New College" issued by the Chairs of the 3 Ayrshire Further Education Colleges in October 2012 (copy enclosed).

7. North Ayrshire Leisure Ltd (NALL) and the New Leisure Centre, Irvine (Page 101)

Submit report by Corporate Director (Education & Skills) on the improvements to delivery of leisure services by NALL and to consider arrangements for the operation of the new leisure centre in Irvine (copy enclosed).

8. HRA Budget Virement for 2012/13 (Page 109)

Submit report by Corporate Director (Finance & Corporate Support) on virement of £300,000 between expenditure lines within the 2012/13 HRA capital budget (copy enclosed).

9. Introduction of Two Stage Complaints Handling Procedure (Page 113)

Submit report by Corporate Director (Finance & Corporate Support) on progress made to corporate approach to quality control; and that a centralised dedicated post of Complaint and Feedback Manager be established to manage and monitor the success of the new procedure and provide support to services (copy enclosed).

10. Creation of a Corporate Transport Facility (Page 119)

Submit report by Corporate Director (Development & Environment) on the formation of a Corporate Transport Facility (copy enclosed).

11. Community Outdoor Access Grant Scheme 2012/13 (Page 125)

Submit report by Corporate Director (Development & Environment) on a number of grant awards under the Community Outdoor Access Grant Scheme (copy enclosed).

12. Radio City, Kilbirnie (Page 131)

Submit report by Corporate Director (Development & Environment) on a funding request of £15,000 from Radio City to enable continued operation during the remainder of the current financial year (copy enclosed).

13. Economic Development Budget 2012/2013 (Page 137)

Submit report by Corporate Director (Development & Environment) on the investment plans for the agreed budget carry forward from 2012/13 to 2013/14 (copy enclosed).

GENERAL BUSINESS FOR INFORMATION

14. Maximising Attendance - Half Yearly Review of Performance - 2012-13 (Page 143)

Submit report by Corporate Director (Finance & Corporate Support) on the Council's mid year performance in Maximising Attendance for 2012-13 (copy enclosed).

CONTRACT APPROVAL

15. Woodgrove Sheltered Housing Unit, Dreghorn (Page 151)

Submit report by Corporate Director (Finance & Corporate Support) for the award of contract (copy enclosed).

MINUTES FOR INFORMATION

16. Education Attainment and Achievement Policy Board: Minutes of Meeting held on 12 November 2012 (Page 165)

Submit report by Corporate Director (Education & Skills) on the minutes of the meeting of the Education Attainment and Achievement Policy Board held on 12 November 2012 (copy enclosed).

17. Economy and Employment Policy Board: Minutes of 26 November 2012 (Page 173)

Submit report by Corporate Director (Development & Environment) on the Minutes of the Economy and Employment Policy Board held on 26 November 2012 (copy enclosed).

18. Health and Social Care Policy Board : Minutes of Meeting held on 26 November 2012 (Page 179)

Submit report by Corporate Director (Education & Skills) on the Minutes of the Health and Social Care Policy Board held on 26 November 2012 (copy enclosed).

19. Urgent Items

Any other items which the Chair considers to be urgent.

Cabinet

Sederunt:

Elected Members

Willie Gibson (Chair)
Alan Hill (Vice-Chair)
Marie Burns
Anthea Dickson
John Ferguson
Tony Gurney
Alex McLean

Chair:

Attending:

Church Representatives

Very Reverend Matthew Canon McManus
Ms Elizabeth H. Higton
Mr Mark Fraser

Apologies:

Teaching Representative

Mr Gordon Smith

Youth Council Representatives

Danielle Flynn
+ 1 to be advised

Meeting Ended:

Cabinet
4 December 2012

May 2007 - April 2011

IRVINE, 4 December 2012 - At a Meeting of the Cabinet of North Ayrshire Council at 2.30 p.m.

Signed Stamp : No

Present

Willie Gibson, Alan Hill, Marie Burns, Anthea Dickson, John Ferguson, Tony Gurney and Alex McLean.

Also Present

John Easdale and Donald Reid.

In Attendance

E. Murray, Chief Executive; L. Friel, Corporate Director (Finance and Corporate Support); I. Colvin, Corporate Director and A. Adrain, Divisional Manager - H.Q. (Social Services and Health); C. Kirk, Corporate Director and A. Sutton, Head of Service, (Community and Culture) (Education and Skills); C. Hatton, Corporate Director (Development and Environment); I. Mackay, Solicitor to the Council (Corporate Services); and J. Montgomery, General Manager (Policy and Service Reform); D. Moroney, Communications Officer and M. Anderson, Committee Services Officer (Chief Executive's Service).

Also In Attendance

Chair

Councillor Gibson in the Chair.

Apologies for Absence

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.

2. Minutes

The Minutes of the previous meeting of the Cabinet held on 20 November 2012, were signed in accordance with paragraph 7 (1) of Schedule 7 of the Local Government (Scotland) Act 1973.

3. Council Plan, Performance Management Strategy and Single Outcome Agreement (SOA):Progress Update

Submitted report by the Chief Executive on progress in implementing the Council Plan Action Plan 2012/13, the Performance Management Strategy Action Plan 2012/13 and the Single Outcome Agreement (SOA) Action Plan 2012/13.

A summary of the overall status of all actions and indicators in respect of the three Action Plans for 2012/13 was provided in Appendices 1-3 of the report. The Council Plan Action Plan 2012/13 shows 46 out of 48 actions and 8 of the 9 quarterly indicators with targets, as complete or on target. Of the 29 actions in the Performance Management Strategy Action Plan 2012/13, 27 are complete or on target. 25 of the 27 actions within the SOA Action Plan 2012/17 are on target and, of the 31 quarterly indicators, 19 were coded as on target, 1 as slightly adrift of target, 1 as significantly adrift of target and 10 as data only with no quarterly targets set. Details of any actions or indicators which are adrift of target were set out in the report.

Members asked questions, and received clarification, on the following:-

- the outcome of any analysis of absence statistics associated with the Maximising Attendance Policy;
- progress against the Objective 6 (Developing Performance Management Systems) of the Performance Management Strategy Action Plan
- the background to low up-take levels for the mentoring programme;
- the respective roles of the Council and NHS Ayrshire and Arran in relation to delayed discharge from hospital; and
- the reason for the action on the implementation of the North Ayrshire and Pan-Ayrshire Tourism Strategies being slightly adrift of target.

The Cabinet agreed to (a) note that progress continues in implementing the 2012/13 Action Plans for the Council Plan, Performance Management Strategy and SOA; and (b) refer the report to the Scrutiny and Petitions Committee for consideration.

4. Service Plan 2012/13 Progress Reports as at 30 September 2012

Submitted report by the Chief Executive on the performance of all Council Services as at 30 September 2012.

The Cabinet approved the 2012/13 suite of Service Plans at its meeting on 6 June 2012 and agreed to receive 6-monthly progress reports. Appendices 1-5 of the report provided an update on progress in respect of the Chief Executive's Service, Corporate Services, Education and Skills, Finance and Infrastructure and Social Services and Health.

The report proposed the removal of 4 Finance and Infrastructure Service indicators, 3 of which were initially included as proposed Solace Benchmarking indicators, but are still in development and will be used once finalised. The removal of a fourth Finance and Infrastructure Service indicator was due to Audit Scotland's amendment to SPI 24 (Percentage of household waste recycled and composted).

Members asked questions, and received clarification, on the following matters relating to the Social Services and Health Service Plan summary :-

- the success of joint Ayrshire working in areas such as criminal justice social work services and issues surrounding other partnership working arrangements;
- the importance of raising public awareness of anti-social behaviour issues; and
- possible reasons for the increase in the number of children on North Ayrshire's Child Protection Register.

Members took the opportunity to congratulate both the Council staff who had been successful in the recent North Ayrshire Achieves awards and those responsible for organising the event. The Chief Executive undertook to ensure that greater advance notice is provided of the date of next year's event.

The Cabinet agreed to (a) note the performance of all Services as at 30 September 2012 against the actions, key performance indicators and risks in the 2012/13 Service Plans; (b) the removal of Finance and Infrastructure Service indicators SP1213FI_P_E34 (Total Finance cost per 1,000 employees (FTE)), SP1213FI_P_E38 (Gross property costs of the operational estate as a percentage of the gross revenue budget), SP1213FI_P_E41 (Operational property as a percentage of total portfolio) and SP1213FI_P_F02 (Percentage of municipal waste recycled and composted); and (c) refer the Service Plan 2012/13 progress reports to the next meeting of the Scrutiny and Petitions Committee for consideration.

5. 2011/12 Statutory Performance Indicators - Scottish Rankings

Submitted report by Chief Executive on the performance of the Council in comparison with other Councils.

The table at Section 2.2 of the report summarised the Council's position in relation to other Scottish Councils, as well as the Council's performance for 2011/12 compared to the Scottish average. The Council was positioned in the upper quartile for 47% of the indicators in 2011/12, the inter quartiles for 38% and the lower quartile for 15%. Performance was above the Scottish average for 67% of the indicators and below average for 33%. The Council's position in relation to other Councils for all SPIs was detailed in Appendix 1.

The Cabinet agreed to (a) note the Council's position in relation to other Councils and progress being made in terms of the Council's overall performance; and (b) refer the report to the next meeting of the Scrutiny and Petitions Committee for consideration.

6. Arran Outdoor Education Centre and Outdoor Education Service

Submitted report by the Corporate Director (Education and Skills) on a proposed options appraisal to determine options for the future sustainability of Arran Outdoor Education Centre and Outdoor Education Service.

Efficiencies require to be achieved within the Education and Skills budget over the next three years, and all areas of provision are being examined in this context.

Many other outdoor centres across the country operate within a range of different business models and sectors, including public, private, charitable and voluntary, and a mix of the above. A review of the operating and business model of the Centre will allow Education and Skills to create opportunities for the Centre to continue to operate sustainably in future without Council subsidy.

Members asked questions, and received clarification, on the following:-

- the importance of ensuring the future sustainability of the centre; and
- the potential for developing the 'hotel' aspect of the centre at times in the year when it is not in demand from schools.

The Cabinet agreed to instruct officers to carry out an options appraisal and investigations to determine management and funding options for the future sustainability of Arran Outdoor Education Centre and Outdoor Education Service.

7. Nurturing Excellence in Communities: Review of Current Grants Schemes

Submitted report by the Corporate Director (Education and Skills) on proposals to support community groups.

The new Nurturing Communities Fund will sit alongside and complement the Nurturing Excellence in Sport, Arts and Culture funds. It will focus on the Christie Commission principles. Funds awarded from it will, among other things, provide seed corn funding and support for eligible groups to undertake community activity, research, consultation and community engagement, and training and learning.

The awarding process in North Ayrshire will continue to be carried out by Elected Members at Area Committees, but on a revised cycle to enable Members and officers to encourage and support more strategic capacity building projects through the fund. Allocations of funding for distribution by Area Committees will be made in line with updated demographic information and proposed revised criteria. A flat rate grant is recommended, as detailed in Section 3.13 of the report.

It was proposed that the changes outlined at Section 3 of the report be phased in over the forthcoming financial years (2013-15) to enable organisations to build capacity and to take advantage of Council, Third Sector Interface and external support to access funding streams appropriate to their area of activity.

Members asked questions, and received clarification, on the following:-

- the importance of assisting groups to capitalise on external funding opportunities; and
- the capacity of officers to provide necessary support and advice to groups during the transition period in the introduction of the new arrangements.

The Cabinet agreed to implement the Nurturing Excellence in Communities programmes set out in Section 3 of the report.

8. Strategic Car Parking Policy for North Ayrshire

Submitted report by the Corporate Director (Development and Environment) on the development of a Strategic Car Parking Policy for North Ayrshire.

A Strategic Car Parking Policy is required to set out the Council's long-term approach to the management and enforcement of both on-street and off-street parking areas. It will allow consistent decisions to be made across communities and provide a framework for review of restrictions and controls where changes may be needed to meet local needs.

The policy will be informed by detailed surveys and reports on car parking carried out in 2010 and 2012. It will include provision in relation to key car parks owned by the Council which have a number of public uses in addition to residential use. A business case has also been developed in relation to the Council making an application for Decriminalised Parking Enforcement (DPE) powers.

The Cabinet agreed (a) to the development of a Strategic Car Parking Policy for North Ayrshire for consideration at a future meeting; and (b) that the Environment and Infrastructure Policy Board and the Economic Development Policy Board jointly oversee the development of the policy.

9. Next Generation Broadband (NGB)

Submitted report by the Corporate Director (Development and Environment) on ongoing discussions with the Scottish Government regarding the provision of Next Generation Broadband (NGB) in North Ayrshire.

Access to fast Broadband is recognised as a key issue affecting both residents and business competitiveness. The process for delivering the commitment to NGB throughout Scotland will be through a nationally procured framework. To meet its coverage objectives, the Scottish Government plans to target the bulk of its public investment in areas where the market is inactive and the national project aims to provide 75% NGB coverage across Scotland.

There is an opportunity for local authorities to increase this to 80% or 85% of their area should they commit sufficient financial resource. Indicative costs from the Scottish Government are £300,000 for 80% and £1.1 million for 85% coverage respectively. Investment above this would grow exponentially and more accurate costing will be available upon completion of the national procurement exercise. The Scottish Government has requested a response upon the additional level, if any, of Council investment to increase coverage by mid-December.

Members asked questions, and received clarification, on the following:-

- the extent to which the investment associated with the proposals represents value for money; and
- the importance of ensuring that key locations, such as the new Enterprise Park in Irvine, will be covered by the extended NGB coverage.

The Cabinet agreed to (a) note the plans of Scottish Government to deliver Next Generation Broadband; (b) supports an increase in the extent of North Ayrshire covered by Next Generation Broadband to 85%, with the additional £1.1 million investment required to be considered as part of the 2013/14 budget-setting exercise; and (c) that the Scottish Government be notified of the Council's actions accordingly.

10. Update: Waste Management Strategy

Submitted report by the Corporate Director (Development and Environment) on the progress made with the implementation of the Council's Waste Management Strategy and the proposal to formally join the Clyde Valley waste partnership to secure a long-term solution for the treatment of residual waste.

At its meeting of 19 June 2012, the Cabinet agreed to enter into detailed negotiations with the Clyde Valley partnership and, subject to the satisfactory conclusion of the negotiations, enter into the Inter Authority Agreement to procure a long-term solution for the treatment of residual waste. The report provided an update against progress in respect of the undernoted key actions:-

- Increasing the level of Education and Promotion;
- Providing new services to support re-use;
- Increasing the range of materials collected for recycling and composting;
- Developing facilities and long-term options to dispose/treat residual waste; and
- Reducing the net cost of providing waste management services.

Members asked questions, and received clarification, on the future of the reverse vending recycling pilot within schools, including the possibility of extending it to other schools and potential funding options.

The Cabinet agreed (a) to note progress against the Waste Management Strategy; (b) that procurement exercises be undertaken to appoint contractors for landfill engineering and design services, and to undertake works at appropriate stages to cap and construct cells, until the closure of the landfill site; (c) that the Council enters into the Inter Authority Agreement, as set out in Appendix 1 to the report, to procure a long-term solution for the treatment of residual waste with the Clyde Valley partnership; (d) that the additional £125,000 required to support the procurement exercise be met from the projected underspend within the waste management budget for 2012/13 and held in reserve until required; and (e) that the Corporate Director (Development and Environment) be the Council's nominated representative on the Clyde Valley Waste Management Initiative Steering Group (Residual Waste) and be authorised to take appropriate decisions as detailed in the Inter Authority Agreement.

11. Shaping Scotland's Court Services: A Consultation Response

Submitted report by Solicitor to the Council on a consultation paper on the future of Courts in Scotland and the proposed formal response on behalf of the Council.

A proposed response to the consultation paper was attached as Appendix 1 to the report. The response focuses on the lower levels of justice, particularly the proposed loss of the JP Court in Irvine and makes reference to the economic loss of such a facility, as well as the issue of travel for those using the Court. Interest is expressed in the establishment of a Specialist Court in North Ayrshire focussing on areas such as domestic abuse, drug and alcohol abuse and young offenders.

The Chair took the opportunity to pay tribute to Mr Ian Mackay, the Solicitor to the Council, who will be retiring from the Council on 6 December 2012. On behalf of Members, he thanked Mr Mackay for his hard work over the years.

That Cabinet agreed to approve the response to the Scottish Court Service consultation on the future of Scottish Courts as set out in Appendix 1 to this report.

12. Revision to the Affordable Housing Supply Programme and Development of an Older People Resource Centre in Largs

Submitted report by Corporate Director (Social Services and Health) on a revised Strategic Local Programme (SLP), the development of an older people resource centre at the Stevenson Institute site, Largs and the commencement of the tendering process for the Council house building project at John Galt Primary School.

The Council has been awarded an additional subsidy of £544,000 subsidy for affordable housing and requires to revise its Strategic Local Programme as a result. Following consideration of the slippage programme, the Lovell Courtyard project in Irvine has been highlighted as suitable to progress at this stage and the report proposed that £214,000 be allocated to Irvine Housing Association to part-fund the purchase of 6 two-bedroom apartments.

A review of other development opportunities which have arisen since the original SLP was submitted has identified the development of the Stevenson Institute, Largs, as a new Social Services Resource Centre for Older People, with 11 new one-bedroom Council house amenity flatted properties for rent. The revised SLP allocates £330,000 of the subsidy to the project and Section 4.1 of the report detailed the financial implications arising.

It is a condition of the Scottish Government funding that subsidy will be paid on issue of practical completion certificates for projects, and only if these are issued before 31 March 2015. In order that the Council secures the planned financial assistance allocated in the SLP, it is now necessary to progress the previously approved John Galt project, to ensure the challenging completion timeline is met. To allow the delivery of all 80 units by the funding deadline, the construction element of the project will be tendered as two separate contracts, each for 40 units.

Members asked questions, and received clarification, on the scope of the services to be provided by the proposed Stevenson Institute site resource centre.

The Cabinet agreed to approve (a) the revised SLP shown in Appendix 1 of the report, for submission to the Scottish Government; (b) the proposal to develop an older people resource centre at the Stevenson Institute site, Largs, in addition to the 11 residential units referred to the revised SLP; (c) the transfer of the Housing element of the Stevenson Institute land, held within the General Fund, at whatever value is returned by the District Valuer; and (d) the commencement of the tendering processes to appoint the Design Team for the John Galt project.

13. Treasury Management Mid-Year Report 2012/13

Submitted report by the Corporate Director (Finance and Corporate Support) on the Treasury Management update for the period 1 April to 31 October 2012.

The report summarised the current position in terms of the global economy, including concerns over a global financial crisis, the UK economy, and the outlook for the next six months of 2012/13 and in the longer term. No changes were proposed to the Council's approved annual Treasury Management Strategy Statement (TMSS) for 2012/13, which includes the Annual Investment Strategy. Information on the Council's investment activity and borrowing requirements was set out at Sections 2.6 and 2.7, respectively. A summary of the movements in borrowing and investments during 2012/13 was provided at Appendix 1 to the report.

A list of the Council's current prudential indicators and limits were set out in the table at Section 2.8.1 of the report and an update on the position with regard to the Council's Icelandic deposits was provided at Section 2.9.

Members asked questions, and received clarification, on whether the funds held in Escrow in Icelandic banks were secure and earning interest.

Noted.

14. Procurement Exercise - Supply of uPVC Windows

Submitted report by the Corporate Director (Development and Environment) seeking approval to award a contract for the supply of uPVC windows.

An open EU procurement exercise was undertaken. Expressions of interest were submitted from 31 suppliers and 5 tender submissions received. The tenders were evaluated using the pre-determined criteria of 80/20 quality/price ratio having first satisfied the minimum standards.

The Tender Outcome Report was set out at Appendix 1 to the report. The preferred supplier is Andrew Wright Holdings 2010 Limited.

The value of the contract is estimated at £700k per annum, provision for which is contained in the Capital plan of the Housing Revenue Account Business Plan.

The Cabinet agreed to approve the award of uPVC window supply to Andrew Wright Holdings 2010 Ltd.

15. Procurement Exercise - Provision of Organic Waste Treatment Services

Submitted report by the Corporate Director (Development and Environment) seeking approval to award a contract for Organic Waste Treatment Services.

A contract period of 8 years with an option to extend, on an annual basis, for up to a further 2 years has been agreed, reflecting the investment required by the market to provide facilities of this nature. A formal tender was advertised in line with European Union Procurement Regulations and a two-stage evaluation process undertaken. Five completed tenders were received and taken forward to Stage 2 evaluation of quality and price.

The Tender Outcome Report was set out at Appendix A to the report. NPL Estates Limited scored highest against the stated evaluation criteria, offering a service that enables the addition of food waste to the existing brown bin service.

The value of the contract is approximately £700,000 per annum. Budget provision exists within the Waste Management budget.

That Cabinet agrees to award a contract to NPL Estates Limited for Organic Waste Treatment.

16. Community Empowerment Policy Board

Submitted report by the Corporate Director (Education and Skills) on the Minutes of the meeting of the Community Empowerment Policy Board held on 5 November 2012.

Noted.

The meeting ended at 4.15 p.m.

NORTH AYRSHIRE COUNCIL

Agenda Item 3

18 December 2012

Cabinet

Subject: **Progress Report for Curriculum for Excellence Management Board**

Purpose: To inform the Cabinet of the report that will be provided to the Curriculum for Excellence Management Board.

Recommendation: That the Cabinet (a) notes the progress made in North Ayrshire in the implementation of Curriculum for Excellence; and (b) agrees to endorse the submission set out in Appendix 1 to the Scottish Government.

1. Introduction

- 1.1 The Curriculum for Excellence Management Board asked the Scottish Government to work with partners to produce two annual reports on progress with delivering Curriculum for Excellence, in December 2011 and December 2012. Local authorities are key to providing a full picture of this progress.
- 1.2 The Education Executive received an annual report in 2011 detailing the progress made. This second report in 2012 details further progress made as well as outlining the challenges.
- 1.3 It was agreed that reports should be framed around the Curriculum for Excellence entitlements. Every child and young person is entitled to:
 - Experience a coherent curriculum from 3-18;
 - Experience a broad general education (up to end of S3);
 - Experience a senior phase where he or she can continue to develop the four capacities and also obtain qualifications (S4-S6 and ages 16-18 out of school);
 - Develop skills for learning, life and work with a continuous focus on literacy and numeracy and health and wellbeing;
 - Personal support and challenge to enable them to gain as much as possible from the opportunities which Curriculum for Excellence can provide; and
 - Support in moving into a positive sustained destination (post 16).

1.4 In addition reports should report on progress through:

- Planning;
- CPD;
- Leadership;
- Assessment Arrangements;
- Understanding, applying and improving standards; and
- Self-evaluation.

1.5 Authorities were asked to submit the progress report to the Scottish Government.

1.6 The completed reports from all 32 local authorities will be collated by a sub group of the Curriculum for Excellence Management Board in January 2013.

2. Current Position

2.1 In North Ayrshire, all schools met in cluster groups to evaluate their progress against the key areas. Information from HMIE reports, follow-through reports, school reviews and schools' standards and quality reports have also informed the detail in the report.

2.2 The comprehensive report details the progress made and identifies the challenges in delivering the six Curriculum for Excellence entitlements. Progress includes:

- Better transition planning with joint cluster training to support progression.
- Teachers more confident in delivery of Experiences and Outcomes and making better use of real life contexts, for learning.
- Increased opportunities for pupil-led learning with learners displaying higher levels of independence.
- CPD has become more firmly focused on improving the delivery of the curriculum and leadership at different levels.
- Increased interdisciplinary learning and cross-sectoral working.
- Learning and assessment supported by increasing breadth, challenge and application.
- Opportunities for Virtual learning expanded to include support for the Video Conference approach to delivery of Advanced Highers.
- School/college engineering partnership set up with James Watt College.

Challenges

- Ensuring challenge within, and depth in, learning;
- Involving partner providers in cluster work and moderation;
- Defining and delivering choice;
- The need to balance record keeping and tracking that is manageable, whilst also trying to build staff confidence;
- Continue to build confidence of staff around assessment, profiling and reporting.

3. Proposals

- 3.1 That the Cabinet (a) notes the progress made in North Ayrshire in the implementation of Curriculum for Excellence; and (b) agrees to endorse the submission set out in Appendix 1 to the Scottish Government.

4. Implications

Financial Implications

- 4.1 None have been identified.

Human Resource Implications

- 4.2 None have been identified.

Legal Implications

- 4.3 None have been identified.

Equality Implications

- 4.4 None have been identified.

Environmental Implications

- 4.5 None have been identified.

Implications for Key Priorities

- 4.6 This report has direct relevance to the achievement of the following measures in the Single Outcome Agreement: National Outcome 3 and Local Outcome 3b "People are better skilled to get into work", National Outcome 4 and Local Outcome 4a "Levels of educational attainment and achievement have improved" and Local Outcome 4b "More young people are leaving schools for positive destinations".

5. Consultations

- 5.1 A wide range of staff have been consulted in the production of the Curriculum for Excellence Progress Report.

6. Conclusion

- 6.1 The report highlights the impact and improvements in outcomes for children and young people related to the Curriculum for Excellence entitlements.



CAROL KIRK
Corporate Director (Education and Skills)

Reference : MD

For further information please contact Mary Docherty, Head of Service (Education 3-18), on telephone number 01294 324416.

Background Papers

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**NORTH AYRSHIRE COUNCIL
EDUCATION AND SKILLS**

Curriculum for Excellence Update October 2012

Within North Ayrshire, all schools met in cluster groups to discuss the questions and to agree the high level responses in terms of the progress made to date and the challenges in moving forward. Information from schools' standards and quality reports has also informed the detail below.

The strategic direction from the Corporate Director, the leadership team and the CfE Strategy Group continues to be important but equally significant is the devolved leadership to clusters and individual headteachers who lead developments in terms of chairing groups driving forward a range of developments across North Ayrshire.

- 1. Every child and young person is entitled to experience a curriculum which is coherent from 3 to 18.**

Progress

A consistent and positive message was received from all clusters where schools reported that they were making good, and in many cases very good, progress. Headteachers are confident that pupils are experiencing more joined up learning with staff and pupils having a greater awareness of the four contexts for learning. Greater staff ownership and collaboration is having a positive impact on the development of improved experiences for learners.

Other signs of progress included reference to:-

- Good progress in children setting their own targets.
- The pace of learning is ensured through the joint planning, SMT monitoring, teacher evaluation and reflection, pupils' learning logs.
- Robust arrangements are in place at cluster and authority level for moderation. This ensures effective transitions and raises staffs confidence in delivering entitlements particularly in literacy and numeracy for each young person in order to raise attainment.
- Very good collegiate working is being supported and encouraged through each school's Teacher Learning Community enabling for example peer observation.
- Common formats for moderation and for high quality planning are leading to improved progression and consistency of practice.
- Very good progress in using Es and Os especially in literacy, numeracy and HWB developments are seen as a strength.
- Many schools report very good examples of interdisciplinary learning.

- Increased cross-sectoral work where transitions have been improved through improved dialogue and standardisation.
- Increasingly, opportunities for personal achievement are being extended and more successfully acknowledged.
- AifL strategies help learners and teachers to identify understanding and next steps in learning.
- Subject networks are supporting coherence in the curriculum by providing a forum for sharing understanding of the unit specification for the new National Qualifications. They have also begun to plan for sharing resources and develop materials to support new National 4/5 courses.
- In early years centres, staff have made good progress in their understanding and usage of the Experiences and Outcomes within CfE. They continue to gain confidence in using them to plan and deliver appropriate learning experiences for children which are more responsive to children's needs.
- Early years staff are working closely with parents to identify children's prior learning and ensure smooth transition from home for children. They provide a wide range of learning experiences firmly based on play.
- Early years staff are pro-active and build links with other establishments where children have a split placement.
- Staff ensure a wide range of cross-curricular activities are provided daily.
- Early level trackers are used to record progression in children's learning. These move with the children to primary one.
- Effective transition is in place with all schools.
- Very good CPD for all early level practitioners within clusters allowing improved sharing of practice.

Due to real strengths in cluster working, transition information is seen as more robust. Children in the schools and early years centres are very motivated and engaged in learning.

Challenges

- Ensuring challenge within, and depth in, learning.
- Reductions in staffing and resources.
- Continuing need to support/improve parental understanding of changes.
- Building staff confidence – recognition that there was a range of skills within staff groups.
- Need to pace coverage of developing different curricular areas in terms of primary/secondary liaison.
- To further develop cluster-wide shared understanding of curricular areas such as science and modern languages.
- Transitions post 16/positive destinations from an island school.
- Production of appropriate assessment materials to fulfil write, say, make and do.

- Time management to record all children's achievements.
- Involving partner providers in cluster work and moderation.
- 2. **Every child and young person is entitled to experience a broad general education (up to end of S3)**

Progress

Teachers are displaying more confidence in delivery of Experiences and Outcomes. Staff are making better use of real life contexts, outdoor learning and use of the local environment. There continues to be increased opportunities for pupil-led learning.

Other signs of progress included reference to:-

- Staff using formative comments and Personal Learning Plans or learning journals to address needs of individual learners.
- All schools have revisited their approaches to curriculum architecture.
- Increased interdisciplinary learning and cross-sectoral working.
- Greater pupil engagement through critical skills.
- Good examples of joint cluster training to support progression.
- Learning and assessment is supported by increasing breadth, challenge and application.
- All clusters are developing their pupil profiles supported by local authority guidance.
- In a few clusters there is well-developed use of e-portfolios.
- Wider opportunities for pupils to actively contribute to the life of their schools through eg pupil led committees.
- Teacher Learning Communities have encouraged peer observation, sharing of good practice and AifL.
- P7 profiles completed in all primary schools and well-received.
- Increasing opportunities for pupils to be active and engaged in their learning.
- Increased use of critical skills challenges.
- Very good progress in celebrating wider achievements.
- Increased opportunities in most schools to further develop partnership with parents.
- Appropriate guidelines for curricular areas have been developed in a number of clusters.
- Pupil progression through the CfE levels.
- Increased pupil voice.
- Authority cross-sector and secondary moderation days.
- Helpful advice on RC RME from diocesan adviser.
- Helpful modern languages material has been developed to assist pupils track and record their progress.
- In early years every child has a record of achievement folder which contains evidence of development, progress and achievements.
- Joint cluster training/CPD opportunities.
- Staff are involved in peer assessment and continue to develop their practice.

- Staff skilfully meet the individual needs of children and young people through their interests and strengths.

Children and young people are benefiting from increased opportunities for contextualised and active learning, developing critical skills and through collaborative group work showing greater ownership of, and engagement in, their learning. Although staff are increasingly confident in Es and Os from the full range of curricular areas, this is an ongoing process. However, what is clear is that children are able to describe their own learning and to achieve across the four capacities. Within early years children are displaying higher levels of independence where individual children are involved in plan, do and review.

Challenges

- Defining and delivering choice.
- The need to balance record keeping and tracking that is manageable, whilst also trying to build staff confidence.
- In early years continuing to develop individual learning plans.
- To further develop practitioners' understanding of formative and summative assessments through TLCs particularly in early years
- Building staff confidence in assessment and tracking of the application of skills across different contexts.
- Building staff confidence in assessment to support breadth, challenge and application.

3. Every young person is entitled to experience a senior phase where he or she can continue to develop the four capacities and also obtain qualifications (S4-6 and ages 16-18 out of school)

Progress

There have been many opportunities for dialogue at local authority level which have allowed staff to come together to develop their thinking in terms of the senior phase. National officers from the Scottish Government and Education Scotland have been invited to contribute to a number of sessions. Good use has been made of a variety of exemplars shared by Education Scotland to help inform the emerging models in schools. Headteachers have consulted with stakeholders over the rationale and design of possible models. There is continued confidence with the BGE as a building block to the senior phase.

Other signs of progress included reference to:-

- Events for pastoral support staff and external agency partners to raise awareness of CfE entitlement of learners to skills for life and work and to showcase emerging good practice in this area.
- Events for senior pupils are supporting them in their aspirations for college or university places.
- Greater leadership opportunities for pupils is better preparing pupils in terms of skills for life and work.

- Increased willingness to improve partnership working at strategic level with local FE colleges.
- Schools have worked-up senior phase models and shared their plans with others.
- QIO appointed to progress senior phase across authority.
- DHT and senior phase working group with representatives from all clusters.
- Pupil skill development in the broad general education is better preparing pupils for the senior phase.
- Greater range of provision and flexible pathways to better meet pupil needs.
- The opportunity to gain accreditation in a wider range of learning experiences eg. D of E, Community Sports Leaders, charity, volunteering, vocational courses, Dynamic Youth Awards, SQA Leadership Award.
- Very good progress in developing life skills in senior pupils in special schools, with improved development of four capacities supported by active and engaging learning and teaching.
- Growth of newer courses such as managing environmental resources; geology; childcare; creative cake making; managing personal finance; and dance.
- Excellent achievement with learners achieving top awards in the Scottish Baccalaureate in Science.
- Virtual learning is being piloted in most secondary schools.
- School/college engineering partnership set up with James Watt College.
- Virtual Learning Website being updated to reflect changes to National Qualification and support the Video Conference approach to the delivery of Advanced Highers.
- Local area consortium arrangements in place to provide wider access to vocational, college and Advanced Highers.

Young people are already benefiting from a wider range of subjects on offer. They are able to demonstrate achievement and gain recognition and certification across a wider area. Fewer young people are leaving our schools with less than five awards and greater numbers achieve success in the core areas of English and mathematics.

Challenges

- Maintaining the range of levels and courses in smaller schools.
- Ensuring progression across different areas of the curriculum.
- Maintaining and extending partnership provision given the number of pressures facing college sector.
- Resourcing new courses.
- Timetabling issues in a number of schools.
- Need for further engagement with employers and higher education to deepen their understanding of new qualifications.

- To further encourage greater flexibility and support for secondary teachers to offer courses beyond their traditional subject expertise.
- 4. Every child and young person is entitled to develop skills for learning, life and work, with a continuous focus on literacy and numeracy, and health and wellbeing**

Progress

There is strong support for literacy, numeracy and health and wellbeing at school and LA level. Regular networks for co-ordinators in each area allows for sharing of practice. Critical skills approaches are widely embedded in all of our schools and these promote problem solving, teamwork, confidence building and pupil participation. Schools are successfully building on their previous good work in gaining health promoting schools accreditation and active schools awards. Clusters have continued to develop common approaches in these key areas and are reporting significant progress.

Other signs of progress included reference to:-

- Extensive good practice in developing outdoor learning
- Opportunity in one cluster for all P6s & P7s to come together with peers from others schools on enterprise activities and for a residential/outdoor experience in another.
- Well-embedded work experience programmes are in place.
- Significant progress in providing real-life contexts for learning.
- Good links with the local and wider community across all clusters.
- Growing business links, improving financial education.
- Good enterprise activity, programmes and experiences.
- Robust tracking of literacy and numeracy.
- Improved cluster liaison on literacy and numeracy with activities focusing on professional dialogue around consistency of standards, benchmarking and formats for transfer of information.
- North Ayrshire is working with the other Ayrshire authorities to develop a more flexible model of work experience.
- Within early years staff regularly review playrooms and ensure a focus on and provision for literacy and numeracy.
- Early level health and wellbeing is well supported by programmes including PATHs, Childsmile, and work with NAC leisure.

Opportunities to develop health and wellbeing are well-embedded in the early years. Very good partnerships have been developed with health and psychological services. All early years centres achieved health promoting status. Within all sectors, pupils have a better understanding of their own targets and next steps. They show increasing confidence and are more able to discuss their strengths and development needs. There is an increased focus across the authority on further developing outdoor learning to enrich pupils' experiences.

- A number of schools working towards Right Respecting Schools.

- A draft HWB strategy has been developed through wide consultation with a range of partners.
- 100% of secondary schools delivering two periods of PE to S1-4 pupils and around 90% of primary schools delivering two hours of PE.
- Establishment of schools' of sport in three secondary schools involving: soccer; rugby; and basketball.

Challenges

- Further development and sustainability of business links in current economic climate.
- Staff confidence in delivering progress within levels.
- Management of HWB/enterprise with reduced management allocations.
- Building the confidence of early years staff in specific areas of literacy so that children can be challenge more effectively. Ongoing training is planned.
- Staff's confidence in CfE levels e.g. developing, consolidating and secure.
- Accurate tracking of individual learning and progress in children.

5. Every child and young person is entitled to personal support and challenge to enable them to gain as much as possible from the opportunities which CfE can provide

Progress

There is increased focus on personalisation of the curriculum and greater pupil involvement in reviewing targets and setting goals. Staged intervention procedures are becoming well-embedded encouraging all staff to share responsibility for identifying and meeting need where appropriate. IEPs/IAPs are well-established and developed in consultation with young people, their parents and professionals.

Other signs of progress included reference to:-

- Very effective support at time of transition.
- Positive support to vulnerable children and families from home school inclusion workers.
- Strong multi-agency work to support learners whose needs have been identified through reviews/JSTs/Partnership forums.
- Vulnerable young people leaving with a range of qualifications through very effective support from extended outreach.
- Pupil peer and self-evaluation embedded in all schools.
- The 33 period week in the majority of secondary schools is allowing pupil time to reflect on learning.
- Improved tracking in many secondary schools using SEEMIS.
- Better staff use of learning intentions and success criteria.
- Further work undertaken to develop improved parenting skills.

- Quality Improvement visits on raising attainment with specific reference to meeting needs of pupils with additional support for learning needs and looked after children.
- Staged intervention ensures appropriate support.
- In early years Key worker system ensures that staff know children well and can track their individual progress. All children have personal learning plans in place, which are reviewed termly consulting with parents.
- Children are involved in identifying their own learning daily (Plan, do, review).

Every school has established an equalities champion to ensure needs of all children are met. Within secondary schools, the introduction of whole school mentoring programmes and in some schools skills development programmes. Across early years very productive partnerships have developed with a variety of other agencies to ensure children's needs are being met. Additional staffing is provided where required to support learning and development.

Challenges

- Continue to track pupil progress through use of SEEMIS.
- One to one target setting with pupils is resource intensive
- Commitment/input of partners can be variable.
- Training learners to make effective evaluative statements.
- Developing procedures for consultation with children and recording views.
- Continue to support children with very challenging additional support needs.
- Continue to maintain the highest level of support for our most vulnerable young people.
- Involving fathers in children's education.
- Continue to meet the highest standards of support for those with additional support for learning needs in challenging financial circumstances.
- To involve children (3-5) in identifying own personal learning targets.

6. Every young person is entitled to support in moving into a positive sustained destination (post 16)

Progress

Strategically, there is a strong MCMC partnership which is ensuring a joined-up approach and the most effective use of resources. Secondary schools have revised their approaches and enhanced the range of support strategies put in place eg. writing CVs, preparing for interviews, inviting outside speakers to discuss various the pathways available. Dedicated, time-limited posts have

been created in all secondary schools to target support for pupils approaching school leaving age.

There is, commendably, very strong parental involvement and support for transitions in special schools. This has resulted in North Ayrshire's post-school destinations rising to 90.7% against a Scottish average of 88.9%.

Other signs of progress included reference to:-

- Very good advice available to young people.
- Highly effective PSE programmes.
- Individualised programmes which are now in place.
- Activate programmes which are a good example of partnership working; delivered by SDS and funded by economic regeneration within the council.
- Improved liaison with Reid Kerr / Kilmarnock College.
- Improved tracking and monitoring.
- Work in the early identification of those young people at risk of falling into MCMC group has become more sophisticated (including targeting support to more vulnerable groups such as LAAC).
- Pastoral support staff working with Skills Development Scotland to improve careers information to young people.
- Council commitment to providing opportunities to young people through increasing modern apprenticeship places.
- Increased employer engagement in schools.
- Pupils participating in more flexible, individualised work experience placements.

Challenges

- Ensuring that young people sustain their positive destination.
- Particular challenges for special schools in developing a wider range of post school opportunities
- Raising aspirations and ambition for all learners.
- North Ayrshire has highest youth unemployment in Scotland.
- Post-school partners experiencing budget cuts.
- Island locations with specific issues.
- Regionalisation of colleges.

7. The following processes are in place to support delivery across the entitlements

Progress

There is a clear authority wide implementation plan which is informed by national timelines and is used as a driver for school improvement plans. Across the authority and at different levels, moderation has given a platform for discussion to increase teacher confidence and ensure a consistency in applying standards/approaches. All clusters report the positive impact of Teacher Learning Communities.

Other signs of progress included reference to:-

- Improved strategies/structures which allow liaison/more effective planning across clusters.
- Quality of professional dialogue has improved.
- Very good moderation activity and sharing practice at cluster and LA.
- Very good/good progress in distributive leadership.
- Self-evaluation well embedded and being used to drive forward vision and improvement.
- Schools increasingly using in-house talent to deliver CPD.
- Deeper engagement in learning supporting progress.
- More purposeful cluster working.
- All practitioners involved in evaluating practices in using QIs on HGIOS/CATC/JtE to evaluate aspects of teaching and learning.
- QIOs work systematically with clusters, individual schools and networks to ensure delivery of the entitlements.
- Early years practitioners are developing a strong sense of teamwork and shared responsibility across the curriculum.
- Within early years, practitioners are becoming more reflective in their practice. Individual members of staff are taking the lead in implementing improvements. Staff have access to additional qualifications and many early years practitioners are working towards gaining a degree.
- Improved opportunities for cross sector working/sharing practice.
- Within the cluster, heads have worked well to share responsibility for CPD /moderation events.
- Distributed leadership is used to encourage the development of each service.

Continuing Professional Development has become more firmly focused on improving the delivery of the curriculum and leadership at different levels. North Ayrshire Council has invested heavily in providing network opportunities for staff to work together. This is very positively received by staff. Within early years centres the level 9 qualification is impacting very positively on nursery provision. Leadership is improving in nurseries.

Challenges

- Continue to build confidence of staff around assessment, profiling and reporting.

NORTH AYRSHIRE COUNCIL

Agenda Item 4

18 December 2012

Cabinet

Subject: **Doran Review**

Purpose: To advise the Cabinet of the findings of the Doran Review: "The Right Help at the right time in the right place: Strategic Review of Learning Provision for Children and Young People with Complex Additional Support Needs".

Recommendation: That the Cabinet agrees (a) to note the findings of the review, that North Ayrshire is well placed to take forward the recommendations; and (b) that recommendations will be built into Action Plan emerging from the current Validated Self Evaluation (VSE).

1. Introduction

- 1.1 On 13 November 2012, the Scottish Government published three interlinked documents on Additional Support Needs' policy and practice. These are described below.
- 1.2 "The Right Help at the right time in the right place: Strategic Review of Learning Provision for Children and Young People with Complex Additional Support Needs" (The Doran Review) . This report sets out 21 recommendations (Appendix 1) and concludes with an emphasis on the need for the Scottish Government, local authorities, health boards, the independent and voluntary sectors to improve the provision and integration of services for Complex Additional Support Needs."
- 1.3 'Meeting the needs of Scotland's children and young people with additional support needs' is the Scottish Government's response to the Doran Review and sets out the actions the government will take and the government's expectations of actions by others including local authorities.

- 1.4 In 'Supporting Implementation of Additional Support for Learning in Scotland', the Government sets out its four-year plan for ASfL. This plan goes beyond the specific focus of the Doran Review on Complex Additional Support Needs. The plan indicates the Government's intention to develop law and statutory guidance in order to extend the rights of children with ASfL and to enable the statutory Coordinated Support Plan (CSP) to be embedded within the Child's Plan as part of the Children and Young People Bill. The plan has a particular focus on supporting young carers, school leavers, those who are looked after or have mental health difficulties and on building staff capacity.
- 1.5 The reports together set out a clear agenda for developing and improving support for a wide range of Additional Support Needs from the well established area of the most complex disabilities to the less commonly acknowledged needs such as those of young carers.
- 1.6 The reports emphasise entitlement to suitably trained specialised support, including professionals other than those in schools, and the requirement to ensure that such support e.g. specialist teachers, educational psychologists, continues to be available.
- 1.7 The reports emphasise the close linkage between ASfL, Getting it Right for Every Child and Curriculum for Excellence. In particular the Government has stated that, in future revisions to legislation, there is an intention to articulate statutory plans in ASfL with plans arising from GIRFEC (as subject to consultation within "the Children's Bill"). Within this, the Government has accepted the need for future legislation to specify the responsibility and accountability of all agencies for Complex Additional Support Needs, not only Education as at present.
- 1.8 The Scottish Government funds a range of non local authority services such as Grant Aided Special Schools and other organisations, who either directly or indirectly support learning provision for children and young people with complex additional support needs. The Scottish Government will build on the work of the Doran Review to create a clear and transparent strategic commissioning process for the allocation of national funding.

2. Current Position

- 2.1 North Ayrshire Education and Skills has recently completed a Validated Self Evaluation, supported by HMIE. Although the final reports have not yet been published, initial feedback regarding the area of need encompassed by these three Government reports and recommendations, identified very considerable strengths as well as some areas for development.

- 2.2 In relation to children and young people with the most multiple and complex needs, North Ayrshire's proposal to amalgamate the two existing schools focusing on this population (James McFarlane and Haysholm) on a new campus, provides the opportunity to enhance the education provision and also to create an improved focus for specialised interservice and inter-agency working.

3. Proposals

- 3.1 When the Validated Self Evaluation report is formally published, the consequent action plan will ensure that the recommendations of these three governmental reports are fully incorporated.
- 3.2 Accordingly, the Cabinet is invited to (a) note the findings of the review, that North Ayrshire is well placed to take forward the recommendations; and (b) agree that recommendations will be built into Action Plan emerging from the current Validated Self Evaluation (VSE).

4. Implications

Financial Implications

- 4.1 North Ayrshire Education and Skills will need to ensure the recruitment and retention of suitably qualified staff to meet the needs of these pupils.

Human Resource Implications

- 4.2 The reports and associated review of legislation will result in increased expectations of and entitlement to specialist service provision and is likely to result in increased legal challenge through the Additional Support Needs Tribunal process.

Legal Implications

- 4.3 The focus of the reports is almost exclusively on services for individuals with protected characteristics within the Equalities Act 2010 and therefore failure to provide these services would be likely to constitute direct discrimination.

Equality Implications

- 4.4 There are no equality implications.

Environmental Implications

- 4.5 There are no environmental implications.

Implications for Key Priorities

- 4.6 There are no implications for key priorities.

5. Consultations

- 5.1 None required.

6. Conclusion

- 6.1 North Ayrshire Education and Skills' existing practice and provision has recently been positively evaluated in relation to meeting the needs identified in the reports.
- 6.2 The three Scottish Government reports add to entitlements and will increase parental expectations. This will impact predominantly on Education and Skills but also on Social Services. Specialist support and specialist services will require to be maintained.
- 6.3 Provision for pupils with multiple and complex needs will be enhanced by the development of a new school.



CAROL KIRK
Corporate Director (Education and Skills)

Reference : CK/IAJW

For further information please contact Carol Kirk, Corporate Director (Education and Skills) on telephone number 01294 324411.

Background Papers

Doran Report - will be available for inspection in the Members' Lounge or otherwise by contacting the above-named Officer.

The Right Help at the right time in the right place: Strategic Review of Learning Provision for Children and Young People with Complex Additional Support Needs

The Doran Review - Recommendations

Recommendation 1

Scottish Government should require all organisations working with children and young people who have complex additional support needs to make public the values which underpin their policies and plans so as to ensure these are reflected in the way in which their staff go about assessing and meeting needs of children and young people with complex additional support needs and their families.

Recommendation 2

Education Scotland, working with the GTCS and relevant training providers in universities, further education colleges, voluntary organisations and local authorities should consider how to lead and develop learning communities of expert professionals at local, regional and national levels to advise, support and contribute to the professional learning of teachers and other school staff working with complex additional support needs. Particular consideration should be given to how GLOW can support this development.

Recommendation 3

In taking forward the advice of the National Partnership Group (NPG) 12, Scottish Government should consult with the universities, local authorities and accredited providers of professional development on how best to provide qualifications and courses for teachers of children and young people across the range of complex additional support needs.

Recommendation 4

Within the GIRFEC framework which provides the approach to working with all children and young people further consideration should be given to what specific supports are required for those working with children and young people with complex additional support needs.

Recommendation 5

Scottish Government should consider with the GTCS the establishment of a register of teachers with qualifications in meeting complex additional support needs in order to assist national workforce planning and ensure sufficient numbers of specialist staff.

Recommendation 6

Local authorities should ensure that sufficient numbers of suitably qualified learning support staff continue to be available to support children and young people with complex additional support needs in their school placements.

Recommendation 7

The Scottish Government should consider ways of ensuring that sufficient funding is provided to universities and other agencies in order to maintain their research and development capacities in the education and development of children and young people with complex additional support needs.

Recommendation 8

Scottish Government through ENQUIRE should produce a comprehensive map of provision throughout Scotland for children and young people with complex additional support needs.

Recommendation 9

The Scottish Government and Education Scotland, working with local authorities, relevant health board staff and universities, as appropriate, should continue to build on the developments in guidance and advice on meeting the curricular and learning needs of children and young people with complex additional support needs within the framework of Curriculum for Excellence and GIRFEC. In particular, they should provide more specific guidance and support to help those contributing to the learning of children and young people at the earliest stages of cognitive and all round development.

Recommendation 10

All local authorities in partnership with health boards, university based and voluntary organisations should review their approaches to the provision of aids to mobility and communication, including ICT so as to ensure that what is provided is fit for purpose and that staff and parents, as well as the child or young person have the necessary skills to utilise these resources.

Recommendation 11

The Scottish Government should provide leadership and where appropriate direction to local authorities and health boards and consider the adequacy of existing legislation to ensure that the transition from children's to adult services for young people with complex additional support needs is properly coordinated, managed and delivered.

Recommendation 12

The Scottish Government, Education Scotland and the Care Inspectorate should work with local authorities and other relevant quality assurance agencies to develop a performance management framework to quality assure the implementation of GIRFEC and Additional Support Legislation. This should include the introduction of meaningful performance data complemented by relevant quality indicators specifically related to children and young people with complex additional support needs.

Recommendation 13

In taking forward the development of the single plan as proposed in the Children and Young People Bill future legislation should specify the responsibility and accountability of all agencies to implement the actions and resources needed to fulfil that plan.

Recommendation 14

The Scottish Government should take action to address the concern that all authorities are held to account for implementing national policies and legislation and thereby ensure that all parents, carers and children and young people can expect similar responses to meeting their needs regardless of where they live in the country.

Recommendation 15

The Scottish Government working with local authority services, the health boards and the voluntary sector should provide detailed guidance and support for the application of the GIRFEC approach and specifically the practice model to meeting the changing needs of all children and young people and specifically those with complex additional support needs from the earliest stages to transition to adult life.

Recommendation 16

In taking forward workforce development specific attention should be paid to improving the specialist communication skills required by those working with children and young people with complex additional support needs and their families and in relating to each other.

Recommendation 17

The Scottish Government should lead COSLA and health boards in the development of a strategic planning and commissioning process to deliver, within a 5 year period, the national services and provision required to ensure that the complex additional support needs of children and young people across Scotland can be met.

Recommendation 18

The Scottish Government in conjunction with health boards and COSLA should ensure there is an effective system for the national collection of data in relation to children and young people with complex additional support needs which will inform the planning and commissioning of national services and provision.

Recommendation 19

The Scottish Government should provide funding to nationally commissioned services to meet the complex additional support needs of children and young people and ensure that the level of funding is not less than currently provided across the grant aided special schools.

Recommendation 20

The Scottish Government should review the overall level of and distribution of funding it provides to non local authority services working directly with and supporting children and young people with complex additional support needs and their parents and carers to ensure that needs are 'identified, prioritised and met'.

Recommendation 21

The Scottish Government should ensure that the Grant Aided Special Schools have the necessary assistance to enable them to develop their business models and prepare for the development of a national planning and commissioning process. As a starting point it is further recommended that revenue grant to the schools is renewed on a three yearly basis.

NORTH AYRSHIRE COUNCIL

Agenda Item 5

18 December 2012

Cabinet

Subject:	Consultation Proposals Arising from the Garnock Campus Project
Purpose:	To seek approval to issue consultative documents on proposals arising from the Garnock Campus Project.
Recommendation:	That the Cabinet agrees that (a) the consultative documents in Appendix 1 be issued to all interested parties; (b) all interested parties be invited to make written representation on the proposals to the Corporate Director (Education and Skills) no later than 22 February 2013; and (c) a report on the results of the consultative process be prepared for consideration at a future meeting of the Cabinet (including Education business).

1. Introduction

- 1.1 It should be noted at the outset of this report that it is the express view of officers that the Garnock Campus as was approved in May 2011 which consisted of Moorpark and Glengarnock primary schools amalgamating into one new primary school along with Garnock Academy and a replacement for Garnock pool is the preferred option for the project.
- 1.2 However, this report is in response to parents of pupils who currently attend the early years and primary school at Moorpark. This report provides an opportunity for these parents and future parents to further consider their view on the Council's agreed preferred location of the campus at the site near to Glengarnock railway station.
- 1.3 At a meeting of the former Education Executive on 14 December 2010, it was agreed that the following proposals arising from the Garnock Campus Project be taken forward to a Statutory Consultation:
 - the amalgamation of Glengarnock and Moorpark primary schools;
 - the proposed relocation of Garnock Academy, Moorpark and Glengarnock Primary Schools to a new site; and
 - the preferred location was the South Lochshore (sites 7 and 10).

- 1.4 Following this period of consultation and at its meeting on May 2011, the former Education Executive agreed that (a) at the end of school session June 2015 the provision of education at Garnock Academy, Moorpark and Glengarnock be discontinued and that pupils transfer to a new school campus; (b) that Garnock pool closes and reopens in the new campus at an agreed date; and (c) that the campus be sited at site 12 North Lochshore.
- 1.5 In terms of the principle of schools closure and relocation of the schools, there had been broad support for the campus approach. However, during the public consultation process, Moorpark Primary School parents had expressed reservations about the South Lochshore area as the location for the campus. These reservations included:
- the distance from a substantial housing settlement in North Milton, Kilbirnie
 - the safety of the route through Glengarnock and Lochshore industrial area
 - early years pupils not qualifying for free transport unless more than 5 miles to nearest nursery provision.
- 1.6 Following the decision in May 2011 and through to November 2012, officers collated a wide range of information in relation to the four short-listed sites. Following this work, the Council agreed on 20 November 2012 that site 7 be selected as the preferred location for the campus. The catchment area of the schools and site location can be found in Appendix 1a of the main consultation document.
- 1.7 At a Member/Officer Group meeting on 19 June 2012 and a Member briefing held on 28 August, the option of excluding Moorpark Primary School from the scope of the campus was discussed along with the impact it would have on the school should the South Lochshore site be selected as the preferred site.

2. Current Position

- 2.1 In November 2012, in recognition of Moorpark Primary school parent' reservations about the South Lochshore site, officers consulted with those parents who have children at Moorpark primary. A letter and response form was issued to these families.

2.2 The response form contained the following options:

Option 1

Moorpark Primary School **should** be included in the new campus located at Site 7, South Lochshore

Option 2

Moorpark Primary School **should not** be included in the new campus located at site 7, South Lochshore

Responses were collated on 4 December 2012, and the outcome is as follows:

224 response forms were issued seeking parent/carers views on whether or not Moorpark Primary School should be included in the new campus, the response was as follows:

1% Don't Know
9% Yes
42% No
48% No Response

Of those who responded No, 33% would be eligible for free school transport to the new campus.

- 2.3 It should be noted that, should Moorpark primary school **not** be included in the campus, there would be a requirement for a future property investment plan for the school as part of the Corporate Property Asset Plan. Early indications are that the school would require an investment of around £500k over the next 5 years to maintain its current condition and suitability ratings.
- 2.4 It is further recognised that the pupil catchment "floating area" at the south west side of Kilbirnie which allows parents to choose either Glengarnock or Moorpark as their school without requiring a placing request will place an uncertainty on the future needs of both schools should they not come together in the new campus.
- 2.5 Officers have completed work on the projected rolls around the possibility of the floating area being removed and each of the primary schools catchment area being redrawn.

3. Proposals

- 3.1 In recognition of the response form returns and the reservations that have been expressed about the South Lochshore area it is proposed that officers consult further with parents of existing primary and pre-school children within the catchment area of Moorpark primary school to seek their views on the incorporation of Moorpark within the campus at the preferred site near to Glengarnock railway station.
- 3.2 In order to rebalance the catchment areas of Moorpark and Glengarnock Primary schools and ensure the Council can meet the needs of the pupils, it is proposed to rezone the pupil catchment area to take cognisance of the future house building and demographic changes which the area is experiencing should Moorpark not form part of the new campus. The proposed new catchment areas for the two schools can be found in Appendix 4 of the consultation document.
- 3.3 The consultation documents, therefore, proposes that:
- Moorpark primary school be closed in June 2015 and its pupils transfer to the new campus at the preferred site
 - As a secondary proposal, should the outcome of the consultation be that Moorpark primary school is **not** part of the new campus then it is proposed that the pupil catchment area of Moorpark primary school and Glengarnock primary school be rezoned as shown in Appendix 4 of the main report.
- 3.4 In terms of the Schools (Consultation) (Scotland) Act 2010, a range of relevant consultees must be consulted on these proposals. These include parents of children attending the affected schools and those of any children expected to attend within the next two years. A full list of consultees can be found in the consultative document, which can be found in Appendix 5 of the main consultation document.
- 3.5 Written representations on the proposals contained within the consultative documents will be requested by February 2013. Thereafter, comments received during the consultation period will be submitted to Education Scotland for a four week period. Publication of the report on the outcome of the consultation will be made available to all interested parties. Any feedback will then be incorporated into a report which will be presented to the Cabinet (including Education business), for a final decision.

- 3.6 It is proposed that the Cabinet agrees that (a) the attached consultative documents be issued to all interested parties; (b) all interested parties be invited to make written representation on the proposals to the Corporate Director (Education and Skills) no later than 22 February 2013; and (c) a report on the results of the consultative process be prepared for consideration at a future meeting of the Cabinet (including Education business).

4. Implications

Financial Implications

- 4.1 Should Moorpark primary school **not** be included in the campus there will be a requirement for a future investment plan for the School. It is estimated that the school will require an investment of around £500k over the next 5 years to maintain the school's current condition and suitability ratings. This additional investment will require to be considered within the Council's 10 year capital plan.

Human Resource Implications

- 4.2 There are no Human Resources Implications arising from this report.

Legal Implications

- 4.3 Legal implications in terms of the Schools (Consultation) (Scotland) Act 2010 are outlined in the consultative document and appendices attached to this paper as Appendix 1.

Equality Implications

- 4.4 A full equality impact assessment will be carried out as part of any approved project.

Environmental Implications

- 4.5 Limited environmental implications have been considered in the evaluation.

Implications for Key Priorities

4.6 This proposal would support the SOA outcomes:

- 3a "opportunities for lifelong learning have increased";
- 6c "people are more active more often";
- 9c "road safety has improved";
- 10c "the condition of roads, footpaths and lighting has improved";
- 11a "levels of voluntary action and community involvement have increased"; and
- 15c "public services are more efficient and effective".

Community Benefit Implications

4.7 There are no Community Benefit Implications arising directly from this report.

5. Consultations

5.1 The following services have been fully consulted throughout this process and are fully supportive of the content of this report:

- Planning;
- Legal;
- Finance and Property
- Design;
- Roads;
- Estates.

Consultation has also taken place with:

- Parent Council representatives of each of the schools affected;
- Staff of each of the schools affected;
- Local Members.

6. Conclusion

- 6.1 In order to progress the recommendations, it is necessary to consult formally with all interested parties on the proposals. Should these proposals be taken forward following consultation, further discussions and consultations will take place on the development of the campus and on all aspects of the transition process.



CAROL KIRK
Corporate Director (Education and Skills)

Reference : MA/SS/EMcK

For further information please contact Mark Armstrong, Head of Service on telephone number 01294 324413

Background Papers

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**THIS IS A FORMAL
CONSULTATIVE DOCUMENT**

**FUTURE OF NON-DENOMINATIONAL EDUCATION PROVISION
FOR CHILDREN OF PRIMARY AND EARLY YEARS AGE RESIDING WITHIN
THE CATCHMENT AREA OF MOORPARK PRIMARY SCHOOL AND
GLENGARNOCK PRIMARY SCHOOL**

REPORT BY CORPORATE DIRECTOR (EDUCATION AND SKILLS)

This document has been issued by North Ayrshire Council for consultation in terms of the Education (Publication and Consultation Etc.) (Scotland) Regulations 1981 and amendment Regulations 1987, 1988, 1989 and 2007 and the Schools (Consultation) (Scotland) Act 2010 and the Schools (Consultation) (Scotland) Bill.

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This is a Consultative Document

NORTH AYRSHIRE COUNCIL

EDUCATION AND SKILLS

FUTURE OF NON-DENOMINATIONAL EDUCATION PROVISION FOR CHILDREN OF PRIMARY AND EARLY YEARS AGE RESIDING WITHIN THE CATCHMENT AREA OF MOORPARK PRIMARY SCHOOL AND GLENGARNOCK PRIMARY SCHOOL

1. BACKGROUND

- 1.1 The Scottish Government announced on September 2009 that North Ayrshire Council had been successful in securing funding support which is equivalent to 2/3 of the cost of construction of the replacement Garnock Academy secondary school.
- 1.2 Following an options appraisal in March 2010 the Council's former Education Executive agreed to include the amalgamation of Glengarnock and Moorpark primary schools and to relocate to a new site. The proposal also included the closure of Garnock pool and leisure facilities and to include these facilities as part of a campus approach.
- 1.3 In December 2010 the Education Executive agreed to carry out a consultation on the future of Garnock Academy, Moorpark and Glengarnock Primary Schools. This consultation began in January 2011.
- 1.4 The proposal to close Garnock Academy, Moorpark and Glengarnock Primary Schools and build a new school campus was approved by the former Education Executive in May 2011 and further approved by the Scottish Government in June 2011. At this time the preferred location was agreed as the site at North Lochshore – off Stoneyholm Road in Kilbirnie.
- 1.5 Since the decision to create the campus was taken in May 2011 further detailed analysis was undertaken and in November 2012 the Council decided on the South Lochshore site as the preferred location for the campus. The location of the preferred site can be found in Appendix 1.
- 1.6 Concerns were raised about this site by the public in particular the parents of children currently attending Moorpark Primary School.
- 1.7 This consultation is NOT about the principle of creating the campus, the closure of Garnock Academy, Glengarnock Primary School and the Garnock pool and their relocation to the preferred site near to Glengarnock railway station. It is only about the inclusion of Moorpark Primary School within the campus at the preferred site of South Lochshore.

2. PRESENT SITUATION

2.1 Moorpark Primary School

Moorpark Primary School was built in 1977. It is a non-denominational primary school, which serves the main Kilbirnie Town and its surrounding area, bounded by Milton Road and School Road.

The building has a capacity of 285, which takes account of changes in use of rooms. The school has an early years class with capacity for 30 morning and 30 afternoon places.

The school currently operates with 9 classes, including 4 composite classes.

Although the building structure and fabric does not appear to be suffering any major failings anticipated up-coming work would be likely to include external rendering. Internally, priorities for spending would be refurbishment of open areas and toilets. The building has required £208,930 spending over the years (2007 to 2010), £113,416 of which has been planned/reactive maintenance, £84,514 non-capital works and £11,000 on Capital projects.

The current condition going forward should the school not become part of the new campus an investment plan in the region of £500k would be needed to sustain the current condition B and the suitability B. These are explained in Appendix 2.

3. ROLL PROJECTION METHODOLOGY

3.1 Planning for the demand for future school places is reviewed annually. Future school rolls are projected taking into account the following factors:

- Birth rates in North Ayrshire;
- Housing needs assessments contained in appropriate Structure and Local Plans;
- Migration of children in and out of North Ayrshire;
- The progression of children through each stage P1 to P7;
- The impact of placing requests (parental choice).

3.2 It is the Council's express wish that Moorpark and Glengarnock Primary schools should become part of the proposed campus at the preferred South Lochshore site near to Glengarnock railway station.

The roll projection picture for the current and proposed arrangements is as follows:

Should Moorpark Primary school remain at its current location then the occupancy level will rise from the current 82 to 945 by 2016.

3.3 The projected roll for the school will be around 270 in 2016 and it is anticipated to rise to around 276 by 2023.

This is based on additional housing in the area. Future increases in roll due to new housing will be supported by housing developer contributions.

To ensure that Moorpark is of sufficient size for this future roll the actual new housing and changing demographics within the catchment area will be monitored and any requirement for additional accommodation for Moorpark will be dealt with through the Council's future capital programme.

Note that these assumptions reflect the proposed revised catchment area with pupils from the floating area ceasing to enrol at Moorpark from the start of school term 2014/15.

4. PROPOSAL

4.1 The key proposal in this report is that Moorpark primary school is closed and amalgamates with Glengarnock Primary school within a campus including Garnock Academy and the replacement Garnock pool and Leisure facilities, at the preferred location on the site near to Glengarnock railway station.

4.2 Subject to the outcome of the consultation for the inclusion of Moorpark Primary School within the new campus at the preferred site, it is proposed that the existing pupil catchment area of Moorpark and Glengarnock Primary School will be rezoned.

This proposal seeks to rationalise the catchment area in order to ensure that every child in the revised catchment area affected by this proposal would be taught in a school which has the most viable occupancy possible with more certainty in their future roll projections

4.3 The current catchment areas of the 2 schools can be found in Appendix 3 and the proposed revised catchment areas can be found in Appendix 4. It is proposed to remove the "floating area" which serves both Moorpark and Glengarnock primary schools and include this area within the new campus primary school catchment area with effect from August 2014.

4.4 In terms of the Schools (Consultation) (Scotland) Act 2010, a range of relevant consultees must be consulted on both these proposals. These include parents of children attending the affected schools and those of any children expected to attend within the next two years. A full list of consultees is attached at Appendix 5.

4.5 Written representations on the proposals contained within the consultative documents will be requested by a date to be agreed. Thereafter, comments received during the consultation period will be submitted to Education Scotland for a four week period. Publication of the report on the outcome of the consultation will be made available to all interested parties. Any feedback will then be incorporated into a report which will be presented to the Education Executive, for a final decision. A response form for these proposals can be found in Appendix 6 of this document.

5. FUNDING

- 5.1 Scottish Futures Trust funding support for the new campus will be available from August 2015 or thereafter should the project be delivered later.

In terms of the funding model the Council will receive 2/3rd support for the final construction cost of the secondary school. The Council will fund the remainder of the budget through its budget process.

6. EDUCATIONAL BENEFIT STATEMENT

- 6.1 North Ayrshire Council puts a high priority on improving the life chances of young people through providing a high quality education system.
- 6.2 The proposed inclusion of Moorpark Primary School in the new campus to the new location is seen as having many educational benefits. The move would create an all-through campus for young people from 3-18. This would have a positive effect upon all pupils from nursery to senior school and sit well with the principles of Curriculum for Excellence.
- 6.3 Educationally, pupils from all of the schools affected have much to gain by the transfer to the new school. In the two year period leading to the opening of the new school staff from all three schools would work together to ensure consistency of course and curricular programmes.
- 6.4 Parent Councils of all three schools will work together to develop a strong cohesive Parent Forum for the new schools. The two Primary schools will work together to develop a shared identity including an appropriate Primary school name, uniform and badge.
- 6.5 Given current financial pressures it is essential to make best use of the available resources. It is more efficient to have fewer, better-resourced schools than to spread resources more thinly across a larger number of buildings.
- 6.6 Overall the facilities in the new build campus would be significantly superior to those at the existing schools for delivering learning and teaching. New build schools would have better facilities for delivering a modern curriculum fit for the 21st century in line with the values and principles of Curriculum for Excellence
- 6.7 Likely effects for children and young people within the catchment area of Moorpark Primary School and Early Years within a campus setting.
- a) An all-through campus (3-18) will allow a more coherent, co-ordinated approach at transition stages such as nursery into primary 1 and primary 7 into secondary. These are potentially problematic stages in a young person's educational career, but the opportunity of the all-through campus will allow greater interaction between the sectors, and not just at key transition stages.
 - b) Children and young people will also benefit from joint planning by teachers and support staff across sectors, leading to an imaginative, creative and coherent learning and teaching experience.

- c) The learning opportunities and experiences would be significantly widened. The creation of a larger roll in the new primary school would in turn enhance the long-term sustainability of the school. Some of the specific benefits are listed below:
- increased opportunities for pupils, including both curricular and extra-curricular activities;
 - greater flexibility in grouping children for learning and teaching;
 - greater flexibility in the deployment of staff to meet childrens' learning needs;
 - the larger staff provision offers a wide range of expertise resulting in increase opportunities for sharing effective practice, more collegial support and opportunities for a wider range of learning and teaching approaches;
 - Additional management support to promote the school improvement agenda.
- d) The new primary school will also be able to commit sufficient PE resources to meet the Scottish Government's target of 2 hours' quality PE time each week and it will also be possible for primary pupils to access specialist sports facilities on campus.
- e) The creation of the all-through inclusive campus will also afford opportunities to draw upon specialist expertise in early years/primary/secondary to support work in the different sectors. For instance, the new primary pupils experience of Science and Modern Languages can be enhanced by the proximity and availability of specialist staff in these disciplines, and this is also the case with pupils' development in the expressive arts, drama, swimming, design and music which will be enhanced by the dedicated accommodation in the campus building.
- f) Early year's accommodation in the campus buildings will be significantly enhanced, spacious and will incorporate a dedicated entrance. It will also include ample and more spacious outdoor play facilities than currently are to be found at Moorpark primary.

6.8 Likely effects for children with additional support needs:

This proposal will benefit those children and young people in the catchment area who have additional support needs. In particular:

- a) Both primary and secondary areas of the school will have built in provision for children and young people with additional support needs. In particular there will be a specific base area for the development of core and lifeskills for secondary aged pupils.
- b) General support for learning provision will benefit from the availability of a number of breakout rooms, which will facilitate individual and small-group work.

6.9 Likely effects for children who will become pupils of Moorpark in the next two years:

- a) This proposal presents an exciting opportunity for staff and pupils to be involved in the design process for the creation of an education facility fit for the 21st century. With good preparation and involvement pupils will be able to take full advantage of all the opportunities the new campus will offer.

6.10 Other likely effects of the proposal – morale and ethos

- a) It is envisaged that this proposal to re-locate to the Campus building has the potential to boost morale among the school population, which will in turn assist in the development of a strong, positive ethos.
- b) There is a huge benefit in the schools being able to hold whole school assemblies. This will have the effect of bringing the whole school, both physically and in spirit, closer together and creating an even stronger community identity.
- c) Finally, there will be enhanced opportunities for Garnock Academy pupils to work in a peer support role with primary pupils, and work shadowing opportunities for older pupils who may wish to enter into the teaching profession.

6.11 Other likely effects of the proposal – leadership

- a) Staff at the campus will enjoy closer and more regular contact. In so doing, they will all be able to contribute to the strategic direction of their expanded school community, they will better understand the challenges and opportunities faced by the school staff, and collectively they will be able to offer support. This proposal also brings leadership opportunities for all staff, as they participate in cross-sectoral work across all stages, including planning for moderation and assessment in line with Curriculum for Excellence.
- b) As a consequence of the campus approach there will be a real potential for interaction between older (secondary) and younger (primary and early years) pupils. This is not a new concept as there are a number of good examples across Scotland of this happening, and there is a widely held view that interaction between the primary and secondary is likely to be very positive, mutually supportive and productive.
- c) Primary and secondary pupils will have their own designated play areas for intervals and lunchtimes.

7. IMPLICATIONS OF PROPOSED CLOSURE

7.1 Staffing

- a) The implication for the staffing at the new primary school was considered and approved following the statutory consultation decision in May 2011.

7.2 Transport

- a) Primary – any child within the catchment area who requires to walk more than 2 miles, by the shortest available safe route, from their home to their new designated catchment school would be entitled to free school transport. At this stage, it is anticipated that a number of children would qualify for free school transport on distance grounds largely from the North East area of Kilbirnie.
- b) In designing the new school, consideration will be given to enabling children to cycle and/or walk to school. A full Transportation Assessment will be carried out, which will consider factors such as walking and cycling networks, flow of traffic and road safety. There are currently plans to upgrade safe walking and cycling routes to the proposed area for the new campus. Some of the upgrading is

7.3 Rezoning - Siblings

- a) Siblings of pupils who live in the floating area and attend Moorpark Primary School as at August 2014 will be entitled to attend Moorpark Primary School

8. FINANCIAL IMPLICATIONS

8.1 Revenue

It is estimated that the net annual revenue implications of the proposal would result in a full year saving to the Council in the order of £500K.

Should the Council fail to achieve savings through this proposal, savings will have to be made in other ways.

A single public meeting will be held in Garnock Academy on:

Building	Date	Time
Garnock Academy	TBC	6.30pm

Interested parties are invited to make written submissions on the proposal to the Corporate Director (Education and Skills), North Ayrshire Council, Cunninghame House, Irvine KA12 8EE or e-mail to moorparkconsultation@north-ayrshire.gov.uk no later than **12 noon on a date to be agreed**. A response form is included with this paper in Appendix 6.

The Corporate Director (Education and Skills) will prepare a report on the results of the Consultative process for consideration at a future meeting of the Education Executive.

The outcome of the consultation will be forwarded to the Scottish Government.

All interested parties will be advised of the decision.

This document can also be made available in other formats and community languages.

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 contact Jacqueline Miller on 01294 324499 if this is required.

APPENDIX 1

Key



Moorpark Primary School



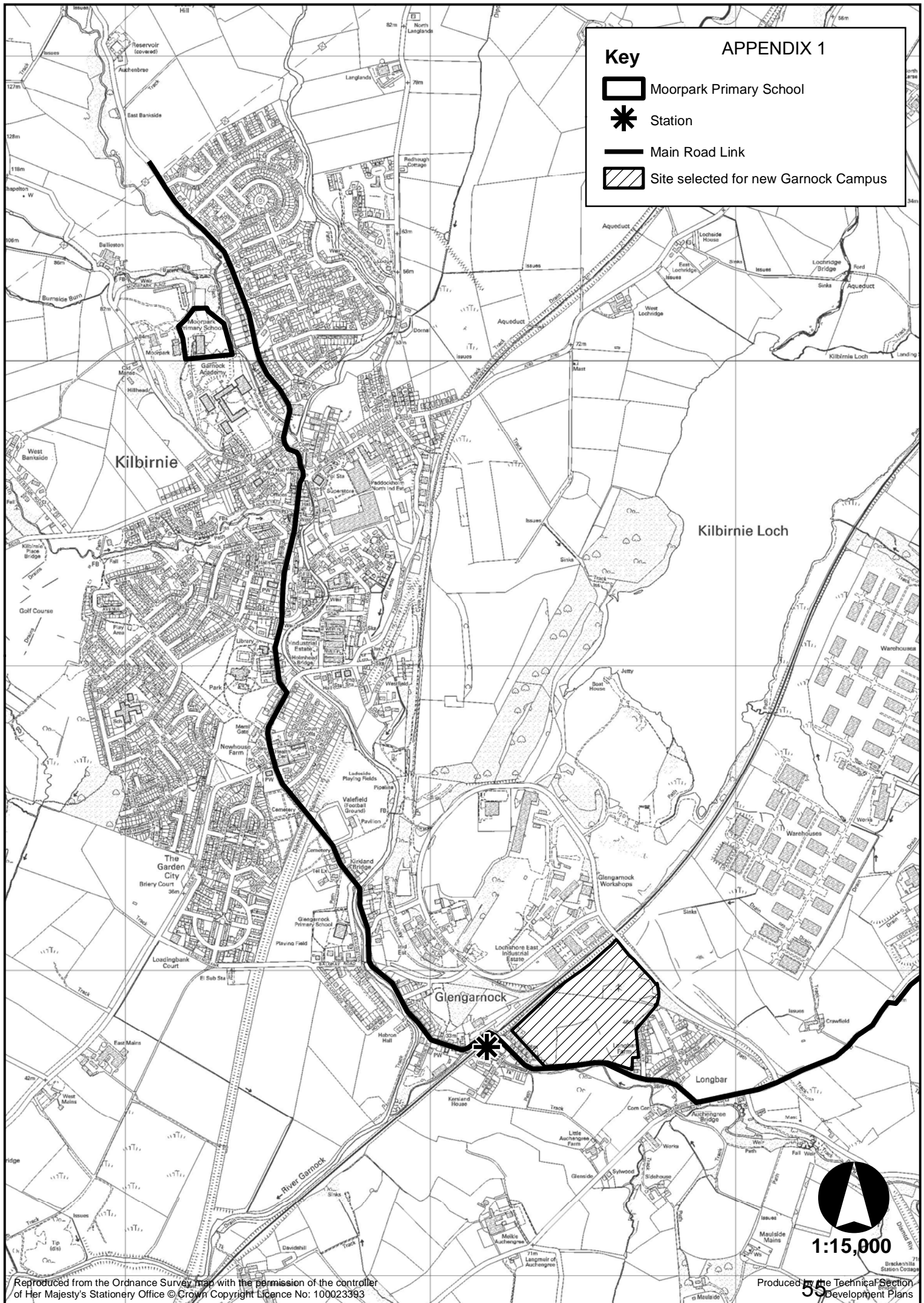
Station



Main Road Link



Site selected for new Garnock Campus



1:15,000

Explanation of Condition and Suitability

The Condition and Suitability ratings used in this document are generally as defined in the Guidance provided by the Scottish Government publications “The Core Fact” and “Suitability Core Fact”.

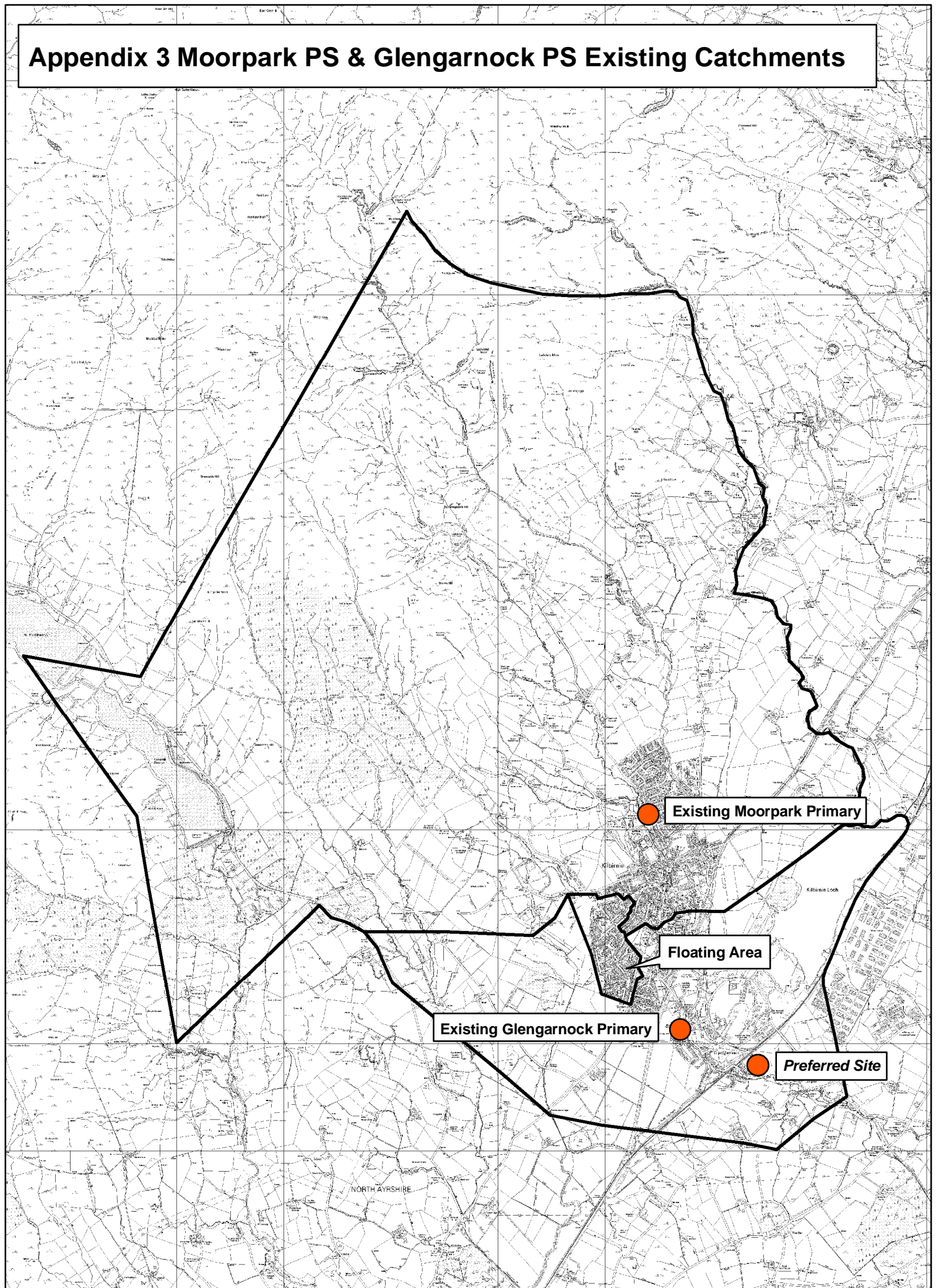
Copies of the Guidance publications can be downloaded from the Scottish Government website: <http://www.scotland.gov.uk/Topics/Education/Schools/Buildings/commitments>.

The Suitability and Condition ratings used, in line with the Guidance given, represent the whole building average and does not reflect the individual elements or components that make up the final score.

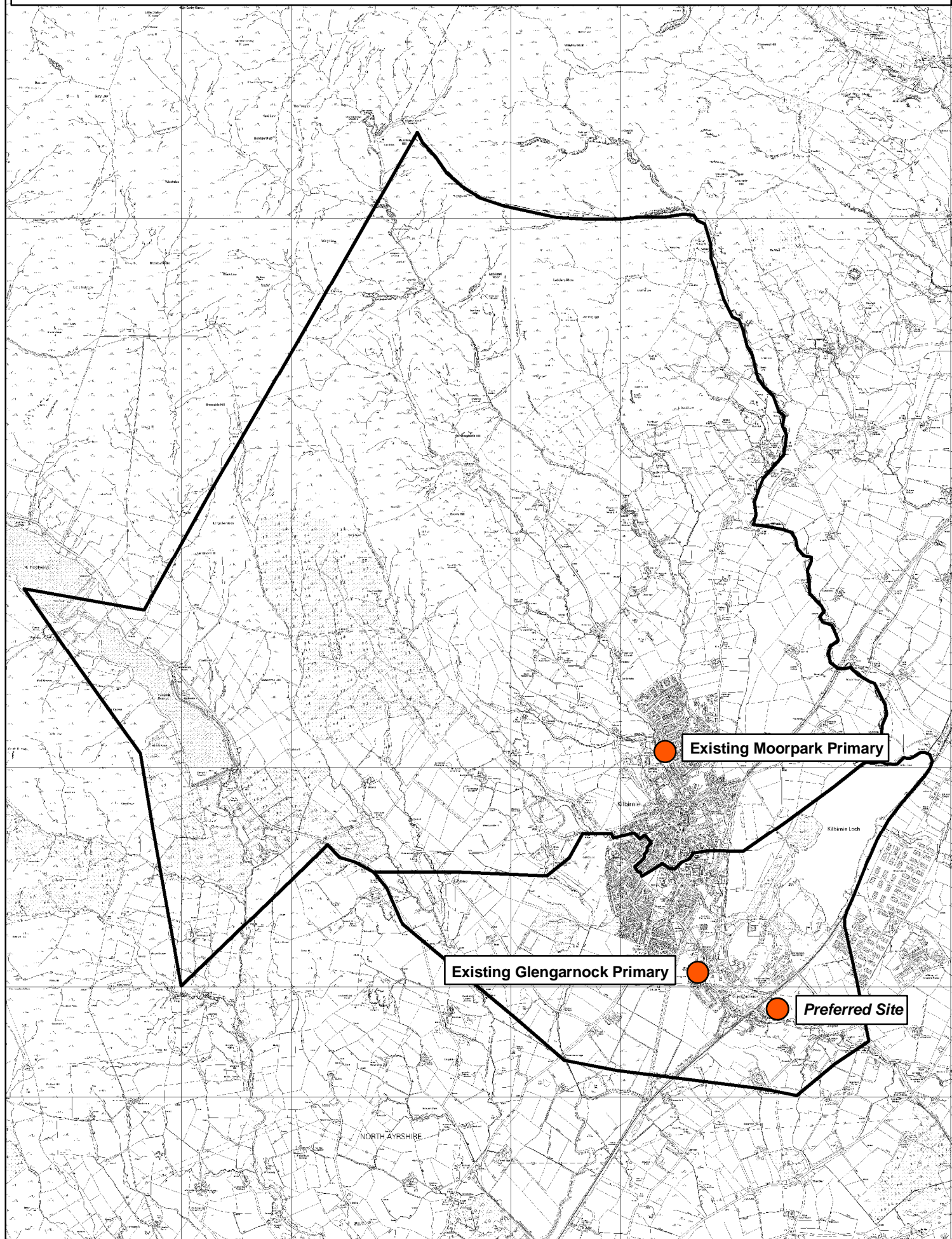
Scottish Government Definition – Condition	
A: Good	Performing well and operating efficiently.
B: Satisfactory	Performing adequately but showing minor deterioration.
C: Poor	Showing major defects and/or not operating adequately.
D: Bad	Life expired and/or serious risk of imminent failure.

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

Appendix 3 Moorpark PS & Glengarnock PS Existing Catchments



Appendix 4 Moorpark PS & Glengarnock PS Proposed Revised Catchments



CONSULTATIVE DOCUMENTS – LETTERS

- Head Teachers involved
- Parents/Carers – Primaries and Early Years
- Staff
- Local Councillors of constituencies involved (6)
- Member of Parliament
- Member of Scottish Parliament
- Member of Scottish Parliament – Central Scotland Region
- Chief Executive
- Solicitor to the Council
- Corporate Director (Finance & Infrastructure)
- Corporate Director (Social Services & Health)
- General Manager, Catering & Cleaning
- Divisional Commander, Police
- Divisional Commander, Fire Brigade
- Local Reverends/Priests (where applicable)
- Community Council
- Strathclyde Partnership for Transport (where applicable)

Library Letter

Parent Council Letters

Union Letter

- Unison
 - EIS Education Institute of Scotland
 - NAS/UWT National Union of Schoolmasters/Union of Women Teachers
 - SSTA Scottish Secondary Teachers' Association
 - T&GWU Transport & General Workers' Union
 - GMB
 - UNITE
 - VOICE
 - SLS School Leaders Scotland
 - AHDS Association of Headteachers and Depute Headteachers Scotland
-
- Newspaper advertisement to notify parents of children expected by the education authority to attend any affected school within 2 years of the date of the proposal paper's publication.
 - Pupils consulted via Quality Improvement Officers, Education & Skills.

RESPONSE FORM

For convenience this form can be completed online at: www.north-ayrshire.gov.uk

MUST BE COMPLETED FOR A VALID RESPONSE	
Name (PRINTED)	Address

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

Moorpark Primary School	Parent/Carer <input type="checkbox"/>	Staff <input type="checkbox"/>	Pupil <input type="checkbox"/>
Glengarnock Primary School	Parent/Carer <input type="checkbox"/>	Staff <input type="checkbox"/>	Pupil <input type="checkbox"/>

Other (please state) _____

SUMMARY OF REPORT – Please refer to the consultation document for the full details the proposals.
It is proposed that Moorpark Primary school should be included in the new Garnock Campus to be located at the preferred site, near to Glengarnock Railway Station. Subject to the outcome of the consultation to include Moorpark Primary School within the new campus at the preferred site, it is proposed that the pupil catchment area of Moorpark Primary School and Glengarnock Primary School be rezoned.

MOORPARK PRIMARY SCHOOL CONSULTEES ONLY			
I agree that Moorpark Primary School should be included in the new campus at the preferred site.	Yes	<input type="checkbox"/>	No
Subject to the outcome of the consultation as above, I agree with the proposal to rezone the catchment area for Moorpark Primary School	Yes	<input type="checkbox"/>	No

GLENGARNOCK PRIMARY SCHOOL CONSULTEES ONLY			
Subject to the outcome of the Moorpark Primary School consultation, I agree with the proposal to rezone the catchment area for Glengarnock Primary School	Yes	<input type="checkbox"/>	No

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

Agenda Item 6

18 December 2012

Cabinet

Subject: **Ayrshire's New College Consultation: North Ayrshire's Response**

Purpose: To advise the Cabinet on the response to the consultation document "Ayrshire's New College" issued by the Chairs of the 3 Ayrshire Further Education Colleges in October 2012.

Recommendation: That the Cabinet agrees (a) to note that a response will be submitted to the the consultation welcoming the formation of a new Ayrshire College, as described in the consultative document set out at Appendix; (b) that reassurance be sought by officers that the new college will work in the existing spirit of partnership with the three local authorities; and (c) otherwise note the contents of this report.

1. Introduction

- 1.1 Further Education Colleges are independent from Local Government and are nationally administered. The Scottish Government has been seeking to reorganise the Further Education (FE) College sector by the creation of a number of regional colleges.

2. Current Position

- 2.1 The colleges of this area have been engaged in a change programme which aims to create the new regional college structure for Ayrshire by 1 August 2013. Uniquely, James Watt College is involved in two mergers. The Finnart Campus is being merged with the West region while the Kilwinning Campus will merge with Kilmarnock and Ayr College.
- 2.2 A consultation document (Appendix 1) has been released seeking views on the formation of the new regional College which will see a merger of Ayr College, Kilmarnock College and James Watt College (North Ayrshire Campus). This is a significant development in education in this area and forms the background to this consultative response.

2.3 The creation of one single integrated College will have significant implications, not just for the students, staff and the management structures involved, but also the way the sector is organised and how Education and Skills and Economic Development of the Council will link to the new organisation.

2.4 In summary, the changes are highlighted in page 4 of the College consultative document:

- The Scottish Government wants the College sector to reorganise and create a smaller number of larger regional Colleges.
- Ayr, James Watt and Kilmarnock propose to create a single new College to cover the whole of Ayrshire from August 2013.
- The three partners believe they can harness individual strengths and successes to create a stronger, more successful regional College.
- The new College will take a strategic regional approach to the education, training and skills needs of Ayrshire - and the wider economic and social needs of Ayrshire. This region-wide approach will not diminish the delivery of education and training locally.
- The new College will aim to be excellent and inclusive. It will offer high quality courses at all levels, while ensuring those furthest from the labour market are given opportunities to enhance essential skills and increase their prospects of gaining employment.
- Excellent learning and teaching - delivered in modern, high quality facilities - is a top priority for the new College. It will strive to deliver first-class experiences and positive destinations for all students.
- Ayrshire's new College will offer a single point of contact to students, employers, partners and stakeholders, reducing confusion and duplication.
- One College for Ayrshire will be better placed to deliver for business. It will offer a single gateway for employers and the combined strength of the partner Colleges will allow it to deliver a much broader and deeper range of training packages for business and industry.
- A single College will offer a broad, balanced curriculum, while seeking to develop areas of strengths such as engineering and hospitality.
- Ayrshire's new College will be innovative and dynamic and its greater scale and reach will enable it to be more responsive to future skills demand.
- Articulation routes with a range of university partners will be enhanced under a single College.
- The new College will build strong partnerships and act as a focal point to drive economic growth and enhance social cohesion.

- The new College is not driven by desire to save money, but it will use public funding more effectively and efficiently - and as a way to leverage private investment.
- The new College will increase opportunities and raise aspirations for individuals, families and communities across Ayrshire.

3. Proposals

- 3.1 The consultation document emphasises that the new College will work through a statutory framework as an integral part of community planning partnerships. This is to be welcomed since this will bridge from the formal education sector to skills, training and employment. The consultative document quite rightly highlights the problems faced with youth unemployment in both East Ayrshire and North Ayrshire and recognises the new College role in addressing this significant issue. This is a shared aim with the Council - directly linked to North Ayrshire's stated strategic priorities. Complete integrated working within the contents of community planning partnerships will be essential in addressing this challenge.
- 3.2 North Ayrshire is already working with the 3 Colleges along with Irvine Bay, local employers, The Glasgow Science Centre, Skills Development Scotland and Scottish Enterprise around the development of STEM education (science, technology, engineering and mathematics) with a particular focus on maximising the impact of the enterprise area. Both James Watt and Kilmarnock Colleges are active contributors to the senior phase in North Ayrshire schools.
- 3.3 The formation of the new regional College for Ayrshire is to be welcomed and supported. It will give an increased regional focus to economic development and employability. This new entity will support Ayrshire in competing on an equal footing with some of the city regions of Scotland. The advantages of the new College structure as described in the consultative document makes economic and strategic sense in terms of the experience of the creation of a larger, stronger, more strategic unit. It is therefore proposed that the Council should welcome the creation of the new Ayrshire Regional College.
- 3.4 The commitment to work within community planning partnerships with the local authorities and other agencies is also welcomed. However, as part of the response we will seek reassurance on the commitment to harmonise provision with the local authorities as a key aspect of College provision.
- 3.5 In particular, the Council will seek assurances on the principle of first point access being maintained in each locality; the need to build on good practice in improving leaver destinations by raising young people's aspirations and sharing with them the career paths that the college sector can open for them.

- 3.6 Colleges are also an untapped resource in developing community capacity and community enterprises. This is an area worthy of further exploration.
- 3.7 The Cabinet is invited to agree (a) to note that a response will be submitted to the the consultation welcoming the formation of a new Ayrshire College, as described in the consultative document set out at Appendix; (b) that reassurance be sought by officers that the new college will work in the existing spirit of partnership with the three local authorities; and (c) otherwise note the contents of this report.

4. Implications

Financial Implications

- 4.1 There are no financial implications arising from the report.

Human Resource Implications

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

Legal Implications

- 4.3 There are no legal implications arising from the report.

Equality Implications

- 4.4 There are no equality implications arising from the report.

Environmental Implications

- 4.5 There are no environmental implications arising from the report.

Implications for Key Priorities

- 4.6 The new Ayrshire College will assist in achieving the following SOA outcomes:

3a Opportunities for lifelong learning have increased.

4a Levels of educational attainment and achievement have improved.

Community Benefit Implications

- 4.7 Closer working with the CPP and local employers will benefit the local community.

5. Consultations

- 5.1 Discussions have taken place with James Watt College and the Ayrshire Partnership Board, headteachers, the CPP and North Ayrshire Council have received presentations on the merger.

6. Conclusion

- 6.1 This is a significant change in the strategic management and delivery of further education. It will be important to build on the good partnership work already in place to ensure improving outcomes for North Ayrshire.



CAROL KIRK

Corporate Director (Education and Skills)

Reference :

For further information please contact Carol Kirk, Corporate Director (Education and Skills) on telephone number 01294 324411.

Background Papers

Consultation paper

“A single college for Ayrshire will provide one easily understood channel for young people to follow, post-school, alongside a unified gateway for business organisations and employers. Together, this will be a powerful force in driving economic growth across the region and in ensuring our young people have the skills sought by employers.”

Fiona Lees
Chief Executive, East Ayrshire Council

“A new college would offer a comprehensive skills gateway for learners, stronger and more focused support to match employers’ needs and increase the capacity for local further and higher education to take place in Ayrshire for Ayrshire people. The working relationship with community planning partners would also be enhanced, supporting our ambitions for sustainable economic growth.”

Elma Murray
Chief Executive, North Ayrshire Council

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“I warmly welcome the proposals for a single regional college in Ayrshire. It is important to look at all opportunities to further enhance the excellent support and further education choices for school leavers and adult learners – and to provide streamlined skills training across key industry sectors to the benefit of both employers and those seeking to gain relevant skills for local employment.”

David Anderson
Chief Executive, South Ayrshire Council

Ayrshire's New College **At a Glance**

- The Scottish Government wants the college sector to reorganise and create a smaller number of larger regional colleges.
- Ayr, James Watt and Kilmarnock propose to create a single new college to cover the whole of Ayrshire from August 2013.
- The three partners believe they can harness their individual strengths and successes to create a stronger, more successful regional college.
- The new college will take a strategic regional approach to the education, training and skills needs of Ayrshire – and the wider economic and social needs of Ayrshire. This region-wide approach will not diminish the delivery of education and training locally.
- The new college will aim to be excellent and inclusive. It will offer high-quality courses at all levels, while ensuring those furthest from the labour market are given opportunities to enhance essential skills and increase their prospects of gaining employment.
- Excellent learning and teaching – delivered in modern, high-quality facilities – is a top priority for the new college. It will strive to deliver first-class experiences and positive destinations for all students.
- Ayrshire's new college will offer a single point of contact to students, employers, partners and stakeholders, reducing confusion and duplication.
- One college for Ayrshire will be better-placed to deliver for business. It will offer a single gateway for employers and the combined strength of the partner colleges will allow it to deliver a much broader and deeper range of training packages for business and industry.
- A single college will offer a broad, balanced curriculum, while seeking to develop areas of strengths such as engineering and hospitality.
- Ayrshire's new college will be innovative and dynamic and its greater scale and reach will enable it to be more responsive to future skills demand.
- Articulation routes with a range of university partners will be enhanced under a single college.
- The new college will build strong partnerships and act as a focal point to drive economic growth and enhance social cohesion.
- The new college is not driven by a desire to save money, but it will use public funding more effectively and efficiently – and as a way to leverage private investment.
- The new college will increase opportunities and raise aspirations for individuals, families and communities across Ayrshire.
- **Your views are crucial in shaping the new college. Please take this opportunity to comment on the proposal for a single Ayrshire college. See inside back page for details.**

“The business community welcomes the move to a single Ayrshire college as a very important and positive development. It will give greater coherence and clarity for those businesses seeking to work with colleges, and additional scale, reach and depth to the skills offer across the region.”

Val Russell

Chief Executive, Ayrshire Chamber Of Commerce and Industry



“A vibrant educational base is vital for building and sustaining a healthy community. A regional college, developing skills and employment opportunities for Ayrshire and Arran’s young people, and offering others the possibility of new skills, a change of career or indeed a return to work, will enhance the options available to individuals and local businesses. These proposals will increase opportunities open to the people of Ayrshire and Arran, which can only enhance the health and wellbeing of our communities.”

John G Burns
Chief Executive, NHS Ayrshire & Arran

Ayrshire's New College

The Partners



Ayr College



James Watt
College



KILMARNOCK COLLEGE

Ayrshire's New College

“A single college for the Ayrshire region makes real sense for industry and for the economy. It offers greater coherence, a single contact point for employers and clearer progression for students.”

Roddy Frew
Managing Director, James Frew Ltd

Ayr College **www.ayrcoll.ac.uk**

Ayr College opened in 1947 to support local industry's need for technical training in engineering, construction and mining. Despite significant changes through the decades, the engineering focus remains strong – highlighted by the opening of the Aeronautical Engineering Training Centre (AETC) in 2011, putting Ayr at the leading edge of future skills provision in a key sector.

Since 1966, when the new campus opened at Dam Park, Ayr has also been strong in supporting the service industries. Initially, training was delivered in business, accountancy, hospitality, fashion and design. The college expanded into new buildings in 1983, and in 1987, Ayr College East opened in Cumnock, with a focus on fashion and textiles. The Riverside building added strength in creative industries at the turn of the century.

The support and development of staff was recognised in 2011 with the Investors in People Silver Award. Ayr's key performance indicators are among the highest in Scotland and students have gained numerous national awards, particularly in construction and hospitality. Significant progress has been made to reduce the numbers of disengaged 16-19 year-olds and the college has won awards for its innovative programmes for young people in need of more choices and chances.

The college remains strong in fashion, care, business, creative industries, construction and engineering. Training opportunities at the AETC offer a prime example of industry and education coming together to nurture future economic success – and combine a forward-looking approach with the college's engineering heritage.

James Watt College **www.jameswatt.ac.uk**

The bright, modern campus at Kilwinning opened in 2000 to address the under-participation of North Ayrshire's young people in Further Education. North Ayrshire was among a handful of Scottish local authority areas not served by a main-campus college delivering a broad range of education and training and it became increasingly clear provision was needed to address some of the highest youth unemployment rates in Scotland.

A bid to deliver a new campus in North Ayrshire was submitted by James Watt College in Greenock, birthplace of the great inventor and engineer. The college had developed from the Watt Memorial Engineering and Navigation School, funded by philanthropist Andrew Carnegie, and opened in 1908.

James Watt opened its first base in North Ayrshire in the mid-1990s, offering specialist sports provision at Largs. After the bid to deliver a new main campus college was successful, Kilwinning was identified as the most appropriate and accessible location and building work began.

Places were in high demand and provision grew rapidly after the 2000 opening. In 2006, Nethermains opened to provide additional facilities to support the delivery of construction and engineering courses.

The main campus offers a broad range of high-quality courses, with strengths in sport, science, art, health and social care, media and photography and computing and business. James Watt also has an excellent record in delivering additional support needs for learning and employability.

Kilmarnock College **www.kilmarnock.ac.uk**

Kilmarnock College opened the doors to its present campus in 1966 and has offered opportunities to a wide range of communities across East Ayrshire and beyond for almost half a century.

It now operates from three locations: the main campus, close to the town centre; the Craig Centre (Garden and Landscaping); and the sector-leading Centre for Sporting Excellence (COSE) at Townholm.

The college also has strength in engineering, with well-developed employer partnerships providing a wide range of training, qualifications and apprenticeships. These partnerships were highly commended at the 2011 SQA Star Awards.

College facilities include a restaurant and hair and beauty salons, offering a realistic environment to equip students with the relevant skills for the workplace. Kilmarnock is also strong in health and social care.

The college has a diverse and inclusive culture and its specialist learning environment 'The HIVE' helps young people with individual challenges to achieve their full potential. The HIVE has received many awards, including Scotland's Colleges Award for Public Value 2011.

Staff involvement and development is central to the college ethos and Kilmarnock was awarded the Investors in People Gold Award in August 2012.

A new campus for Kilmarnock College is due to open in January 2016, and the college continues to work closely with key stakeholders and partners to deliver this exciting project for the local community and the Ayrshire region.

Ayrshire's New College For a Brighter Future

Ayrshire has three strong colleges, which serve their communities well and offer a wide range of high-quality opportunities for young people to develop new skills.

Individually, Ayr, James Watt and Kilmarnock are colleges to be proud of. Together, they will create a first-class college which speaks with one voice for the whole of Ayrshire.

The new institution will have significant reach and scale, covering a large and diverse geographical area which is home to around 366,000 people. As well as the three main campuses, it will have smaller sites in Cumnock, Largs and at Nethermains.

Yet Ayrshire's new college will not just be bigger – it will be better. The proposal is driven by a genuine belief that it will improve the student experience by maximising opportunities and raising aspirations. The new college will have a strong regional identity and will be better-placed to deliver a coherent and innovative response to the educational, economic and social needs of Ayrshire.

The Ayrshire Partnership Board was established by Ayr, James Watt and Kilmarnock to work towards the creation of a single new college with a shared

regional vision. The positive culture of the new college will be built on strong partnerships across Ayrshire – with councils, businesses and a range of other stakeholders. The college will listen to partners to ensure it provides the skills needed across the region, anticipate future skills needs to support investment and economic growth – and serve Ayrshire's communities. Genuine and lasting partnership and collaboration are the only ways to achieve positive results.

The new college will offer a broad and balanced curriculum, delivering opportunities for everyone – from those who find it most difficult to access education or training to those who aspire to study to degree level and develop advanced skills. It will constantly strive for excellence, while helping all students navigate their way through their personal learner journey.

By harnessing the strengths of the partners, Ayrshire's new college will offer a wider, more dynamic range of options to students and employers – a broad, balanced curriculum topped off with a range of key specialisms in areas like engineering, hospitality, sport and fitness and the creative industries. The new college will aspire to create centres of excellence in specialist areas which are recognised regionally, nationally and in some cases, internationally.

At the same time, the broad-based education and training offered by Ayrshire's new college is crucially important in offering hope, inspiration and opportunity to young people, their families and communities.

This twin role of delivering economic growth and social cohesion is at the heart of the new college's vision. To achieve this, it must be dynamic, vibrant and forward-looking. It must also provide the regional coherence outlined in the Scottish Government's vision for the college sector, while retaining solid roots in Ayrshire's communities and offering high-quality opportunities at a local level.

The economic and public spending climate presents huge challenges, but a larger, stronger college is better-placed to rise to those challenges. It will take a co-ordinated approach to allocating public funding efficiently across the region, using it to leverage private investment as well as raising more income by offering a wider, deeper range of commercial training options to employers.

This document explains why Ayrshire's new college is the best way forward for everyone – students, staff, employers, all partners and stakeholders, the regional and national economy and local communities. We hope you will take this opportunity to express your views.

Our aim is simple. We want to create a bigger, better college with an enhanced capacity to provide first-class education and training opportunities for Ayrshire's students – and as a result, have a positive impact on Ayrshire's communities while supporting economic development locally, regionally and nationally.

We hope you will all share our ambition for Ayrshire as we embark on this exciting journey together.

Ian Valentine
Chair,
Ayr College



Brian MacDonald
Vice-Chair,
James Watt College



Steve Brannagan
Chair,
Kilmarnock College





Ayrshire's New College For Students

Ayrshire's new college will not just pay lip service to the principles of Putting Learners at the Centre. The quality of the student experience is the number one priority and sits at the very heart of the decision to create a new college.

There will be a greater breadth and depth of high-quality education and training opportunities, from access to degree level. The commitment to excellence will be shared across all campuses, as the new college builds on the high standards of learning and teaching that already exist in Ayr, James Watt and Kilmarnock.

The partner colleges completed a comprehensive curriculum mapping exercise in 2010 and have been working together since then on curriculum planning. There is a very good understanding of the curriculum across the three colleges and changes have already been made to manage delivery at all levels across Ayrshire. The partners are working together to ensure a coherent provision under the single college and to firm up articulation routes within and beyond Ayrshire.

Students will benefit from high-quality facilities, including the bright, modern campus at Kilwinning, and sector-leading

Aeronautical Engineering Training Centre at Ayr. Music technology studios at Ayr are also sector-leading and with building starting on a new campus at Kilmarnock in 2013, the future estate provision in Ayrshire will be among the best of the new regional colleges.

A single college for Ayrshire will bring regional coherence to the provision of training and skills. Employers will have one contact-point instead of three and can work more effectively with the new college to ensure skills, training and Modern Apprenticeships are provided in areas of need.

In addition, Ayrshire's new college will strive to raise the aspirations of students. For some young people, this will involve simply getting them to try college. In parts of Ayrshire, worklessness is a systemic problem and those young people furthest from the labour market will be offered alternatives – and hope. There will be a strong focus on essential skills and on building confidence and self-esteem to allow students to make better transitions to further study or employment.

Students will be encouraged to be outward-looking and to seek opportunities not only in Ayrshire or the West of Scotland, but in Scotland, the UK and further afield.

This will involve building more effective links with both schools and universities on a region-wide basis to ensure clearer and broader progression routes for students.

Positive destinations will be a crucial measure of success for the new regional college.

A single college for Ayrshire should ensure a more straightforward pathway for students – from applying to the college to leaving. Currently, a student applying to more than one college in Ayrshire might have multiple contacts. The creation of a new college should streamline this cluttered process and unify systems of advice, guidance and support across all campuses.

The creation of a larger, outward-facing college will not mean students seeking to access their local college will be disadvantaged. Local access to education and training remains a top priority, while the campuses without walls philosophy is also significant. The geography of Ayrshire and personal circumstances of students mean some find it difficult to access a campus for their learning and the greater capacity of the new college will be utilised to develop additional e-learning opportunities in appropriate curriculum areas. In doing this, digital exclusion must be considered to ensure support is available for those who have not benefited from the IT revolution.

The new college will be mindful of the principles of Curriculum for Excellence and the development of essential skills to enhance the employability of all students. It recognises the Scottish Government's 16-19 focus, but remains committed to serving older students, including adult returners and those accessing training or education for the first time.

Above all, the new college will seek to inspire all students to reach their full potential and to instil the philosophy: **"I could change my life here."**

"An Ayrshire College offers a blank sheet of paper. With a good collaborative working relationship between staff and students, we can create a dynamic, engaging and student-centred environment for learning."

Steven Fegan
Student President, Ayr College

"We have worked closely with Kilmarnock College to capture the views of the student body – and have concluded that a single Ayrshire college is the best way forward to meet the needs and aspirations of students across the region."

Mary Palmer
Student President, Kilmarnock College

"This is an exciting time for James Watt and the student body looks forward to working in close partnership with Ayr and Kilmarnock to ensure that students receive the best learning experience possible from Ayrshire's new college."

Sharon Rennie
Student President, James Watt College



Ayrshire's New College **For Staff**

Ayrshire's new college is committed to involving staff every step of the way as the new institution comes to life. Without staff, there is no college, no learning and teaching – and no future. Their work is highly valued and their input throughout this process of change and transition is welcome and essential. The new college culture will have high-quality learning and teaching at its heart and offer personal and professional development opportunities to staff. It will share good practice from the partner colleges.

There are great opportunities for staff in the creation of a new college. Across the three campuses, there is enormous talent and the whole is greater than the sum of the parts. As a result, opportunities for students will be wider and skills packages for employers much stronger. Individual colleges will always have areas where they lack specific capability and a deeper, wider talent pool across the three colleges will address this problem. This offers employees greater opportunities for development and the chance to work as part of a larger, stronger team.

The colleges have already shown the strength of their commitment to staff. Kilmarnock has a Gold Investors in People award, Ayr has Silver status and James Watt's 'Going for Gold' IIP strategy is underway.

In September 2012, the Ayrshire Partnership Board held a series of workshops involving a total of 180 staff from across the three colleges to ask them to reflect on the way ahead and to consider the vision, values and voice of the new college. A report on the exercise concluded: "In general, there is a positive attitude towards regionalisation and a desire to make it work." This was reflected in the choice of language in the workshops, used to create the word cloud on the front of this document.

The workshops also found a degree of trepidation and the new college is fully committed to working with staff to overcome the issues still causing anxiety. The long-term approach will be characterised by a commitment to ensure staff are consulted and involved in a meaningful way in developing the culture and values of the new college.



Ayrshire's New College For Education and Partnership

For Education

The partner colleges believe a single college makes real educational sense for Ayrshire.

Relations with the University of the West of Scotland (UWS), which has an Ayr campus, are already very good. A single college will build on this and develop a closer relationship to the benefit of students.

There are already a number of articulation routes across the three colleges, including 2+2 articulation with UWS in areas such as business and aeronautical engineering where the first two years are not available at the university and have to be achieved at college. The aim will be to build on this under a strong single college.

Ayr College is also exploring partnerships to share specific facilities with the UWS campus and although discussions are in the early stages, it is expected they would develop further under the new structure.

While the aspiration is to offer more degree provision locally, it is important that students benefit from stronger links and better articulation between Ayrshire's new college and a range of different universities.

Students in North Ayrshire might look towards the UWS Paisley campus or universities in Glasgow for the next step in their educational journey – and a new college must be able to respond to their needs. A 'brick wall' must not be built around Ayrshire; arrangements with colleges, universities and employers in other regions must be highly flexible.

For Partnership

The three colleges are firm advocates of partnership working and the proposal to give regional colleges a statutory place on Community Planning Partnerships offers a real opportunity to develop collaborative working to the benefit of Ayrshire.

A single college creates a coherent regional voice to forge meaningful partnerships with local authorities, the NHS, emergency services and the voluntary sector to tackle the challenges facing Ayrshire and supporting the delivery of both economic growth and social cohesion.

Comments from a range of partners in this document show the creation of a single Ayrshire college has a high level of support. As Fiona Skilling of the Council for Voluntary Organisations in East Ayrshire says, "the greater reach and depth of the new college will provide additional flexibility, enhance provision and increase opportunity."

"We look forward to working with the new single, regional college in Ayrshire for the benefit of learners in the region."

Professor Seamus McDaid CBE
Principal and Vice Chancellor,
University of the West of Scotland

Ayrshire's New College For Business and Industry

The three partner colleges have very good employer links, but the new college will enable wider and better engagement with business and industry to allow these connections to develop and grow.

Businesses across the region have responded enthusiastically to the plan to create a single college for Ayrshire, welcoming the prospect of a 'one-stop shop' to discuss skills and training needs. At the moment, employers might approach their local college, based on geography alone, although that college might not be the most suitable for their needs. There is also an element of competition between colleges chasing commercial contracts – not only in Ayrshire, but across the college sector – that might not work in the best interests of employers.

The regional coherence of the new college will replace this competitive and sometimes confusing landscape with a collaborative, joined-up and more proactive approach to employer engagement. The combined staff talent of the partner colleges will improve what a single college can offer to employers. The new college will be able

to develop more coherent and detailed bids for a wider range of commercial contracts and service them more effectively, drawing on a broader range of expertise and experience.

This more proactive and straightforward approach should mean a better experience for employers working with the college sector – clearer lines of communication, greater clarity, less duplication and additional high-quality skills and training opportunities.

The focus will be on facilitating excellence – and asking very specifically what employers need to help move their business forward, whether that is Modern Apprenticeships, bespoke training or something different.

The new college will be far more flexible and agile in its dealings with business, offering appropriate support to help deliver sustainable economic growth. It will be in constant touch with industry bodies about their future skills and training needs, always looking ahead to identify opportunities and areas of growing demand. This means working with the wider business and industry community, including representative bodies, to leverage public funding to attract inward investment and deliver the right skills to help businesses flourish in Ayrshire. The mix of skills and business growth has to be right;

turning out skilled people is no use if the right jobs are not available locally.

The new college will be better-placed to deliver the right skills in the right place at the right time to serve the 21st century economy in Ayrshire – and to provide those essential skills needed to create individuals fit for work and able to think about setting up their own business. More business start-ups are an important part of the regional and national investment and growth agenda that will drive the economy forward.

“There are clear economic and organisational benefits arising from one college covering the region – a college which can offer a single point of reference for employers and straightforward progression opportunities for students.”

John McKissock

Chairman, Ayrshire branch, SELECT
(electricity industry governing body)



“I feel extremely positive regarding the plan to create one Ayrshire College. I feel sure that dealing with a centralised organisation will prove to be more effective and ultimately beneficial to GE Caledonian. The future looks good for further education in Ayrshire and the support provided for local businesses like us.”

Stewart Christie
Training Manager, GE Caledonian

Ayrshire's New College For Economic Growth



Ayrshire's economy was built on heavy industry, including steel-making and coal mining. The decline of those industries and associated unemployment brought significant economic and social problems to the area.

Since local authority reorganisation in 1996, North Ayrshire and East Ayrshire have had some of the highest levels of unemployment and deprivation across Scotland, as well as some of the largest proportions of young people not in employment, education or training.

Official population figures show Ayrshire has just over 233,000 people of working age (16-64). Scottish Government Labour Market Statistics for September 2012 show North Ayrshire has the highest percentage of that 16-64 group claiming unemployment benefits in the whole of Scotland (7 per cent). East Ayrshire is fourth highest at 6.4 per cent, while South Ayrshire (4.6 per cent) is considerably lower, but still above the Scottish average of 4.3 per cent.

Ayrshire has suffered significantly from multi-generational unemployment. The scale of the problem is indicated by reports such as the Economic Development and Regeneration Strategy, 2010-2020, which indicates North Ayrshire would need 22,500 more jobs and 850 more businesses in the area to have the same jobs and business density as the rest of Scotland.

Education and training is crucial to addressing these problems. Ayrshire has a lower proportion of residents with degrees (30 per cent compared to the Scottish average of 35 per cent) and a higher percentage with no qualifications (14 per cent compared to 12 per cent Scotland-wide).

The partner colleges already play a significant role in offering opportunities to those who have failed to engage with education and are furthest from the labour market. The opening of James Watt College in Kilwinning in 2000 – a response to low levels of participation in further education in the area – indicated the ability of the college sector to take a strategic lead in tackling systemic problems.

Ayrshire's new college offers an opportunity to build on existing work and take a region-wide approach to delivering additional investment to stimulate economic growth, create jobs and offer genuine opportunities to individuals and communities in greatest need. The new college will work closely with the Ayrshire Economic Partnership and focus on issues which will provide positive, lasting economic benefit.

With their partners, the three colleges already play an important role in attracting inward investment to Ayrshire, using specialist staff to describe the high-quality skills and training available in the region. In future, the new college will have a larger, more strategic role to play. With a new approach to college funding, targeted at areas of greatest need, Ayrshire is likely to benefit from additional public support.

The new college is committed to ensuring any extra resources are used efficiently and effectively. This means ensuring appropriate learning is delivered in the right places to tackle economic and social need. It also means using those additional resources in an innovative way to leverage further investment from the private sector.

The new college can be a focal point to generate income to achieve positive outcomes in Ayrshire. It can be the backbone of economic recovery by offering the right skills and training to attract investment to the region, encouraging those who can create wealth and drive growth to live and work in Ayrshire.

Part of this approach involves identifying those sectors where Ayrshire already has critical mass and enjoys a competitive advantage – including engineering and hospitality – and building on them to create more investment, jobs and opportunities.

Delivering economic growth in Ayrshire needs a complex and multi-layered approach. True partnership working, with a regional college at its heart, is the way forward.

“SQA welcomes the prospect of a larger and better-resourced college for Ayrshire which can deliver the skills, knowledge and economic needs of the region. We look forward to a close and enduring working relationship with the new college.”

Janet Brown
Chief Executive, SQA

Ayrshire's New College For Stronger Communities

Ayr, James Watt and Kilmarnock colleges play a central role in supporting their local communities. They recognise their key function as the 'glue' that can hold fragile communities together by working with a wide range of partners to improve social cohesion and enhance opportunity.

The proposal to give new colleges statutory membership of Community Planning Partnerships (CPPs) means they will be better-able to improve communities – by working effectively with councils, the NHS, other public sector bodies and the voluntary sector. These partnerships can help the college widen access and inclusion and offer a broad range of opportunities to individuals, their families and the communities where they live. This might include supporting those with additional needs, finding opportunities for adults returning to education or working with those who find it most difficult to enter the labour market.

The new regional college's greater reach will allow it to play a bigger role in tackling exclusion – not just economic and social exclusion but digital and geographical exclusion too. Ayrshire's new college has a big responsibility to work with those rural communities which have become isolated and whose residents find it difficult to access education, training or employment. This might be achieved by offering access to campus-based training or study, or it might involve the 'campuses without walls' approach. This means using IT to offer learning in the home or a local community facility, when attending a physical campus is not possible because of geographical isolation and/or a lack of adequate transport links.

Delivering provision locally will remain a central part of the new college's remit – but its scale and reach will allow it to have more impact and add value at regional level.

A single college will give this economic and social purpose a common voice, using best practice across the region. This might involve elements of The HIVE in Kilmarnock, the strong work with those needing additional support at James Watt or some of the award-winning initiatives to reach out into disadvantaged communities pioneered at Ayr.

The new college will listen to and understand what Ayrshire's diverse communities want – and deliver on their aspirations in terms of employment, training and educational opportunities, prosperity and social cohesion. It will do so by making existing partnerships stronger and building new ones.

A stronger voice in CPPs would allow Ayrshire's new college to work more strategically with partners to tackle major challenges. This would include cooperation with CPP partners to improve transport links between the three colleges. The regionalisation agenda will enhance opportunities to tackle strategic problems which cannot be addressed purely at a local level, but always with an eye on sustainability and the low-carbon agenda which is a key policy driver in Scotland. In addition, the new college and its region-wide perspective means it can respond more coherently to the demands of the three Ayrshire councils and their increasing cooperation over shared services.



“The colleges in Ayrshire are an integral part of the local community and a larger, stronger regional college will have greater reach and depth. This will provide flexibility, more effective provision and increased opportunities for a wide range of community partners to support access to education for those who find it most challenging while at the same time promoting social inclusion.”

Fiona Skilling
CVO, East Ayrshire

Ayrshire's New College For Taxpayers



The creation of Ayrshire's new college is driven by ambition, opportunity and growth, not cost reduction.

However, a larger, region-wide college will operate more effectively and efficiently and should deliver long-term savings. It will be better-placed to raise income by developing a stronger strategic offering to employers to deliver a wider range of commercial contracts. The college is committed to using public funding wisely and effectively to support those who most need it but it will also utilise additional funding to leverage private sector investment. In addition, a larger college should be able to reduce bureaucracy and duplication, share services where appropriate, make savings via better use of technology and take advantage of its scale to reduce procurement costs.

Importantly at a time of economic stringency, the scale and regional coherence of the new college will help to mitigate the impact of reductions in public investment on students.

In addition, a larger college will also be able to build on significant public value work. A report in 2011 by Scotland's Colleges, **The Value of Colleges**, said: "Public value is like shareholder value in the private sector. It is about the value, not just the cost, of what the public sector does. Colleges' place at the heart of communities and at the interface of economic development and social inclusion means they are ideal institutions to deliver public value."

Public value programmes are in place at all three partner colleges. One exemplar project is The HIVE (Hope, Innovation and Vision in Education) at Kilmarnock College, now in its fourth year. It offers a series of programmes to prepare around 600 young people every year to overcome major challenges and achieve success. All courses aim to build confidence and aspiration, develop new skills and show the value of education to those who have disengaged. All involve community projects, so there is additional benefit beyond the college doors.

Bringing individuals from backgrounds of multi-generational unemployment into college can break the cycle of benefits dependency, while specific HIVE programmes such as Inside Out (working with short-term prisoners to try to break the cycle of offending) can have major additional benefits. It is estimated every individual who stops offending saves the taxpayer in excess of £40,000.

The HIVE's potential to reduce problems with anti-social activity and addictions has been recognised by all agencies, including police, social workers and health professionals – and it was awarded Scotland's Colleges Public Value Award 2011.

Ayr College's Routes into Care programme is another good example of achieving public value by creating opportunity. The innovative project recruits disengaged students from disadvantaged backgrounds onto a programme which includes building essential skills, an SVQ Level 2 Health

and Social Care and voluntary work in the local community. Of those who completed the course in June 2011, more than 90 per cent got a job.

The new college will build a range of strong relationships to create clearer pathways into, through and beyond college for young people who might otherwise fail to engage in education or training. In the process, it will deliver real public value for taxpayers.

Ayrshire's New College For Scotland's Economy

A larger and stronger college for Ayrshire will be better-placed to help the national economy recover by providing skills and growing capacity in key sectors.

Engineering

Historically, Ayrshire has been a hotbed of engineering innovation – and it continues to harness the spirit of the past to create an industry fit for the future.

The new college will build on existing engagement with more than 50 engineering companies of all kinds. The partner colleges have strong links with a very broad range of employers and fulfil a wide variety of training needs, including day release and short courses.

The £4 million Aeronautical Engineering Training Centre (AETC) in Ayr is an example of innovation at its best – and puts the college sector at the heart of an industry that is crucial to the local economy. Ayr has delivered training to the aeronautical sector for 30 years and courses are in high demand, attracting students from across the UK and beyond.

The AETC is close to the aerospace industry hub at Prestwick and provides a range of state-of-the-art facilities including

a small aircraft, a 737 cockpit simulator, a composite materials lab, a wind tunnel for aerodynamics testing and industry standard CATIA computing labs for 3D modelling and printing. The centre is designed to serve existing businesses, attract more inward investment and provide services to aerospace businesses outside Ayrshire which need training provision not available nearer home.

The partner colleges work closely with sector-leading businesses including British Aerospace, British Airways, Ryanair, Spirit Aerosystems and GE Caledonian. A wide range of engineering courses at the partner colleges – including mechanical and electrical engineering as well as aeronautical – serve the aerospace industry well.

The partner colleges have shown great innovation across the engineering sector. The Engineering Training Forum at Kilmarnock has delivered positive outcomes for learners at various levels, with many full-time students moving into engineering apprenticeships, while knowledge transfer across all partners is strong. Ayr has engaged in the Knowledge and Innovation Transfer in Engineering (KITE) project, forging links with partners in Northern Ireland and the Republic of Ireland.

There are schools' pilot programmes for younger learners and school interest groups at partner colleges, including Young Engineers' Clubs to get pupils thinking about a future in engineering.

There is also broad strength in the important automotive engineering sector at James Watt and Kilmarnock.

Renewables

The renewables sector represents a great opportunity for the Ayrshire region, which offers considerable infrastructure and expertise to serve the burgeoning industry. The engineering strength provides an important bedrock, while the port of Ayr regularly handles wind turbines and Hunterston, with its deep water facility, has been identified as having potential for further development as an energy cluster.

At the macro-renewables level, plans to bring windfarm technician training to Ayrshire – using funding from the Energy Skills Partnership and Skills Development Scotland – are at an advanced stage. Technicians need to be physically close to windfarms and Ayrshire is already home to numerous sites including Hadyard Hill in South Ayrshire, with 50-plus turbines, while Whitelee – Europe's largest windfarm – is very near to East Ayrshire's border with East Renfrewshire.

There is a general move to harness skills used in more traditional industries for the renewables sector – such as mechanical and electrical engineering, fabrication and welding – and there are opportunities to grow partnership work with renewables companies.

At the micro-renewables level, there is a clear chance to take further advantage of the region's engineering and construction/plumbing strengths by growing areas such as solar PV, ground source heat pumps and the retrofit of homes to enhance energy efficiency.



“Colleges excel at working collaboratively with the local aerospace community. The proposed regionalisation will further align learning and funding with the strategic needs of the community and help match skills to local employment opportunities.”

Amanda Henderson
Spirit AeroSystems (Europe) Ltd

Ayrshire's New College For Scotland's Economy

Hospitality and Tourism

Ayrshire's world-class golf courses and tourism destinations – and the high-quality hotels and restaurants that serve them – require a supply of talented and well-trained personnel and the partner colleges have real strength and depth in this field.

There are strong links with hoteliers and Ayrshire's five-star establishments are among those who use the colleges for day release and recruit from full-time programmes. The new college will work closely with restaurateurs and Taste Ayrshire, linking to food producers and suppliers in a dynamic food and drink sector gaining increasing plaudits for its high-quality produce.

Hospitality kitchens at the new college will be of industry standard and students from Ayr have won multiple awards for their skills – in Scotland, the UK and even internationally.

There are opportunities to develop the relationship with the Ayr campus of the Scotland's Rural College (SRUC) and Ayrshire's new college will also maintain and enhance partnerships with Dumfries House, near Cumnock, one of Scotland's most beautiful stately homes. It operates a working farm and hosts weddings, banquets, meetings and conferences. It already works closely with the partner colleges.

The strength in hospitality dovetails well with tourism courses offered across the region, supporting a healthy tourism market in Ayrshire and Arran, led by golf, heritage and outdoor pursuits and worth almost £350m per year.

Hair and beauty training at the partner colleges has an important link to the hospitality industry by providing well-trained staff to work in hotels and spa facilities across the region.

Creative Industries

The new college will be strong in creative industries, one of the key sectors identified by the Scottish Government as having a competitive advantage and the most potential to deliver jobs and economic growth. Ayr already has excellent sound engineering and music production facilities and is also noted for its quality in drama and visual arts, while James Watt is strong in a number of specialist areas including photography, make-up artistry and computer games design. Ayrshire has high-quality facilities in the creative industries sector, especially in the Riverside building in Ayr.

Sport and Fitness

The new college will have real strength in this sector, with high-quality courses offered at the Centre of Sporting Excellence (COSE) in Kilmarnock and James Watt's campus in Largs.

COSE is already a centre of national excellence, home to a large number of highly talented students who represented the college (and Scotland) highly successfully at the annual British Colleges Sport Championships 2012, winning a gold medal in football and silver in basketball and volleyball.

Both James Watt and Kilmarnock deliver well-established HE programmes that articulate onto degree courses across Scotland and both colleges have a very good reputation across the industry, enhanced by strong ties with Sport Scotland.

Sport and fitness courses at the new college will also be linked to a range of volunteering activities to promote health and wellbeing in the community.

Trades

The partner colleges have core strength in the trades, including plumbing, carpentry, joinery, electrics, painting and decorating, bricklaying and construction. These industries have suffered in the economic downturn but the underlying strength means the regional college will be well-placed to provide these skills across Ayrshire to support economic recovery. The colleges offer everything from basic entry courses to HE programmes in construction management. Ayr College's award-winning *Try the Trades* course at Cumnock – where participants recruited from disadvantaged backgrounds

constructed a miniature house using a range of skills – indicates the innovative approach to engaging students in this field. *Try The Trades* is also an excellent example of public value.

Health and Social Care

This is a significant area which will continue to need increasing numbers of employees to cope with an ageing population. Kilmarnock and James Watt have real strength in this area, offering a range of opportunities at all levels. James Watt has recently added specialist courses in areas such as dementia and administration of medication. James Watt is also strong in early years provision and the new college will enhance existing work with qualifications bodies, employers and government agencies to deliver relevant skills training and employment experience. There are already good links with universities, which will be developed further – and strong relationships with companies like Glaxo Smith Kline, offering long-term possibilities in the life sciences field.

“Hospitality is a very important industry in Ayrshire and we look forward to a large single college developing the already strong offer in the sector across the region – to ensure the skills needs of businesses in the field are met and exceeded.”

Bill Costley, Managing Director, Costley and Costley Hoteliers

“Students and employers will be able to make use of a simple, straightforward, single point of contact for advice and support across all courses and programmes. The consolidated Ayrshire College will provide a one stop shop of further educational opportunities for students and employers, which can only benefit all concerned.”

Stephen Kay, Education Officer, Dumfries House

“I have worked closely with college students in Ayrshire over the years and the partnership with local colleges has been a very positive one. I believe that a single college for the Ayrshire region will cement the strong relationship and give more regional coherence to providing the skilled individuals needed to work in the sport and fitness industry.”

John Kent, Sport Scotland

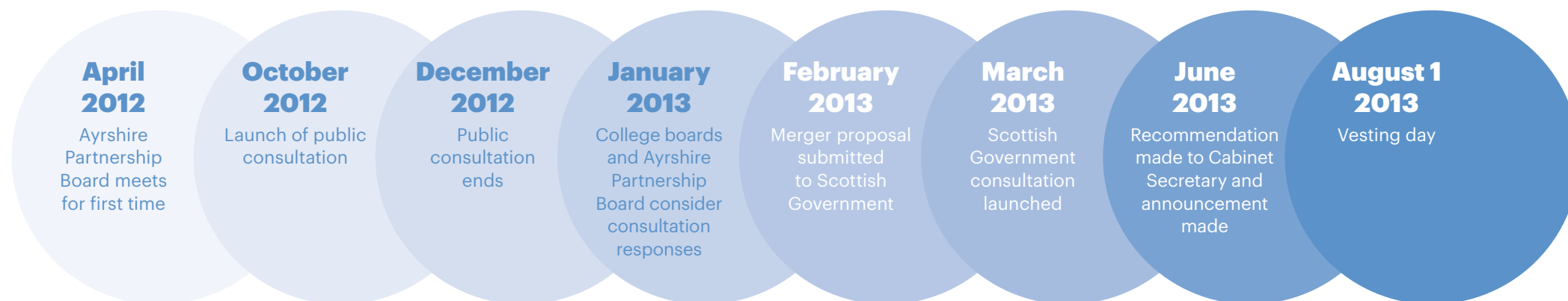
Ayrshire's New College **Moving Forward**

The three colleges are committed to a 'business as usual' approach to ensure students are not disadvantaged in any way by the proposal to create a new college.

The Ayrshire Partnership Board (APB) was established in early 2012 to work towards the creation of a new college, with delegated authority from the Boards of Management of Ayr, James Watt and Kilmarnock colleges.

The APB meets monthly, and comprises senior staff and board members from all three colleges, plus staff and student representatives. A series of executive workstream groups – covering Curriculum, Finance, ICT and Organisational Development – were created to address the issues arising from the creation of the new college in those specific areas.

The APB will prepare the merger proposal document to submit to the Scottish Government, but the final approval remains with the Boards of Ayr, James Watt and Kilmarnock.



Ayrshire's New College Have Your Say

The Scottish Government has made clear that creating a group of regional colleges is its preferred way forward for the sector.

The three partner colleges support this view and want to hear your opinion on what that might mean for Ayrshire.

Whether you are a student, an employer, a council worker or a community leader, we would like to know what your vision for Ayrshire's new college looks like. Staff and students are already involved in shaping its vision and values and it is time for a range of other voices to be heard.

As a business owner working with a college, can you see the argument for greater regional coherence and enhanced commercial opportunities? If you are a community leader, how do you feel the new college will deliver opportunities at a local level?

There has been positive support for Ayrshire's new college from a range of partners and stakeholders – but the new college wants as many views as possible to shape its future.

All comments should be submitted – by using the physical form on this page or going to <http://www.newcollegeayrshire.org.uk/consultation>

Responses must be in by December 14th and all comments will be collated and considered by early 2013.

Please tell us your views

Do you support the creation of a single college for Ayrshire?

If so, please explain why.

If not, please list your concerns.

What would you call the new college?

Details of Respondent

Name

Company name (if appropriate)

Address

Respondent category:

- ☐ Staff
- ☐ Employer
- ☐ Other college
- ☐ Individual
- ☐ Student
- ☐ Elected representative
- ☐ Community group
- ☐ Other (please specify)

NB: Anonymous responses will not be considered.

2 | |

Ayrshire Region Merger Consultation
FREEPOST SCO2049
Holehouse Road
KILMARNOCK
KA3 7BR



www.ayrshireregionalcollege.co.uk



Ayr College

www.ayrcoll.ac.uk



**James Watt
College**

www.jameswatt.ac.uk



KILMARNOCK COLLEGE

www.kilmarnock.ac.uk



NORTH AYRSHIRE COUNCIL

Agenda Item 7

18 December 2012

Cabinet

Subject: **North Ayrshire Leisure Ltd (NALL) and the New Leisure Centre, Irvine**

Purpose: To update Cabinet on the improvements to delivery of leisure services by NALL and to consider arrangements for the operation of the new leisure centre in Irvine.

Recommendation: That the Cabinet agrees to (a) authorise officers to enter into dialogue with NALL to develop a revised service specification, to include the new leisure centre; and (b) receive a further report from officers on any procurement issues in connection with this report.

1. Introduction

- 1.1 Reports on the future operation of the new Irvine leisure centre have been considered previously by the Executive of the Council and resulted in recommendations to set up a working group to review of North Ayrshire Leisure Ltd and leisure service provision.
- 1.2 The working group's decision to consider the future relationship between NALL and the Council aligned with the advice of the V4 Consultants in their report of November 2011 which strongly suggested that it would be prudent for the Council:
 - To negotiate a better arrangement with NALL to operate the new Leisure Centre – together with the other facilities and the Sports Development Service whilst taking the opportunity to redefine the (Agreements) to provide a better framework for the partnership."
- 1.3 At the Executive Committee of 6 December 2011 the following was agreed:
 - To support and work with NALL as it reviews its Board and seeks to make transformational changes to the operation of the company;

- To initiate a comprehensive review of the contracts and leases relating to the provision of leisure service across North Ayrshire with NALL to seek a clearer way of identifying Council priorities and outcomes for communities. Such an approach would be based on the framework of performance indicators suggested in national documents such as “How Good is our Culture and Sport?” – a quality improvement framework for culture and sport provision produced by HM Inspectorate of Education;
 - That negotiations take place with NALL on the specific changes to the contractual arrangements between the company and the Council to replace the requirement for a business plan with an agreed set of performance indicators.
- 1.4 The group’s remit was to develop recommendations for the future delivery of a service contract which provides a robust monitoring and evaluation framework in respect of the work undertaken by NALL.
- 1.5 The group was tasked to develop recommendations to provide a clear direction for the future delivery of sports development and all of its related programmes.
- 1.6 This included:
- a) Developing a well designed Service Specification (contractual) that sets out the requirements and expectations of all parties and is supported by a set of objectives and measurable Key Performance Indicators (KPIs);
 - b) Developing a set of clear and realistic performance standards, against which NALL’s performance will be measured;
 - c) Establishing a framework for contract compliance with performance standards. These should include accompanying performance reporting requirements. Reporting should be at least quarterly, although the Council may wish to adopt monthly reporting (even for a few key standards). Conversely, some standards may require only semi-annual or annual reporting;
 - d) Establishing a successful and positive working relationship between NALL and North Ayrshire Council across all sections of its business activity; and
 - e) Consideration of the current delivery of sports development with NALL and associated “sports development” activities within North Ayrshire Council, i.e. Active Schools, community club and community sports hub developmental work.

2. Current Position

- 2.1 The progress made by the working group has resulted in the development of a positive and more stable working relationship between NALL and the Council.
- 2.2 Evidence of improvement (on the part of both parties) is demonstrated in the following areas:
- 2.2.1 Outcomes and Performance

Total customer activity across all areas of the business for the first six months of 2012/13 has increased by 157,091, representing a 20% increase on the same period last year as detailed on the table below.

K:A Leisure – Performance by Facility/Service						
Facility/Service	2011/2012 Target	2011/2012 Actual	2012/2013 Target	2011/2012 6 Month Actual	2012/2013 6 Month Actual	2012/2013 6 Month Variance (%)
Leisure Centres	934,500	1,006,964	981,200	486,950	626,590	+29%
KA Campus	268,500	272,835	303,000	121,956	138,161	+13%
Golf & Outdoor Sports	158,900	138,393	137,400	88,318	82,330	-7%
Physical Activity	112,000	159,398	157,000	79,889	87,123	+9%
Total	1,473,900	1,577,590	1,578,600	777,113	934,204	+20%

There is a general national decline in golf participation. The national participation rates have fallen by 9% while those of KA Leisure have reduced by 5%.

K:A Leisure – Leisure Centres						
Facility/Service	2011/2012 Target	2011/2012 Actual	2012/2013 Target	2011/2012 6 Month Actual	2012/2013 6 Month Actual	2012/2013 6 Month Variance (%)
Auchenharvie LC	312,00	344,572	334,500	158,126	225,368	+42%
Garnock Pool	65,500	71,724	66,500	34,141	40,686	+19%
Magnum LC	398,500	424,595	424,300	212,087	257,448	+21%
Vikingar!	158,500	166,073	155,900	82,596	103,164	+24%
Total	933,500	1,006,964	981,200	486,950	626,590	+29%

- 2.2.2 Outdoor sports activity on grass and synthetic pitches has remained constant with the same period last year recording an increase in participation on the previous year. Actions currently under way to maintain and increase participation levels at outdoor sports facilities include the upgrading of sports pitches at Bowencraig, Largs by North Ayrshire Council and discussions have started with the S.F.A with regard to offering discounts on rental of facilities for football clubs who have received their quality mark award.

2.2.3 The reduction in activity in outdoor sports is predominantly within recorded pavilion use which has reduced on the year. This is mainly due to the transfer of Meadowside Pavilion to Beith Community Trust.

2.3 Governance Improvements

2.3.1 In order to drive further transformation, NALL recognised the need to:

- a) Revise their articles of association, including the reduction in the number of board members from 14 to nine;
- b) Introduce training for board members ; and
- c) The recruitment of new board members with valuable skills and experience.

2.3.2 Other significant transformational changes include:

- a) Staff realignment to improve efficiency and effectiveness: the initial stage related to senior management, support services and catering staff is complete; and in 2013/14 there will be a further staff realignment in facility management and maintenance team as per the Progress Report and Business Plan of January 2012;
- b) Investment in staff, fitness equipment, a facility asset management report (now currently being done in conjunction with North Ayrshire Council's pitches and facilities strategy);
- c) "Spend to Generate" initiatives;
- d) Marketing techniques improved;
- e) Strategic Partner Relationship developed, including extending subsidised subscriptions to the voluntary sector; and
- f) Customer Engagement improved, including the introduction of user forums and making better use of customer feedback.

2.3.3 The Business/Service Plan also addresses the integration of NALL performance information with the Council's Covalent system to enable effective and transparent performance management and monitoring.

3. Proposals

3.1 In order to make further progress it will be necessary to build on the good work to date by engaging with NALL in a more formal and structured process. The intention will be to work together with the following aims:

- a) Develop a new Commissioning Framework which will accurately define and articulate the priorities for the services for the short, medium and long term;
 - b) Continue to generate sufficient financial and performance information to provide the Council with more data on which to understand NALL's trading position; and
 - c) Redefine new commercial terms - which will include a proper mechanism for periodical funding review and clarify on risk allocations between the parties; and
 - d) Review the scope and definitions by developing a Service Specification and Performance Framework.
- 3.2 As part of the review of the Service Specification for leisure services in North Ayrshire, a more appropriate specification is needed for the operation of the new leisure centre.
- 3.3 Given the demonstrable improvement in performance of NALL the Council wishes to secure the ongoing services of NALL in the operation of the new leisure centre.
- 3.4 To facilitate this it is proposed as follows:
- That senior officers engage with NALL to commence dialogue on the creation of a Service Specification for the operation of the new leisure centre;
 - That clarification is sought on the procurement implications, if any, associated with the operation of the new leisure centre; and
 - That a further report in relation to the above will be presented to Cabinet as soon as possible.
- 3.5 As a result of this process the Council will also benefit from valuable input from NALL into the development of the design process for the new Irvine Leisure Centre and the business plan for the new facilities.

4. Implications

Financial Implications

- 4.1 There are no financial implications for the Council contained within the current report.

Human Resource Implications

- 4.2 There are no Human Resources implications for the Council contained within the current report.

Legal Implications

- 4.3 There are no legal implications for the Council contained within the current report.

Equality Implications

- 4.4 There are no equality implications for the Council contained within the current report.

Environmental Implications

- 4.5 There are no environmental implications for the Council contained within the current report.

Implications for Key Priorities

- 4.6 The proposals contained within the report will assist in achieving the following SOA outcomes:
- 3a "opportunities for lifelong learning have increased";
 - 4a "levels of educational attainment and achievement have improved";
 - 4b "more young people are leaving school for positive destinations";
 - 5a "opportunities to support the positive development of young children have increased";
 - 6b "health inequalities have reduced";
 - 6e "people are more active more often";
 - 11a "levels of voluntary actions and community involvement have increased"; and
 - 11b "partnership working between the public, community and voluntary sector has improved".

5. Consultations

- 5.1 Legal and Procurement have been consulted in the preparation of this report.

6. Conclusion

- 6.1 It is recommended that the Cabinet approves the proposals contained in this report.

A handwritten signature in black ink that reads "Carol Kirk". The signature is fluid and cursive, with the first name "Carol" and the last name "Kirk" clearly distinguishable.

CAROL KIRK
Corporate Director (Education and Skills)

Reference : AS/EMcK

For further information please contact Audrey Sutton, Head of Service on telephone number 01294 324414

Background Papers

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NORTH AYRSHIRE COUNCIL

Agenda Item 8

18 December 2012

Cabinet

Subject: **HRA Budget Virement for 2012/13**

Purpose: To seek approval to vire £300,000 between expenditure lines within the 2012/13 HRA capital budget.

Recommendation: That Cabinet approves (a) the budget virement as outlined in this report; and (b) the re-tendering of the combined central heating and electrical rewiring contract.

1. Introduction

- 1.1 The HRA capital budget for the financial year 2012/13 has an allocation of £3,479,912 to undertake a programme of electrical rewiring and central heating replacement.
- 1.2 The Council's main contractor for these works, CFM Limited (CFM), has now served a 13-week break option notice on the Council, intimating that they are terminating their agreement.

2. Current Position

- 2.1 In advance of the 2011/12 financial year, the Council undertook a tender exercise for the appointment of a contractor to undertake planned central heating and electrical rewiring works.
- 2.2 The successful contractor was CFM, which was appointed for a period of four years. The contract entered into allowed for either party to serve 13-weeks written notice to terminate the agreement. CFM has now served this notice and has advised it will complete its contract around mid-February 2013.
- 2.3 As a result of CFM serving this break notice, it is estimated that circa 8% of the current year's intended rewiring and central heating programme will remain incomplete.
- 2.4 At the end of November, the central heating programme was circa 70% complete (400 houses), with the rewiring programme being around 45% complete (410 houses).

3. Proposals

- 3.1 In order to maximise the HRA capital spend during 2012/13, it is now proposed that £300,000 is transferred from “rewiring and central heating” to “re-roofing and rendering.”
- 3.2 The term contractor for re-roofing and rendering, Marley Roofing Limited, have been provided with indicative additional addresses and have confirmed these additional works can be undertaken within the current financial year.
- 3.3 The Council will shortly be undertaking a procurement exercise to identify a suitable replacement contractor for CFM.
- 3.4 In order to ensure the shortfall in central heating and electrical rewiring works are undertaken, the virement is for 2012/13 only.
- 3.5 As a result of the break notice being served, it is now proposed to re-tender the combined central heating and electrical rewiring contract.
- 3.6 Accordingly, the Cabinet is invited to approve (a) the budget virement as outlined in this report; and (b) the re-tendering of the combined central heating and electrical rewiring contract.

4. Implications

Financial Implications

- 4.1 An additional £300,000 will be spent on roofing and rendering works during the current financial year, with the central heating and electrical rewiring works reducing by the same level.

Human Resource Implications

- 4.2 None

Legal Implications

- 4.3 None

Equality Implications

- 4.4 None

Environmental Implications

- 4.5 None

Implications for Key Priorities

- 4.6 This work will contribute towards the Councils commitment to the Single Outcome Agreement, under the following objective:-

10a "The quality of social housing has improved."

Community Benefit Implications

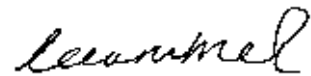
- 4.7 Although no community benefits will be accrued as part of this proposal, the tendering of the central heating and electrical rewiring contract, will incorporate stringent community benefit clauses.

5. Consultations

- 5.1 Housing and Legal Services have been consulted with this proposal.

6. Conclusion

- 6.1 That Cabinet approves (a) the budget virement as outlined in this report and (b) the re-tendering of the combined central heating and electrical rewiring contract.



LAURA FRIEL

Corporate Director (Finance and Corporate Support)

Reference : YB/DT/II

For further information please contact David Tate, Senior Manager (Housing Assets and Investment) on telephone number 01294 225051

Background Papers

Correspondence

NORTH AYRSHIRE COUNCIL

Agenda Item 9

18 December 2012

Cabinet

Subject: **Introduction of Two Stage Complaints Handling Procedure**

Purpose: To provide an update to Elected Members on the progress in developing the Council's Two Stage Complaints Handling Procedure.

Recommendation: That the Cabinet (a) notes progress made and agrees the corporate approach to quality control; and (b) agrees that a dedicated post of Complaint and Feedback Manager be established to manage and monitor the new procedure and provide support to services.

1. Introduction

- 1.1 The Scottish Public Services Ombudsman (SPSO) has produced a new two stage Complaints Handling Procedure (CHP) to help drive improvements in public service complaints handling through the development of a simplified, standardised CHP. The aim is to implement a consistent process for customers to follow which makes it simpler to complain, ensures staff and customer confidence in complaints handling and encourages organisations to learn lessons from complaints. Councils are required to adopt the new procedure by April 2013. Social Services complaints are subject to a separate review and therefore are out of scope for this project.

2. Current Position

SPSO Audit

- 2.1 Following agreement by the CMT and Cabinet in August 2012, a copy of the proposed complaints handling procedure (CHP) and implementation plan was shared with the SPSO. Further to a review by the SPSO, the CHP was signed off as compliant and the Council assessed as having made significant progress towards implementation. A self assessment is due to be completed by the Council in March when the implementation plan has been completed.

Environment and Related Services Pilot

- 2.2 The new procedure has been piloted within Environment and Related Services and this has involved training of 150 staff across Customer Service and EARS. A post implementation review has been conducted and feedback taken on board. The training delivery has been improved and more time allocated to working with services to identify and resolve the practical issues around implementation.

Statistical Information

	October	November*
Frontline Resolution	34	32
Investigation	2	2

*November statistics are up to November 27th

- 2.3 Under the old procedure, EARS would receive on average 10-15 complaints per month at Stage 2. Frontline or Stage 1 complaints were not recorded. The introduction of the new procedure has had the following impact:

- Decrease in the number of stage 2 complaints being recorded;
- Increase in the overall total number of complaints being recorded;
- Straightforward complaints which previously would have been given a twenty day response time are now being recorded as frontline complaints and customers receive a response within five days. This not only reduces the time taken to handle complaints but allows senior officers to focus on more complex or higher risk complaints.

Training

- 2.4 Training has been restructured into Corporate Complaints training and Lagan training. A programme is in place to deliver training to more than 350 staff in Corporate Complaints before 1 April 2013. The next phase of the training programme will deliver training to those Managers identified as Investigating Managers. The SPSO will deliver training for approximately 50 Investigating Managers in March 2013.

Issues

- 2.5 The implementation of the procedure is behind schedule due to late implementation of the pilot and a lack of training resource. Support from Corporate Training has resolved this issue and the plan has been reviewed to deliver all services by 1 April.

3. Proposals

- 3.1 The implementation of the procedure starts to embed a culture of valuing complaints within the organisation. Given the risk to the reputation of the Council in mishandling complaint investigations, it is recommended that a dedicated post of Complaint and Feedback Manager is established to manage and monitor the success of the new procedure and provide support to services.

The role of Complaint and Feedback Manager would:

- Monitor complaints at Stage 2 of the procedure.
 - Quality check all Stage 2 letters issued.
 - Conduct investigations for multi-service complaints.
 - Conduct investigations and handle complaints for those services which get a low volume of complaints making it difficult to maintain skills for Investigating Managers within the service.
 - Provide support to Investigating Managers through delivery of training and development of procedures.
 - Produce management information to service managers on a regular basis.
 - Review trends with services to identify improvements.
 - Liaise with the SPSO
- 3.2 Cabinet is invited to (a) note progress made and agrees the corporate approach to quality control; and (b) agree that a dedicated post of Complaint and Feedback Manager is established to manage and monitor the new procedure and provide support to services.

4. Implications

Financial Implications

- 4.1 The estimated cost of the new post would be £37,000 permanent funding for 1 FTE for a Complaints Feedback Manager and £17,500 temporary funding 0.6FTE post to manage the initial additional workload in setting up the new procedure. Additional administrative support will be provided from within Customer Service. The posts will be funded cross service from existing budgets.

Human Resource Implications

- 4.2 Two new posts will be created and job evaluated. Posts will filled through competitive interview and advertised both internally and externally.

Legal Implications

- 4.3 No legal implications.

Equality Implications

- 4.4 No equality implications.

Environmental Implications

- 4.5 No environmental implications

Implications for Key Priorities

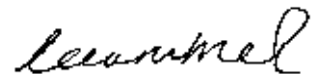
- 4.6 The introduction of a resource to manage the Complaint Handling Procedure (CHP) will support the Council in operating more effectively and efficiently. The quality of service provided will improve through a undertaking a more consistent approach to complaint handling and from learning from each complaint. A reduction in repeat enquiries and the effective handing of complaints at both the frontline and investigation stages will result in a reduction in staff time spent dealing with complaints.

5. Consultations

- 5.1 Managers and staff from across the Council were consulted in the approach for implementing the new two stage approach. Feedback across the services was that a corporate resource would be beneficial in improving complaint handling across the Council, making services more effective and efficient. A number of other Councils were approached to benchmark best practice in the management of complaints. Responses were gathered from 7 Councils and each Council had dedicated complaint handling staff who were responsible for managing complaints and ensuring adherence to policy within services.

6. Conclusion

- 6.1 Good progress has been made in the implementation of the new two stage complaint handling procedure and the Council is on track to be compliant with the SPSO standard by 1 April 2013. The ongoing success of the new procedure in driving improvements to customer service and the ability to more effectively use complaints to drive change within services will be supported by the introduction of a corporate resource to monitor and manage the process.



LAURA FRIEL
Corporate Director (Finance and Corporate Support)

Reference :

For further information please contact Esther Gunn-Stewart on telephone number 01294 323960

Background Papers

SPSO Complaint Handling Procedure

NORTH AYRSHIRE COUNCIL

Agenda Item 10

18 December 2012

Cabinet

Subject:	Creation of a Corporate Transport Facility
Purpose:	To seek the agreement of Cabinet to the formation of a Corporate Transport Facility.
Recommendation:	That the Cabinet agrees (a) to the creation of a Corporate Transport Facility; (b) that the corporate transport facility be aligned with the internal transport service within Environment and Related Services; (c) that, with effect from 1 April 2013, all budgets in respect of transport be consolidated within Environment and Related Services; and (d) that appropriate staff within Education and Skills, Social Services and Health, and Finance and Infrastructure be transferred to the newly-formed corporate facility.

1. Introduction

- 1.1 At its meeting of 13 September 2011, the former Executive received a report setting out the progress of the Council's Change Programme. As part of this programme, the creation of a corporate transport facility had been identified as an area where cost efficiencies and service improvements could be achieved through improved co-ordination of transport resource.
- 1.2 In order to progress this initiative, the former Executive agreed, at its meeting of 11 October 2011, to undertake a procurement exercise for the provision of a vehicle tracking and routing system. The aim of the system is to provide data upon current vehicle use to identify areas for efficiency including the effective planning of journeys, optimisation of vehicle use and to minimise the use of external suppliers where internal provision is available.
- 1.3 A project group/board comprising service representatives was established to support the procurement of a vehicle tracking and routing system, to identify further opportunities for efficiencies in the provision of transport and to inform the development of a corporate transport facility.

2. Current Position

- 2.1 The project group has identified a number of opportunities for improved efficiency including the procurement of a framework agreement for the provision of taxi services which was approved by Cabinet at its meeting of 23 October 2012.
- 2.2 The group has also overseen the procurement of a vehicle tracking and routing system. A contractor was approved by Cabinet at its meeting of 21 August 2012. The installation of the system is in progress and capture of data for analysis will become available by January 2013.
- 2.3 Transport is used in the delivery of services across the whole Council. The budgeted expenditure for 2012/13 by Directorate is set down in the table below:-

Directorate Area	2012/13 Budget (£)
Social Services and Housing	788,961
Finance and Infrastructure	4,894,131
Education and Skills	1,747,952
Chief Executives and Corporate Services	26,931
Total	7,457,975

- 2.4 The internal transport service with Environment and Related Services is responsible for the procurement and maintenance of all Council-owned and hired vehicles irrespective of the service within which they operate. It recovers the costs of maintenance from the appropriate services through internal recharges levied in the following ways:-
- A fleet hire charge, based on the number and type of vehicles operated by each service. The charge meets the fixed costs and overheads of operating the internal transport facility.
 - An individual vehicle hire charge that reflects planned maintenance and operating costs along with a reasonable level of wear and tear based on industry parameters.
 - Charges for unfair wear and tear are passed on to service users on a cost basis. This charge was introduced to enable services to identify vehicle abuse and make the appropriate management interventions to address. However, there continue to be high levels of unfair wear and tear resulting in additional and avoidable costs for services.

2.5 The internal transport service also provides the following functions:-

- Operation of a MOT testing station
- Taxi inspections
- Vehicle inspections as part of the staff car loan process
- Driver training and assessment
- A small vehicle pool to reduce the need to external hire vehicles

2.6 Each individual service is currently responsible for the utilisation and operation of vehicles and the procurement of external or third party transport providers, plant and machinery to meet service delivery requirements. There is little or no sharing of information on vehicles between services. This can result in significant periods where vehicles, plant and machinery remaining unused in one service whilst another can be hiring these items or procuring external journey providers. Furthermore, there may be instances where journeys, or parts of, are simultaneously provided by different services.

2.7 The transfer of responsibilities for transport to a central operation will enable improved co-ordination and sharing of assets owned by the Council to maximise their use, thus reducing the need to procure third party arrangements. It is anticipated that such improved co-ordination and sharing will, over time, also realise a reduction in the number of assets owned by the Council. However, it must be noted that third party arrangements may still be required to meet a specialist or short-term need or where greater value can be achieved.

2.8 A small number of vehicles have either been funded outwith the Council, such as school mini-buses, or form a key aspect in the provision of services, e.g. at Children's residential units. These dedicated vehicles have been excluded from consideration within any corporate facility.

3. Proposals

3.1 That a corporate transport facility be created that, with the exception of those requirements set out at 2.8, directly manages all transport functions including those listed below on behalf of services:

- Procurement and Maintenance of Council owned vehicles
- Driver Assessment and Training
- Allocation and Use of Vehicles
- Management of Taxi Hire framework contract.
- Assisted and Special Needs Transport
- Hire of Plant and Machinery
- Management of contracts for primary and secondary school transport.
- Hire of Vehicles

- 3.2 That the corporate transport facility be aligned with the internal transport service within Environment and Related Services.
- 3.3 That, with effect from 1 April 2013, all budgets in respect of transport be consolidated within Environment and Related Services.
- 3.4 That appropriate staff within Education and Skills, Social Services and Health, and Finance and Infrastructure be transferred to the newly-formed corporate facility.

4. Implications

Financial Implications

- 4.1 The business case has identified potential annual revenue efficiencies of £842,000 after a three-year period. These will be realised in stages during this period.
- 4.2 The Capital plan has been reduced both over the past two years and in future years to reflect a reduction in the size of the vehicle fleet through increased utilisation.

Human Resource Implications

- 4.3 It will be necessary to transfer a number of staff and/or equivalent resources from services to the corporate facility. A new staffing structure will be created through an appropriate Scheme of Delegation.

Legal Implications

- 4.4 There are no legal implications arising from the report.

Equality Implications

- 4.5 There are no equality implications arising from the report. Service users will continue to be provided with transport arrangements to meet their evaluated needs.

Environmental Implications

- 4.6 Efficient planning of vehicle journeys will realise a reduction in fuel and thus carbon emissions in the delivery of services.

Implications for Key Priorities

4.7 The formation of a corporate transport facility will contribute to the following key priorities:-

- 12a - Our environment is protected and enhanced
- 14b - The public sector's carbon footprint has reduced
- 15b - Public Services are more efficient and effective

5. Consultations

5.1 A cross-service working group was established to develop a corporate transport facility.

5.2 It will be necessary to formally consult with trade unions and staff who will be transferred to the corporate facility.

6. Conclusion

6.1 The creation of a corporate transport facility will consolidate all transport requirements within one operation. This will enable the sharing of resources and their improved co-ordination to realise both revenue and capital efficiencies.



CRAIG HATTON

Corporate Director (Development and Environment)

Reference :

For further information please contact Craig Hatton, Corporate Director (Development and Environment) on telephone number 01294 324311

Background Papers

Nil

NORTH AYRSHIRE COUNCIL

Agenda Item 11

18 December 2012

Cabinet

Subject: **Community Outdoor Access Grant Scheme
2012/13**

Purpose: To seek the approval of Cabinet to make a number of grant awards under the Community Outdoor Access Grant Scheme.

Recommendation: That the Cabinet agrees to approve the awards proposed at Appendix 1.

1. Introduction

- 1.1 Promotion of the outdoor access agenda in North Ayrshire has stimulated demand from community groups for small scale grant assistance towards the implementation of outdoor access works. The Community Outdoor Access Grant Scheme (COAGS) was developed in 2003 to provide a formalised route for community groups to apply and for the Access Officer and Outdoor Access Forum to assess and prioritise such assistance.
- 1.2 The scheme is utilised by a wide range of organisations including Community Councils and voluntary and community groups and offers a maximum of £500 towards the cost of any eligible works including:
- i. Improving or extending routes
 - ii. The inclusion of furniture including seat and cycle stands
 - iii. Way marking, and
 - iv. The production/printing of promotional literature
- 1.3 Since its inception the scheme has provided over 40 grants, each of up to £500.

2. Current Position

- 2.1 Applications were invited to the scheme between 1 April 2012 and 31 August 2012. A total of 6 applications were received. These were assessed in partnership with the North Ayrshire Outdoor Access Forum. A summary of the applications submitted and recommendations for funding is provided as Appendix 1 to this report.

3. Proposals

- 3.1 The Cabinet is invited to agree to approve the awards outlined in Appendix 1.

4. Implications

Financial Implications

- 4.1 The grants proposed can be met from within the £2,500 annual budget allocated for the Community Outdoor Access Grant Scheme (COAGS).

Human Resource Implications

- 4.2 There are no human resource implications arising from this Report

Legal Implications

- 4.3 There are no legal implications arising from this Report.

Equality Implications

- 4.4 The projects funded by the grants will improve the overall quality and accessibility of local path networks and provide improved interpretation and information for local communities and visitors to North Ayrshire.

Environmental Implications

- 4.5 The projects will provide increased opportunities for cycling and walking. This in turn will promote modal shift which will improve health and well-being of communities, reduce the use of private cars and improve the air quality within North Ayrshire.

Implications for Key Priorities

- 4.6 The implementation of these projects contributes to Single Outcome Agreement Outcomes 1(b), 6(a), 7(c), 9(c), 10(c) and 12(a) and the Healthy and Active Action in relation to the implementation of the Outdoor Access Strategy. This will also assist in achieving a number of the aims and objectives of the Core Paths Plan, Local Transport Strategy and Council Plan.

Community Benefit Implications

- 4.7 The projects funded under the scheme are being implemented by community organisations and are not of significant scale to merit the inclusion of community benefit arrangements.

5. Consultations

- 5.1 Consultation through the Outdoor Access Forum has involved a wide range of local organisations and individuals representative of all the interest groups involved in Outdoor Access. This includes representatives from access user groups, agencies, communities, land owners and land managers. All applicants are advised to inform their local member of any applications to the scheme as well.

6. Conclusion

- 6.1 The grant scheme enables local communities to develop small scale access projects thereby providing opportunities for volunteering and building capacity with local organisations. The works identified by these applications are wide ranging, will benefit a number of North Ayrshire communities and will assist in achieving a number of the objectives of the Single Outcome Agreement, Outdoor Access Strategy and Core Paths Plan.



CRAIG HATTON
Corporate Director (Development and Environment)

Reference :

For further information please contact Louise Kirk, Access Officer on telephone number 01294 324766

Background Papers

North Ayrshire Outdoor Access Strategy and North Ayrshire Core Paths Plan

Community Outdoor Access Grant Scheme Applications 2012/13

The table below provides a summary of the applications received and the recommendations for funding:

Organisation	Works Title and Summary	Overall Works Cost	COAGS Contribution Requested	Recommendation
Barrmill Community Association	Vale View Improvements <i>The improvement of the path network and installation of cycle parking at Vale View Park, Barrmill.</i>	£605.80	£500	Fund project
Holy Isle Project	Core Path Drainage <i>The improvement of the drainage on the Core Path beyond St Molaise Cave, Holy Isle.</i>	£500*	£500	Fund project
Brodick Improvement Committee	Path Survey <i>The production of a feasibility study for an alternative route for a section of the Fisherman's Walk/Arran Coastalway at Brodick, Isle of Arran.</i>	£400	£400	Fund project
Ayrshire Scottish Wildlife Trust Members Centre	Irvine Greenspaces Leaflet <i>The update and reprint of the Irvine Greenspace Leaflet to raise awareness of the nine Scottish Wildlife Trust Reserves and access opportunities in and around Irvine.</i>	£306	£306	Fund project
West Kilbride Environmental Group	Improving Access at Garratt Gardens, West Kilbride <i>The upgrade of the main path into the Gardens, improvements to the overall path network within the garden and provision of a seat for visitors.</i>	£900*	£500	Fund project
Friends of Spiers	Interpretation Panel for Spiers School <i>The production and installation of an interpretation panel for Spiers Old School Grounds at Beith.</i>	£250*	£250	Fund project
TOTAL		£2961.80	£2456.00	

Please note: The projects marked with an asterisk (*) include in kind contributions in terms of volunteer input which has not been accounted for in the overall works cost.

NORTH AYRSHIRE COUNCIL

Agenda Item 12

18 December 2012

Cabinet

Subject: **Radio City, Kilbirnie**

Purpose: To consider a funding request of £15,000 from Radio City to enable continued operation during the remainder of the current financial year.

Recommendation: That Cabinet approves the funding request of £15,000 from Radio City, subject to a condition requiring the development of a robust business plan setting out a sustainable future for the organisation.

1. Introduction

- 1.1 Radio City opened in 2004 to provide facilities to the communities of Kilbirnie and the Garnock Valley. It is housed in a extensively refurbished Art Deco cinema at the centre of the town of Kilbirnie. The facility includes cafeteria and canteen, fitness suite, music room and managed work spaces. It hosts a large number of local and special interest groups such as healthy eating, fitness, health and wellbeing and other community groups on a weekly basis.
- 1.2 Radio City is a social enterprise run by a voluntary board of 5 members. Currently it has 5 full-time members of staff, supplemented by volunteers with an annual turnover of approximately £120,000 per year.
- 1.3 Promoting health and well-being forms a large part of the business with approximately 140 gym members and many individuals attending group activities including Men's Health Groups and Cardiac rehab.
- 1.4 Radio City also provides managed work space for other third sector and private enterprises. The prime tenant at the moment is Aspire Scotland.
- 1.5 Aspire Scotland provides high quality residential care and education to young people aged 8-17 years . Its education facility allows young people to access the resources on offer. Aspire Scotland has around 12 staff working out of Radio City which provides an important source of income.

- 1.6 The former Executive granted a request for funding of £40,000 in July 2009 to enable continued operation during 2009/10 and further resolved to examine whether any Council services could be located within the facility to assist in its continual financial stability.
- 1.7 At its meeting in December 2009 the former Executive agreed that it would not be in the best interests of the Council to relocate services to the facility and that further general financial assistance be provided to the Radio City Trust.

2. Current Position

- 2.1 Radio City, like other social and small enterprises, is finding it difficult to survive and sustain its core business in the current economic climate. The main reasons for this are an unsuccessful EU Leader funding application, delays in grant decisions and increasing energy costs. The loss of James Watt College as an anchor tenant and substantial flood damage incurred in 2008 have also impacted negatively on the organisation's cash flow. In the recent past Radio City also navigated through a period of voluntary administration.
- 2.2 Radio City is currently projecting a financial shortfall of £15,000 over the next few months which is likely to put their continued operation at risk of closure, with the likelihood of it ceasing to operate and having to lay off staff. This would also bring uncertainty to its current tenants and their staff.
- 2.3 Radio City recognise the severity of the situation they are in and have commissioned through the North Ayrshire Social Enterprise Support Programme the development of a new business plan to identify new funding streams, diversify activity and ultimately deliver a more sustainable business.
- 2.4 As part of this business plan a bid is being submitted to the People and Communities Fund. If successful this will provide financial stability for the next 3 years. The People and Communities Fund supports community organisations to grow and strengthen by delivering outcomes to meet and respond to the aspirations of their communities.
- 2.5 The Trust are developing a number of initiatives to support their long-term sustainability.
- 2.6 Additional support is being received from the Scottish Community Development Centre who deliver the Achieving Community Empowerment initiative.

- 2.7 They have agreed to support the development of Radio City and to deliver a wider engagement programme across the community to help identify the needs and key development issues from a community perspective.
- 2.8 In addition to this there has been progress in attracting new tenants to Radio City, for example the Prince's Trust will use Radio City as its hub to deliver the new entrepreneurship programme in the Garnock Valley. Providers within the North Ayrshire employability pipeline have also been approached to consider basing more services in the facility.
- 2.9 To address increasing energy costs and reduce carbon emissions 57 photovoltaic panels have been installed on the roof. This programme was completed in time to maximise future income from the feed in tariff scheme. This will have an immediate impact on lowering energy costs.
- 2.10 Radio City as part of its future business planning recognises the need to move away from grant dependence and become a better business by diversifying the range of services it offers and being paid for them. For example, the organisation is keen to examine ways in which it can be more involved in the efforts to physically regenerate Kilbirnie, through the Kilbirnie conservation regeneration scheme – this may be a physical hub for the regeneration process, or as a vehicle to get more people involved in, and participating in the regeneration process.
- 2.11 Radio City is also currently other additional income opportunities, for example The Robertson Trust's Thinking Differently programme, which addresses issues of young people and alcohol.
- 2.12 Radio City will continue to receive support from the North Ayrshire Social Enterprise support programme, and where appropriate the Ayrshire Community Trust and North Ayrshire Business Development.

3. Proposals

- 3.1 Gap funding for Radio City of £15,000 would cover trading shortfalls over the next 5 months whilst plans are developed to provide a sustainable future.
- 3.2 The Cabinet is invited to approve the funding request of £15,000 from Radio City, subject to a condition requiring the development of a robust business plan setting out a sustainable future for the organisation.

4. Implications

Financial Implications

- 4.1 The funding can be met from within the projected underspend in the current years existing Economic Development budget.

Human Resource Implications

- 4.2 There are no human resource implications arising for the Council within this report.

Legal Implications

- 4.3 There are no legal implications arising from this report.

Equality Implications

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

Environmental Implications

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

Implications for Key Priorities

- 4.6 The services and activities delivered by Radio City are in line with North Ayrshire's SOA: 'a working North Ayrshire' and 'a healthy and active NA'.
- 4.7 They are also aligned with the priorities set out in the North Ayrshire's Regeneration and Economic Development Strategy.

Community Benefit Implications

- 4.8 The Radio City Trust provides a number of community initiatives.

5. Consultations

- 5.1 Consultations have taken place at this stage with Economic Development Services, Chief Executive Services, and North Ayrshire Social Enterprise Support Service.

6. Conclusion

- 6.1 Radio City occupies a very prominent position within Kilbirnie. It is currently struggling financially but in developing a new business plan that will identify potential new income streams to provide a sustainable future.



CRAIG HATTON

Corporate Director (Development and Environment)

Reference : KY/AO'H/AM

For further information please contact Angus O'Henley, Economic Development Officer, Development Planning on 01294 225124

Background Papers

NA

NORTH AYRSHIRE COUNCIL

Agenda Item 13

18 December 2012

Cabinet

Subject: Economic Development Budget 2012/2013

Purpose: To advise the Cabinet of the investment plans for the agreed budget carry forward from 2012/13 to 2013/14.

Recommendation: That the Cabinet approves the proposals for investing the carried forward funds.

1. Introduction

- 1.1 At its meeting on 20 November 2012, Cabinet agreed a budget carry forward of £2 million within the Economic Development budget from the current year into 2013/14.

2. Current Position

- 2.1 The Economic Development Service currently undertakes activity in three major areas:

- Employability - supporting people into jobs;
- Town Centre Regeneration - improving the quality and fabric of North Ayrshire Towns; and
- Business Development - supporting local businesses to grow.

- 2.2. The 2012/13 budget for the service is £12.645m, including a carry forward of £2.55m from 2011/12. Funding is secured from a number of sources as set out in the table below:

Funding Source	Available Funds
North Ayrshire Council incl. 2011/12 carry forward	£9.618m
Scottish Government	£0.828m
Economic Development & Regeneration Funding + Other Funding	£1.159m
Business Gateway*	£1.040m
Total	£12.645m

*The Business Gateway contract is managed by North Ayrshire Council on behalf of the three Ayrshire Councils, and spend is divided equally across the three Council areas.

2.3 This budget has been allocated across a range of programmes as set out below:

Programme Area	Budget	% of total budget
Employability (Hardest to Reach)	£1.976m	15.6%
Employability (Helping people into work)	£3.026m	23.9%
Town Centre Regeneration & Enterprise Area Development	£2.847m	22.5%
Tourism	£0.347m	2.8%
Business Development	£2.015m	15.9%
Administration	£1.514m	12%
Economic Development and Regeneration	£0.920m	7.3%
Total	£12.645m	100%

2.4 The purpose of these programmes is to:

- **Employability (Hardest to Reach):-** supports people to overcome barriers into employment. This includes training and skills development, child care provision and enhancement of an individual's employment experience.
- **Emploment Support (Helping people into work):-** a series of wage subsidy schemes to encourage businesses to employ North Ayrshire residents. This includes the Modern Apprentice Programme.
- **Town Centre Regeneration and Enterprise Area Development:-** These programmes support the revitalisation of North Ayrshire towns and typically have focused on shop front improvements and upgrading areas of public realm. This area of work also includes the funding to Irvine Bay Urban Regeneration Company (URC), which facilitates regeneration in Irvine, Kilwinning, Stevenston, Saltcoats and Ardrossan. The URC is currently focusing on the development and implementation of the Enterprise Area.
- **Tourism:-** The majority of this budget is contracted to support the delivery of the Pan Ayrshire Tourism team. This group has been established during 2012 to provide a cross Ayrshire tourism service to increase the number of visitors to Ayrshire.
- **Business Development:-** This activity supports local businesses to grow and become more competitive. This is primarily achieved through advice and grants.

- **Administration:-** Staff costs and training of the Economic Development team.
- **Economic Development Funding:-** This is funding which has been earmarked to support job creation and employability programmes. The activities are still in development stage.

3. Proposals

3.1 It is proposed that the carry forward of £2.0 million will be invested in the following areas during 2013/14:-

- **Employment Support Programmes** (c. £775k): these programmes offer wage subsidies to businesses, to employ an out of work North Ayrshire resident. One of these, the Modern Apprentice Programme commenced in summer 2012 and with dedicated officer time is becoming established with local businesses. The programme is proving popular with both businesses and individual alike with 55 companies already signed up and 74 modern apprentice places filled. It is now on course to meet the profile of expenditure over the next two financial years. Given that this is a wage subsidy programme with 50% in year 1, 25% in year 2 and 10% in year 3, the majority of the spend is programmed to occur in 2013/14 when the subsidies are at the maximum.
- **Business Development** (£325k): the current business development programme was due to conclude in March 2013 but to ensure full spend of the European Funding the programme is being extended to December 2013 and therefore requires additional match support from the Council
- **Economic Development Strategy Funding:** additional programmes of activity are also in development which supports the implementation of the North Ayrshire Economic Development & Regeneration Strategy. These include:
- **Graduate Programme** (c. £275k) this will be similar to the modern apprentice programme, in offering a wage subsidy, albeit targeted at graduates. It is likely to include both employment opportunities within businesses and the Council.
- **Marketing North Ayrshire** (c. £100k) - a priority area within the Economic Strategy is to raise the positive profile and promote North Ayrshire. A range of positive messages and materials are currently in development and will be targeted at a range of key audiences.

- **Enhanced Business Support** (c. £525k): The Economic Development & Regeneration Board has instigated three Task & Finish Groups led by the Private Sector board members. These groups are reviewing current provision to assist start up and existing companies as well as the offer to companies wishing to locate in North Ayrshire. Although not yet complete there are some gaps and additional business support activities which need to be provided to match the step change in job creation that is required. For example, there is no current inward investment service to provide a dedicated and focussed approach to attracting new companies. This needs to be created with supporting material and resource. In addition, to support growth companies, there is a need to improve mentoring, access to funding and business premises targeted at growth companies.

- 3.2 The Cabinet is invited to note the areas where the carried forward funds will be invested.

4. Implications

Financial Implications

- 4.1 The financial implications are as outlined in the report.

Human Resource Implications

- 4.2 There are no Human Resource Implications arising from this report.

Legal Implications

- 4.3 There are no Legal Implications arising from this report.

Equality Implications

- 4.4 There are no Equality Implications arising from this report.

Environmental Implications

- 4.5 There are no Environmental Implications arising from this report.

Implications for Key Priorities

- 4.6 The investment areas identified will support the Council's Core Objective of Regenerating Communities and Increasing Employment.

Community Benefit Implications

- 4.7 The carried forward funds will support local employment.

5. Consultations

- 5.1 Consultation has taken place with the Corporate Director (Finance & Corporate Services).

6. Conclusion

- 6.1 The North Ayrshire Economic Development and Regeneration Strategy sets out the significant challenges facing the North Ayrshire economy. The Council has an important role to play in contributing to the effort to address these challenges. The proposals will ensure that the carry forward of financial resources from 2012/13 is utilised to assist in the achievement of these challenges. There is a good platform of activities from which to build, nevertheless some refocusing of the service and its budget is required to optimise the impact of the Council resource. This will be subject of future Cabinet papers in due course.



CRAIG HATTON
Corporate Director (Development and Environment)

Reference : KY/fm

For further information please contact Karen Yeomans, Head of Development Planning on telephone number (01294) 324170.

Background Papers

none

NORTH AYRSHIRE COUNCIL

Agenda Item 14

18 December 2012

Cabinet

Subject: **Maximising Attendance - Half yearly review of performance - 2012-13**

Purpose: To inform the Cabinet of the Council's mid year performance in Maximising Attendance for 2012-13

Recommendation: That the Cabinet notes current and projected performance and actions to achieve targets in respect of Attendance.

1. Introduction

- 1.1 This report provides an update on the absence statistics to Quarter 2 2012-13, showing actual performance against targets, along with a projected performance at year end. In addition, an update is provided on work currently being undertaken to improve attendance levels in order to achieve absence performance targets.

2. Current Position

- 2.1 Appendix 1 shows the performance against target, by Service, by employment group for Quarter 2 plus the cumulative performance as at the end of Quarter 2.
- 2.2 This shows that, with the exception of the Chief Executive's Service, ICT and Customer Services, all other services have not met their Quarter 2 targets.
- 2.3 A comparison of days lost for Quarter 2 this year compared with the same quarter last year shows a slight improvement, with an average of 1.8 days lost this year compared to 2.0 days last year. However, the poorer performance in Quarter 1 means that at the half year stage the overall figure for the Council is greater than last year at 4.1 days lost this year, compared to 3.9 days lost last year.
- 2.4 Appendix 2 includes a projection to year end which shows that, with the exception of the Chief Executive's Service, all other services are unlikely to achieve their target for the year. The overall projection is for 9.0 days lost against a target of 6.8 days.

- 2.5 HR have been working closely with each Directorate to provide support by:
- i. Issuing monthly 'trigger reports' which identify which employees should be at different stages in the procedure, according to their sickness absence record;
 - ii. Meeting managers to carry out reviews of absences against the triggers;
 - iii. Undertaking individual case reviews with managers;
 - iv. Attending Stage 2 and Stage 3 meetings;
 - v. Providing advice and guidance on an ongoing basis on the application of the Maximising Attendance procedures.

3. Proposals

- 3.1 Directors/Heads of Service will continue to monitor absence ensuring that prompt and appropriate management action is taken in accordance with the Maximising Attendance Procedure.
- 3.2 HR Advisers will continue to work closely with service contacts to monitor progress and assist managers in finding appropriate solutions.
- 3.3 The Cabinet is invited to note current and projected performance and actions to achieve targets in respect of Attendance.

4. Implications

Financial Implications

- 4.1 Sickness absence presents a significant cost to the Council, both in terms of the direct cost of providing cover for those absent, and in terms of lost work days resulting in reduced or delayed service delivery.

Human Resource Implications

- 4.2 Human Resources will continue to monitor and support services in achieving their maximising attendance improvement targets.

Legal Implications

- 4.3 There are no legal implications arising from this report.

Equality Implications

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

Environmental Implications

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

Implications for Key Priorities

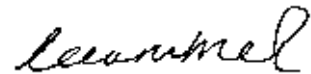
- 4.6 Reduced levels of sickness absence will contribute to a number of North Ayrshire outcomes within the Single Outcome Agreement as more resources will be available to direct towards service delivery.

5. Consultations

- 5.1 There is no requirement for consultation in respect of the content of this report.

6. Conclusion

- 6.1 As at the end of Quarter 2, the projection for the year end is for an actual of 9.0 days against a target of 6.8 days. Services will require to continue to manage absence in accordance with the Maximising Attendance procedure, coupled with supporting employees to prevent absence and hasten the return to work of already absent employees, for example, through the use of Occupational Health facilitating counselling or physiotherapy.



LAURA FRIEL

Corporate Director (Finance and Corporate Support)

Reference :

For further information please contact Gavin Macgregor, Head of HR and Organisational Development on telephone number 01294 324651

Background Papers

none

NORTH AYRSHIRE COUNCIL

Corporate Quarterly Absence Return - July- Sept 2012

SERVICE	Professional, Technical and Admin		Manual and Craft Workers		Teachers		Service Total		
	Days Lost this Quarter per FTE	Quarter Target per FTE	Days Lost this Quarter per FTE	Quarter Target per FTE	Days Lost this Quarter per FTE	Quarter Target per FTE	Days Lost this Quarter per FTE	Days Lost Year to Date per FTE	Year to Date Target
Chief Executive	0.6	1.1					0.6	2.0	2.2
Economic Development	4.5	1.1					4.5	11.2	2.2
Human Resources	1.4	1.1					1.4	4.3	2.2
Sub Total - Chief Executive Services	1.8	1.1					1.8	4.9	2.2
Legal , Planning & Regs	1.7	1.5					1.7	4.0	3.0
ICT & Customer Services	0.6	1.5					0.6	2.9	3.0
Sub Total - Corporate Services	1.3	1.5					1.3	3.6	3.0
Sub Total Chief Executive and Corporate Services	1.5	1.3					1.5	4.1	0.0
Education & Skills	1.6	1.4	6.7	1.4	0.7	1.4	1.1	3.1	2.8
Social Services	2.5	1.8	2.9	2.4			2.6	5.4	3.9
Housing	2.2	1.8					2.2	4.6	3.5
Sub Total - Social Services & Health	2.4	1.8	2.9	2.4			2.5	5.2	3.9
Finance	2.0	1.8					2.0	3.7	3.5
Infrastructure & Design	0.9	1.8	5.5	1.8			2.0	4.0	3.5
Environment & Related	2.2	1.8	2.2	1.8			2.2	4.6	3.5
Building Services	3.3	1.8	2.0	1.8			2.2	4.6	3.5
Sub Total - Finance & Infrastructure	1.8	1.8	2.3	1.8			2.1	4.4	3.5
TOTAL COUNCIL	2.0	1.6	2.5	1.9	0.7	1.4	1.8	4.1	3.4
SAME QUARTER PREVIOUS YEAR COMPARISON	2.1		2.8		1.0		2.0	3.9	

Target for the Future			
Professional, Technical and Admin	6.4 days		
Manual and Craft Workers	7.6 days		
Teachers	5.6 days (N.B. - fewer working days available)		

Maximising Attendance Performance

Service	2010/11		2011/12		2012/13	
	Actual	Target	Actual	Target	Projected*	Target
Chief Executive	6.3	7.0	4.6	6.2	4.4	4.5
Economic Development	9.8	9.3	7.2	6.2	24.6	4.5
Human Resources	3.2	8.1	3.9	6.2	9.4	4.5
Sub Total -Chief Executive Services	5.8	8.1	4.9	6.2	10.8	4.5
Legal, Planning & Regs	5.1	8.1	7.6	6.2	8.8	6.2
ICT & Customer Services	5.4	8.1	6.6	6.2	6.4	6.2
Sub Total - Corporate Services	5.2	8.1	7.2	6.2	7.9	6.2
Sub Total Chief Executive and Corporate Services	5.4	8.1	6.4	6.2	9.0	5.1
Education & Skills	6.3	8.5	6.9	6.4	6.8	5.6
Social Services	9.5	16.2	12.6	8.3	11.9	7.7
Housing	6.1	11.1	7.5	7.0	10.1	7
Sub Total - Social Services & Health	9.0	15.5	11.8	8.3	11.4	7.7
Finance	8.6	9.3	10.8	7.0	8.1	7.0
Infrastructure & Design	5.2	7.9	7.7	7.0	8.8	7.0
Environment & Related	8.4	10.8	10.1	7.0	10.1	7.0
Building Services	10.4	10.8	9.8	6.6	10.1	7.0
Sub Total - Finance & Infrastructure	8.2	10.4	9.7	7.0	9.6	7.0
Total Council	7.4	10.4	8.8	7.0	9.0	6.8

* Projection based on Q1 & Q2 results x 2.2 (allows for pattern of increased absence in Q3/4)

2012/13	
Q2 Actual	Q2 Target
0.6	1.1
4.5	1.1
1.4	1.1
1.8	1.1
1.7	1.5
0.6	1.5
1.3	1.5
1.5	1.3
1.1	2
2.6	1.8
2.2	1.8
2.5	1.8
2	1.8
2.2	1.8
2.2	1.8
2.1	1.8
1.8	1.6

2012/13	
Ytd Actual	Ytd Target
2.0	2.2
11.2	2.2
4.3	2.2
4.9	2.2
4.0	3.0
2.9	3.0
3.6	3.0
4.1	2.6
3.1	2.8
5.4	3.9
4.6	3.5
5.2	3.9
3.7	3.5
4.0	3.5
4.6	3.5
4.6	3.5
4.4	3.5
4.1	3.4

NORTH AYRSHIRE COUNCIL

Agenda Item 15

18 December 2012

Cabinet

Subject: **Woodgrove Sheltered Housing Unit, Dreghorn**

Purpose: To seek approval to award the contract for the work outlined below.

Recommendation: That the Cabinet approves (a) the project per the current design specification with the additional costs being funded via the HRA Business Plan 2013/14 sheltered housing capital funds; and (b) the acceptance of the tender submitted by James Frew Limited for the sum £1,236,432.22, as detailed in the attached Tender Outcome Report.

1. Introduction

- 1.1 On 29 March 2011, the former Executive approved the development of a North Ayrshire Older People's Housing Strategy (NAOPHS).
- 1.2 The research objectives within the NAOPHS are in line with the Scottish Government's five national outcomes, established through the Wider Planning for an Ageing Population Work Stream:

Main Outcome 1: Clear strategic leadership is in place at national and local level about housing outcomes to be delivered for older people.

Main Outcome 2: Older people are better assisted to remain in, and make best use of, existing housing stock.

Main Outcome 3: Investment in new housing provision across the sectors meets future needs of older people.

Main Outcome 4: The needs of older people for low level, preventative support are met.

Main Outcome 5: The infrastructure to support these outcomes is improved.

- 1.3 On 27 September 2011, a report was submitted to the former Executive to provide an update on the NAOPHS. Part of the update report sought approval to progress with investing approximately £1.8 million (excluding SHQS works) in piloting the "North Ayrshire Council Sheltered Housing Standard.
- 1.4 The above mentioned report provided a full analysis of the sheltered housing provision in North Ayrshire and recommended that Currie Court, Ardrossan and Woodgrove, Dreghorn, would be appropriate schemes to pilot the new standard. The report contained a scoring matrix, which clearly outlined the assessment criteria used in determining the appropriate pilot schemes and this was approved by the Executive.
- 1.5 On 27 November 2011, a further report was submitted to the Executive and approval for the refurbishment of Woodgrove was granted. The budget allocation agreed at that time was £1,095,000. This funding is contained within the 2012/13 Housing Revenue Account (HRA).

2. Current Position

- 2.1 Following approval to progress with the development of this project, Housing Services, Social Services and IDS have been working closely to develop the specification for this project and now have a design specification that meets fully the requirements of the client group.
- 2.2 No contract is in place for the proposed works with either Scotland Excel or the Scottish Procurement directorate. As a consequence of this, it was appropriate to procure the works via a competitive tender exercise.
- 2.3 The tendering process is now complete, with the most competitive compliant tender being submitted by James Frew Limited. The tender cost is £1,236,432.22, £141,432.20 greater than current budget.
- 2.4 The Tender Outcome Report (Appendix 1) provides a summary of the procurement process and makes a recommendation for the appointment of the successful contractor.
- 2.5 The report also provides the required assurance and that the tender evaluation process has been undertaken in accordance with EU Procurement Directives, Public Contracts (Scotland) Regulations 2012 (SSA 2012/88) (as amended) and North Ayrshire Council's Standing Orders Relating to contracts and the contract procedure rules.

- 2.6 The proposed scheme has been developed in detail over the last 12 months and the works now being proposed as part of the new standard, will ensure Woodgrove Sheltered Housing Complex is a modern, fit for purpose facility, that will be in high demand for the foreseeable future. Some of the work being delivered as part of the development includes:-
- All required repairs and maintenance in order to comply with the SHQS;
 - Improvement and enhancement to the common facilities, including extending the common room and kitchen areas, replacing the communal inefficient boiler plant, improving access/egrees and providing scooter storage facilities;
 - The property receiving a full external make-over including roofing replacement works and new insulated roughcasting; and
 - All flats benefitting from new wet rooms, kitchens, windows, electrical requiring and joinery finishes.
- 2.7 As noted above the lower tender received exceeds the previously agreed budget for the works. The preferred option is not to compromise on the planned works and the proposal on how this could be achieved is detailed within Section 3.
- 2.8 Subject to Cabinet approval, the project would commence on site during January 2013 and would take approximately nine months to complete.

3. Proposals

- 3.1 In order to deliver upon the outcomes of the NAOPHS strategy and develop the new North Ayrshire Council Sheltered Housing Standard" it is proposed that the project progresses as per the current design specifications, with the additional costs being funded via:

HRA Business Plan - 2013/14 sheltered housing capital funds:
£141,432.20

- 3.2 It is further proposed that the Cabinet approves the acceptance of the tender submitted by James Frew Limited, for the sum of £1,236,432.22, all as detailed in the attached Tender Outcome Report.

4. Implications

Financial Implications

- 4.1 There is £800,000 of capital expenditure allocated within the HRA for financial year 2013/14 for sheltered housing re-provisioning. These monies are not presently fully committed and can therefore be used to offset the £141.432.20 budget shortfall.
- 4.2 The current cost profiling projects that 75% of costs will be incurred during financial year 2012/13. This position is likely to change and will be determined upon appointment of the successful contractor. In summary, there will require to be an additional financial carry forward into the financial year 2013/14.

Human Resource Implications

- 4.3 None

Legal Implications

- 4.4 None

Equality Implications

- 4.5 None

Environmental Implications

- 4.6 These works will enhance the thermal efficiency of the properties affected and will contribute towards the reduction of the Council's carbon footprint.

Implications for Key Priorities

- 4.7 This work will contribute towards the Council's commitment to the Single Outcome Agreement, under the following objectives:-
 - 6d "More vulnerable people are supported within their own communities"
 - 10a "The quality of social housing has improved"
 - 12a "Our environment is protected and enhanced"
 - 14b "The public sector's carbon footprint has reduced."

Community Benefit Implications

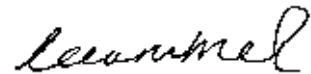
- 4.8 There will be direct community benefit requirements in the contract, as the value of the works are in line with the threshold for the Targeted Recruitment and Training Scheme. These community benefits will be developed with the contractor following successful appointment.

5. Consultations

- 5.1 Throughout the development of the NAOPHS and "North Ayrshire Council Sheltered Housing Standard", stakeholder consultation has taken place with the Sheltered Housing Forum, Tenants and Residents Network and Officers Locality Group and HRA Business Plan Implementation Group.
- 5.2 In developing the detailed design and specification for the works as proposed consultation has taken place with Social Services, Housing Services, the appropriate client groups and major works working group.

6. Conclusion

- 6.1 That the Cabinet is requested to approve the acceptance of the tender submitted by James Frew Limited for the sum of £1,236,432.22.



LAURA FRIEL
Corporate Director (Finance and Corporate Support)

Reference :

For further information please contact David Tate, Senior Manager (Housing Asset and Investment) on telephone number 01294 225051

Background Papers

None



Tender Outcome Report
For Recommendations over £350K

Contract Number/DRE/310/004

RE-DEVELOPMENT OF SHELTERED HOUSING
UNIT, WOODGROVE, DREGHORN

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Contract Number/DRE/310/004
For the procurement of:

The redevelopment of the sheltered housing unit, Woodgrove, Dreghorn.

1 PURPOSE

The purpose of this document is to summarise the invitation to tender process and present a recommendation for the re-development of sheltered housing unit, Woodgrove, Dreghorn award. The recommendation is based on the results of the tender evaluation carried out on the responses to the tender for re-development of sheltered housing unit, Woodgrove, Dreghorn Invitation to Tender. The report will provide assurance that the tender evaluation has been undertaken in accordance with EU Procurement Directives, Public Contracts (Scotland) Regulations 2012 (SSI 2012/88) (as amended) and the Councils Standing Orders Relating to Contracts and Contract Procedure Rules for North Ayrshire Council.

2 INTRODUCTION

- 2.1 This report has been compiled on behalf of the Tender Evaluation Team following the completion of the evaluation of responses to the Invitation To Tender for the tender for the re-development of sheltered housing unit, Woodgrove, Dreghorn.
- 2.2 This document contains information that is Commercial in Confidence and is not in the public domain. The contents of this document must not be disclosed or discussed with any third party.

3 BACKGROUND

- 3.1 North Ayrshire Council required to establish a contract for re-development of sheltered housing unit, Woodgrove, Dreghorn.
- 3.2 In order to comply with the Council's Standing Orders and Public Contracts (Scotland) Regulations 2012 (SSI 2012/88) (as amended) a formal tendering exercise was undertaken.
- 3.3 The contract term is for 40 weeks
- 3.4 The estimated total value of the overall contract (including any possible extensions and all collaborative partners) is £1,236,432.22 with an estimated spend and split between 12/13 and 13/14 to North Ayrshire Council of £1,236,432.22 (funded via the Housing Revenue Account).

4 TENDER NOTICE, INTEREST & RETURNS

- 4.1 A formal contract notice was advertised under the open process in the Public Contracts Scotland Procurement Portal on 29 March 2012 with a return date of noon on 4 May 2012.
- 4.2 The contract notice attracted 38 expressions of interest from a wide range of potential providers, of which 11 parties submitted completed questionnaires
- 4.3 Following evaluation of the expressions of interests received, the following six potential providers were short-listed to receive Invitation To Tenders documents. These were Frank Haslam Milan Ltd, CCG (Scotland) Ltd, Ashleigh (Scotland) Ltd, Morris and Spottiswood Ltd, James Frew Ltd, Clark Contracts Ltd.
- 4.4 The return date for completed Invitation To Tenders was noon on 2 November 2012.

5 EVALUATION PROCESS

- 5.1 The evaluation of such Tenders was in two stages. Stage one (PQQ.) assessed the responses to the Minimum Criteria. If, during stage one, it was apparent that a Tenderer has submitted a fundamentally non-compliant Tender in respect of any of the Invitation To Tenders requirements, then the Council could choose to reject that Tender. Clarification could be sought from Tenderers at this stage, in order to determine whether their Tender is complete and compliant.

5.2 Pre-qualification Process

Interested organisations are required to complete and return the questionnaire including the provision of any supplementary information as identified in the questionnaire in accordance with the instructions provided within this document.

Pre-qualification questionnaires will be evaluated on the basis of each applicant's legal position, economic capacity, financial capacity, technical capacity and the ability to deliver the work to a minimum quality standard acceptable to North Ayrshire Council. These matters will be evaluated in accordance with the criteria stated in the document. All applicants require to meet a quality standard which will be predetermined by a panel of Council Officers. Failure to meet this minimum standard will exclude the applicant from being invited to tender.

On completion of the PQQ evaluation a minimum of five applicants will progress to the next stage and be invited to tender.

5.3 Procurement

Procurement of the Works is on the basis of a competitive tender using the SBCC Standard Building Contract with Quantities.

Form of Tender, Conditions of Contract, Preliminaries, Specification and Bill of Quantities were issued for completion by tenderers as part of the tender enquiry package.

Tender submissions were evaluated on the basis of price only.

North Ayrshire Council is not bound to accept the lowest or any offer.

5.4 Declaration

The declaration section of this PQQ must be completed and signed by the appropriate person acting with corporate authority for the firm. The signatures will confirm that the contents of the PQQ are true and accurate. If inaccuracies are found within the submission this will automatically disqualify the firm from the PQQ process and exclude the company from future applications.

5.5 PQQ Documentation

North Ayrshire Council retained all submitted documentation for 30 days after the date noted on the PQQ notification letter.

5.6 Selection Process

Two types of scoring were applied to evaluate the PQQ. The first is the compliance section. All applicants must complete this section. Failure to meet any of these criteria would result in the applicant not being invited to tender.

The second is the quality assessment section. All applicants must complete this section. The comparative assessment of applicants will be weighted as indicated within the questionnaire. Each question will carry the points noted totalling 100.

A minimum of the five highest ranked applicants on the comparative quality assessment and who have gained a PASS in all criteria of the compliance section will be included in the list of potential tenderers.

The summary of the scoring system is as per the table below;

REF	COMPLIANCE	POINTS
Part A	Details Of Applicant	PASS/FAIL
Part B	Financial Information	PASS/FAIL
Part C	Business Probity	PASS/FAIL
Part D	Health & Safety	PASS/FAIL
Part E	Financial Status	PASS/FAIL
Part F	Essential Criteria	PASS/FAIL
Part I	Declaration	PASS/FAIL *

REF	QUALITY ASSESSMENT	POINTS
Part G	Relevant Experience	62
Part H	Understanding and Approach	38
	TOTAL AVAILABLE POINTS	100

*Where the declaration is not completed, this will constitute a FAIL

On completion of the PQQ evaluation Contractors shall be advised whether they have been successful or unsuccessful.

The Councils evaluation and scoring shall be final. No further discussion shall be entered into regarding evaluation or scoring matters.

6.0 EVALUATION RESULTS

6.1 Quality (PQQ)

Scoreboard

The redevelopment of the sheltered housing unit, Woodgrove, Dreghorn

Org Name	Overall Score	Ranking	Reason For Failure
FRANK HASLAM MILAN	96.00	1=	
CCG (Scotland) Ltd	95.00	1=	
JAMES FREW Ltd	95.00	1=	
ASHLEIGH (Scotland) Ltd	94.00	4	
CLARK CONTRACTS	91.00	5	
MORRIS & SPOTTISWOOD	91.00	6	
MAXI	89.00	7	
ISG	88.00	8	
McLAUGHLIN	87.00	9	
MARSHALL	86.00	10=	
STEWART AND SHIELDS	86.00	10=	

7.0 TENDER ABSTRACT

- 7.1 Following completion of stage one (PQQ.), Tenderers meeting the minimum criteria progressed to stage two of the evaluation. Stage two (PRICE ONLY)

Price: 100%

Quality: Assessed at PQQ stage

7.2 Abstract of Offers

REDEVELOPMENT OF WOODGROVE SHELTERED HOUSING UNIT, DREGHORN

Contractor	Original Offer £	Corrected Offer £	Lowest Offer £
James Frew Ltd Stevenston	£1,559,606.70	£1,559,606.60	£1,559,606.60
Frank Haslam Milan Ltd Glasgow	£1,559,919.19	£1,567,212.78	
Ashleigh(Scotland) Ltd Dumfries	£1,548,114.20	£1,567,495.82	
Clark Contracts Ltd Paisley	£1,659,826.98	£1,663,364.72	
Morris & Spottiswood Ltd Glasgow	£1,785,459.17	£1,784,459.33	
CCG (Scotland) Ltd Glasgow	WITHDRAWN	N/A	

The lowest tender submitted was received from James Frew Ltd and amounted to £1,559,606.60. This most competitive offer received was significantly higher than the budget provision in place for the project. As a result a savings exercise was subsequently carried out.

7.3 Savings Exercise

An assessment of all tenders returned was carried out, with the three most competitive tenders being taken forward to the next stage. The three competing contractors were issued with an Addendum Bill of Quantities and were formally requested to submit the addendum by noon on 28 November 2012. After arithmetically checks the competing offers are outlined as follows:

Contractor	Original Offer £	Corrected Addendum Offer £	Lowest Offer £
James Frew Ltd Stevenston	£1,559,606.60	£1,236,432.22	£1,236,432.22
Ashleigh(Scotland) Ltd Dumfries	£1,567,495.82	£1,236,573.24	
Frank Haslam Milan Ltd Glasgow	£1,567,212.78	£1,281,424.75	

The lowest price submitted, that of James Frew Ltd, amounting to £1,236,432.22 is competitive and acceptance is recommended

8 RECOMMENDATION

- 8.1 The recommendation of the Tender Evaluation Panel is that a Contract be awarded to James Frew Ltd (Stevenston)
- 8.2 Subject to approval, a letter of intent will be issued to the successful tenderer.

- 8.3 Both successful and unsuccessful Tenderers will be provided with the opportunity to receive a full debrief in accordance with EU Legislation, the Public Contracts (Scotland) Regulations and Scottish Procurement Directorate guidance.

9 AUTHORITY TO APPROVE

- 9.1 In line with Standing Orders Relating to Contracts and Contract Procedure Rules for North Ayrshire Council, the Tender Evaluation Panel seeks to obtain authority from the Cabinet to accept the Tender and award a Contract to the Tenderer identified in section 8.1.
- 9.2 If authority to accept is given by committee, please attach a copy of the minutes giving approval.

Representative of Committee:

PRINT NAME: _____

Signed: _____

Date: _____

NORTH AYRSHIRE COUNCIL

Agenda Item 16

18 December 2012

Cabinet

Subject: **Education Attainment and Achievement Policy
Board: Minutes of Meeting held on 12 November
2012**

Purpose: To submit the minutes of the meeting of the Education Attainment and Achievement Policy Board held on 12 November 2012.

Recommendation: That the Cabinet agrees to note the Minutes.

1. Introduction

- 1.1 The third meeting of the Education Attainment and Achievement Policy Board took place on Monday 12 November 2012.

2. Current Position

- 2.1 The Minutes of the Education Attainment and Achievement Policy Board held on 12 November 2012 are attached as Appendix 1.

- 2.2 The key issues were:

- Draft Vision for Education and Skills
- Raising Attainment - Past & Current Initiatives
- Critical Skills
- Teacher Learning Communities
- Improving Consistency in Learning and Teaching

3. Proposals

- 3.1 It is proposed that Cabinet notes the Minutes.

4. Implications

Financial Implications

- 4.1 There are no financial implications arising from this report.

Human Resource Implications

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

Legal Implications

- 4.3 There are no legal implications arising from this report.

Equality Implications

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

Environmental Implications

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

Implications for Key Priorities

- 4.6 There are no key priorities arising from this report.

5. Consultations

- 5.1 None required.

6. Conclusion

- 6.1 None required.



CAROL KIRK
Corporate Director (Education and Skills)

Reference : CK/MD

For further information please contact Mary Docherty, Head of Service
(Education 3-18), on telephone number 01294 324416.

Background Papers

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Education Attainment & Achievement Policy Board

12 November 2012 at 2.00 pm

At a meeting of the Education Attainment & Achievement Policy Board of North Ayrshire Council held on 12 November 2012 at 2.00 pm in the Council chambers, Cunninghame House, Irvine.

Members Present:

Councillor John Bruce
Councillor Anthony Gurney
Councillor Catherine McMillan
Councillor Tom Marshall

In Attendance:

Carol Kirk, Corporate Director (Education and Skills)
Mary Docherty, Head of Service (Education 3-18)
Elizabeth Higton
Very Reverend Matthew Canon McManus

Chair:

Councillor John Bruce

Apologies for Absence:

Councillor John Bell
Councillor Jim Montgomerie

**1. Previous minutes
Matters arising**

Councillor John Bruce chaired the meeting as Councillor Tony Gurney was unable to attend from the start. Apologies were given for Councillors John Bell and Jim Montgomerie. The Minute of the last meeting on 17 September was approved by Elizabeth Higton and seconded by Councillor Catherine McMillan.

There were no matters arising.

2. Draft vision

Carol Kirk has reviewed the results from the Vision for Education Workshop grouping together the topics which had been picked as a No. 1 priority. This document was circulated at the meeting for discussion at a future meeting.

It was suggested that it would be logical to have a representative from a secondary school attend a future meeting and possibly at a later date someone from a college. This was agreed.

Transition from primary to secondary was discussed as this is something parents usually worry about.

Provision for ASN pupils. There are approximately 3,800 ASN pupils within the Authority and the bulk of these pupils are in mainstream schools with approximately 350 pupils being given separate provision.

A request was made for one of the parent council chairs to join the group and this was agreed.

It was requested that a glossary of acronyms and abbreviations used within Education be supplied.

3. Raising attainment:

Past and Current Initiatives – Mary Docherty, Head of Service

A summary of initiatives and strategies taken forward had been prepared, some of which had been started prior to Mary taking up post four years ago. Mary emphasised that all initiatives are about raising attainment and achievement. These include:

- Attendance and the importance of getting children into school was emphasised.
- Support for CPD in raising attainment in literacy by providing courses in the teaching of reading.
- Learning rounds are undertaken to develop and support a culture of self improvement and reflection.
- Critical skills has had a massive influence in improving teaching skills
- PATHS is a programme to deal with emotional needs. It is vital for young people to have personal support from the start of their schooling. It gives children the skills necessary to identify their emotions, how to overcome these emotions and how to manage them and understand them. ie it helps children to identify when sad, angry etc
- Staying on rates have improved and there has been an improvement in the numbers of young people leaving school with qualifications.
- A recent initiative is the motivated minds project/ sleep project. Research has shown that adolescents need 9 hours sleep (the same as a baby).
- Key professionals gave talks to young people contemplating UCAS high tariff courses to provide them with the information and support they will need in deciding whether to pursue these professions.

Next Steps

Actions to raise attainment – there is a “stocktaking week” next week to ascertain how far schools have built on actions identified during SQA visits and to find out what supports can be provided.

School hours for children starting school have been increased to full time from the start of the school year. There is an advantage to being in school for the full day from the beginning of term as children will then experience the full curriculum. There was a discussion on the best age at which children should start school.

VSE is a different model being used and North Ayrshire Council has been very open and transparent regarding the self evaluation process. As a management team, the Heads of Service and Quality Improvement team did not become directly involved. The thematic groups were led by headteachers and senior school staff. Education Scotland did not feel it necessary to come back for further information. Evaluated self evaluation is working well from the Authority's point of view

A number of other Authorities are using this partnership model. Full INEA inspections have not been stopped but are only being carried out where it is felt there is no improvement in the work of a local authority. The feedback is that most Authorities feel it is a more productive and positive way of working. It was suggested that this is a valuable model to look at for the future and Carol Kirk will investigate how this could be used with other aspects of the service.

SQA results in a secondary school provide a measure, and there was a discussion on how you measure success in a primary school and how do you measure successful attainment by P7. Part of the work of measuring attainment has been done with teacher learning communities which have built up the confidence of staff. Primary schools also enter information into SEEMIS on progress in literacy, numeracy and health & wellbeing.

Moderation at cluster level and by authority level is used to ensure consistency. It is necessary to identify and share the standard and compare across the cluster and the authority.

The question was asked how progress is reported to parents and whether it is at a valid and reliable level. Previously schools used 5-14 guidelines. Children's progress is assessed in line with Curriculum for Excellence. Opportunities for online sharing of assessments help to improve practice.

Examples were provided of differences in the education systems of other countries to that of Scotland eg Finland where children do not start school until the age of seven and there are no exams; the state of Queensland in Australia has got rid of the exam structure with social pedagogues working alongside teachers to develop different sides of the child.

Psychological Services carried out a survey into the factors influencing staying-on rates in secondary schools. Possibly as a result of the current economic situation a lot of pupils are returning to S6 and therefore it is the responsibility of schools to meet the learning needs of all pupils. All S6 pupils should take four subjects to develop an appropriate work ethic. There are opportunities to volunteer and it was advised that these included The Duke of Edinburgh Award and The Prince's Trust. Uniformed organisations also provide valuable opportunities.

Elizabeth Higton pointed out that she had been involved with young people working with her on community involvement but that there were limitations to the management of this as they could only come out at times to suit the school curriculum. Productive work placements for our young people with meaningful work opportunities are essential and are part of the action plan for Education.

Further education – There needs to be a mixed approach to meet the needs of the individual as university does not suit all young people. Some S4/5 pupils who do not want to go on to university are being signposted to college and HNC/HND level. Engaging in partnership working with further education colleges to deliver a curriculum for 5th/6th year is important. Consultation is ongoing with employers about offering apprenticeships which could be given in 6th year (companies would then pay for 3 out of the 4 years of an apprenticeship). These are higher level apprenticeships which could morph into a degree. Jobs in engineering and sciences often have good salaries.

Maureen Denningberg, headteacher of Dalry Primary School

It is essential that school leaders have a clear vision about the importance of the consistency of learning and teaching and are vigilant about maintaining standards. This has to be communicated to staff and pupils. Budgets need to be prioritised to ensure maximum impact on outcomes for children.

Assessment is for Learning (AiFL)

Teacher Learning Communities, Critical Skills and Moderation all initially need a lot of money but will eventually be self sustaining. AiFL triangle is used to assess within the school. Pupils and staff set own learning goals. Pupils and staff practice self and peer assessment.

Pupils, staff and parents are clear about what is to be learned using success criteria and learning intentions. In Dalry Primary School, the language used does not change from P1 to P7 but the techniques used become more complicated.

Timely feedback is given with verbal feedback and comments on children's work. Feedback is given at the end of each lesson and it is not just a mark in a jotter. Pupils and staff are fully involved in deciding next steps in their learning and identifying who can help. Staff and pupils identify and reflect on evidence of learning and there is a range of activities to test this with standardised testing of spelling and reading being carried out.

Staff talk and work together in and across the schools discussing progress and pace and identify where there are any gaps. Classroom assessment involves high quality interaction.

Teacher Learning Communities – Maureen Denningberg

Teacher Learning Communities (TLCs) were started by Dylan Williams through Tapestry. All the staff are trained in exactly the same across the Authority and reflect on their own practices and share experiences within networks, building up a knowledge base. This results in long term changes to practice. The management team is not involved in TLCs and these become self sustaining through time. This is a very powerful tool and teachers are more likely to persevere if they have to report back to their peers. TLCs usually have 8-10 members and provide consistency throughout school.

Moderation - agree on standards and expectations within school, within cluster, within Authority and outwith Authority. Teachers set up a challenge, moderate what is successful and based on teachers' judgement and backed up by evidence are able to assess. To ensure this happens monitoring is carried out within the classrooms.

Critical Skills – Maureen Denningberg

Critical Skills has changed the way teachers teach in Dalry Primary School. It helps create a learning community in each class and gives children the language to use to explain their learning. Challenges are set by looking at learning intentions and then assessing whether the children are secure, eg Olympics (challenge to choose an athlete, pick a country, exercise regime, travel to final with accommodation, etc) and give a presentation at the end. This gives children the skills and knowledge to use examples of real life situations.

Improving Consistency - Maureen Denningberg

Improved consistency in learning and teaching is achieved by using written guidelines, an induction programme, making sure communication is clear, ethos, agreed teaching practice and continuous development of skills.

Maureen Denningberg was complimented on her presentation. She was asked if she thought that resistance to change was age based and whether younger and newly qualified teachers are more open to challenges. Maureen advised that she did not find this to be the case. She finds that when the technology and training are provided and teachers believe in what they are doing the children learn with excitement.

Father McManus commented that when children are happy and hard working they do not view visits as a welcome relief to what is going on.

The question was asked about parental involvement. Maureen advised that parents were in the school frequently eg as parent helpers; attending Celebration of Learning events where children demonstrate what they are doing; assemblies and traditional parents' evening. She finds that there is a 100% turnout for anything the school does.

Children have diary planners where they write what learning will be about and what has happened and there is a space in this for parents to write comments. Children participate in online blogging.

The question was asked how she found the transition to secondary school. Maureen advised that this was fairly smooth for the pupils as the school has really close links with its associate secondary school. Garnock Academy has been closely involved with critical skills and also there are topics where P7 and S1 teachers interact. The biggest problem is that in P7 the children have had a lot of responsibility and when they move to secondary school they no longer have this as it is S5 and S6 pupils who now have this.

4. AOCB

There was no other business and the meeting finished at 3.30 pm.

NORTH AYRSHIRE COUNCIL

Agenda Item 17

18 December 2012

Cabinet

Subject: **Economy & Employment Policy Board**

Purpose: To submit the Minutes of the Meeting of the Economy & Employment Policy Board held on 26 November 2012.

Recommendation: That the Cabinet note the Minutes attached at Appendix 1.

1. Introduction

- 1.1 The Economy & Employment Policy Board is one of six new Policy Boards formed by the new Council following its election in May 2012.

2. Current Position

- 2.1 The second meeting of the Economy & Employment Policy Board was held on 26 November 2012.

3. Proposals

- 3.1 That the Cabinet note the Minutes attached at Appendix 1.

4. Implications

Financial Implications

- 4.1 There are no financial implications at this time.

Human Resource Implications

- 4.2 There are no Human Resource implications.

Legal Implications

- 4.3 There are no legal implications.

Equality Implications

- 4.4 There are no equality implications.

Environmental Implications

- 4.5 There are no environmental implications.

Implications for Key Priorities

- 4.6 Economic Regeneration is a key priority for the Council.

5. Consultations

- 5.1 No consultations were undertaken in the format of the report.

6. Conclusion

- 6.1 The attached Minutes are submitted for information.



CRAIG HATTON
Corporate Director (Development and Environment)

Reference : CH/LB

For further information please contact Karen Yeomans, Head of
Development Planning on 01294 324141

Background Papers

None

IRVINE, 26 November 2012 – At a Meeting of the Economy & Employment Policy Board at 2.00 p.m.

Present

John Bell, Marie Burns, Elizabeth McLardy and Alex McLean.

In Attendance

Karen Yeomans, Head of Development Planning; George Hunter Town Centre Manager; Kathleen Don, Economic Development Tourism Officer; Edith McDowell and Peter Wood (Optimal Economics in association with Wood Holmes Consultants); and Fiona Millar Administrative Assistant (Economic Development).

Chair

Councillor Marie Burns in the Chair.

Apologies for Absence

William Gibson and David O'Neill.

1. Minutes of Previous Meeting

The Minutes of the Meeting of the Economy and Employment Policy Board held on 1 October 2012 were confirmed.

2. Marine & Coastal Strategy

Karen Yeomans, Head of Development Planning reported on the work of the Ayrshire Economic Partnership and the North Ayrshire Economic Development and Regeneration Board. She highlighted that one of the key themes being addressed by these groups is the Marine and Coastal Economy.

Peter Wood presented on the need for an Ayrshire Marine & Coastal Strategy.

The Ayrshire Marine and Coastal sector consists of:

- Shipping and Transport
- Tourism
- Energy
- Fishing and Aqua-culture
- Marine Education and Conservation.

It is estimated that the Marine and Coastal Sector accounts for 15.7% of all employment on the Ayrshire Coast.

Each element of the Marine and Coastal Sector has significant, opportunities, challenges and barriers. It was highlighted however that Tourism has the greatest potential for growth through the development of water sports. It was

further highlighted that there were opportunities for growth due to the Marine Research and Education Biological Station on Millport.

Discussion took place on the need to improve the infrastructure at Ports as well as the need to ensure that the coastal communities are consulted.

The Economy and Employment Policy Board agreed that a Marine and Coastal Economy Strategy should be progressed and further updates provided when available.

3. Town Centre Regeneration

George Hunter, Town Centre Manager provided an update on Town Centre Regeneration.

He provided an updated on the work of the Economic Development Team in terms of Town Centre Regeneration between 2009 – 2012 and on the work of Irvine Bay Regeneration Company.

He advised that a more focused approach would be taken to Town Centre Regeneration focussing on Irvine, Saltcoats and Kilbirnie.

He advised that in addition to the significant investment (£34m) which is being undertaken to improve Irvine Town Centre it was highlighted that work would be undertaken in terms of a Conservation Area Appraisal and a River Irvine Study. Work will also be undertaken to review Support for Businesses and Marketing and Branding. Updates will be provided to Members when available.

Saltcoats is a banking and retail centre for the Three Towns area, the population of Stevenston, Saltcoats and Ardrossan is 30,490 which accounts for 23% of the North Ayrshire population. The town has experienced a decline in the day trip market and an increase in retail expenditure leakage. Environmental improvements within the Saltcoats town centre would support sustainable regeneration.

A bid was submitted in August 2012 for Conservation Area Regeneration Scheme (CARS) funding for Kilbirnie with a decision expected in December 2012. A programme of investment will be developed for Kilbirnie focussing on priority buildings (Walker Hall and Stevenston Institute. It was highlighted that the former police station site is now under Council ownership.

Discussion took place on funding for other Town Centres. It was highlighted that funding will be made available to support requests from across the wider North Ayrshire area to address issues such as derelict land, shop front improvements, etc. to allow each area to attract some investment.

In the longer term an analysis will be undertaken to confirm the role and function of centres and how we should target investment.

The Economy and Employment Policy Board agreed that regular updates should be provided in terms of Town Centre Regeneration.

4. Inward Investment

Karen Yeomans, Head of Development Planning gave a short presentation on Inward Investment.

She highlighted that at present there was no real offer in terms of Inward Investment however the North Ayrshire Economic Development & Regeneration Board has established a Task & Finish Group, led by Professor Alan McGregor and Gordon McLean from the Private Sector. The group is looking at the possibility of creating a small dedicated Team to develop relationships with organisations such as Scottish Development International, develop some direct overseas promotion e.g. with Scandinavia etc., and improve the marketing of the North Ayrshire areas as a place to do business.

The Economy and Employment Policy Board agreed the findings of the Task and Finish Group should be presented as soon as these are available.

5. Any Other Business

The Chair thanked everyone for attending the third meeting of the Policy Board.

6. Date of Next Meeting

The next meeting of the Economy & Employment Policy Board will be held in on Monday 4th February 2013 at 2.00 p.m. in the Council Chambers, Cunninghame House, Irvine.

The meeting ended at 3.50 p.m.

NORTH AYRSHIRE COUNCIL

Agenda Item 18

18 December 2012

Cabinet

Subject: **Health and Social Care Policy Board : Minutes of Meeting held on 26th November 2012.**

Purpose: To submit the Minutes of the Health and Social Care Policy Board held on 26 November 2012.

Recommendation: That the Cabinet agrees to note the Minutes set out at Appendix 1.

1. Introduction

- 1.1 The Health and Social Care Policy Board met on Monday 26 November 2012.

2. Current Position

- 2.1 The Minutes of the Health and Social Care Policy Board held on 26 November 2012 are attached as Appendix 1.

- 2.2 The key issues discussed were :-

- Older People Change Fund Report Update.
- Older People's Housing Strategy.
- Community Payback Orders.

3. Proposals

- 3.1 It is proposed that Cabinet notes the Minutes set out at Appendix 1.

4. Implications

Financial Implications

- 4.1 There are no financial implications arising from this report.

Human Resource Implications

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

Legal Implications

- 4.3 There are no legal requirements arising from this report.

Equality Implications

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

Environmental Implications

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

Implications for Key Priorities

- 4.6 There are no key priorities arising from this report.

Community Benefit Implications

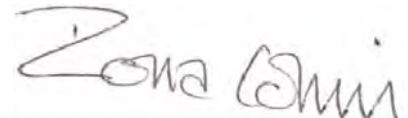
- 4.7 There are no community benefit implications arising from this report.

5. Consultations

- 5.1 None required.

6. Conclusion

- 6.1 That the Cabinet notes the Minutes.



IONA COLVIN

Corporate Director (Social Services and Health)

Reference : IC/KA

For further information please contact Iona Colvin, Corporate Director (Social Services and Health) on telephone number 01294 317725.

Background Papers

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**Health and Social Care Policy Board
Monday 26th November 2012**

At a meeting of the Health and Social Care Policy Board of North Ayrshire Council held on Monday 26th November 2012 at 2.00 p.m., in Council Chambers, Cunninghame House, Irvine.

Members Present:

Anthea Dickson, Tom Marshall, Catherine McMillan, Alan Munro, Irene Oldfather, Donald Reid,

In Attendance:

Iona Colvin, Corporate Director (Social Services & Health), Olga Clayton, Head of Community Care & Housing, Sheena Gault, Head of Children, Families & CJS, Marlene Harkis, Senior Manager Community Care (Strategy), Alex Adrain, Divisional Manager (Housing HQ), Jim McCrae, Locality Manager (Criminal Justice), Karen Andrews, Business Support Officer

Chair

Councillor Dickson in the Chair.

Apologies for Absence:

Councillor Ruth McGuire

1. Minute of Meeting held on 8th October 2012

The Minutes of the Meeting of the Health and Social Care Policy Board held on 8th October 2012 were confirmed.

2. Matters Arising

2.1 Contract Management Framework

The Contract Management Framework will be submitted for discussion to the next meeting.

Elected Members asked questions and received clarification on the Ethical Care Charter. A report on this Charter will be submitted to the next meeting.

2.2 Educational Attainment of Looked After and Accommodated Children

Submitted information by Corporate Director (Social Services & Health) on the educational attainment of Looked After and Accommodated children. The information submitted was a snapshot of 20 out of 120 children and the Corporate Director advised that further research will be undertaken in relation to benchmarking nationally and within North Ayrshire.

Elected Members asked questions and received clarification in relation to the outcomes for these children and how many have progressed to further education and gained apprenticeships.

3. Older People Change Fund Report Update

Submitted report by the Senior Manager Community Care (Strategy) on the Older People Change Fund. The report detailed progress on the four workstreams established to enable change across the reshaping care for older people agenda.

Elected Members asked questions and received clarification in relation to :-

- Consultant Geriatricians supporting and providing advice to GPs in North Ayrshire in relation to people with complex needs.
- The work of the Officer Locality Group (OLG) and the Local Operational Teams (LOTs) in progressing this work. The LOTs will look at individual cases and put in preventative measures to prevent admissions to hospital.
- The Community Ward involving dedicated GPs, Special Older People nurses and administrative staff based at Ayrshire Central Hospital.
- Care Homes – issues raised in relation to restraint within care homes. The Corporate Director advised that the Contract Management Framework will address quality issues through various methods, including care homes undertaking a self assessment which is then checked by the Contracting and Commissioning staff. The views of carers and families will also be captured through the framework.

The Policy Board noted the proposals contained within the report.

4. Older People's Housing Strategy

Submitted report by the Divisional Manager (Housing HQ) on the North Ayrshire Older People's Housing Strategy (NAOPHS). The report detailed the progress of the draft Older People's Housing Strategy and highlighted the five key strategic outcomes within the strategy. The report gave details of the research objectives required to provide necessary data to inform the development of the NAOPHS.

Elected Members asked questions and received clarification in relation to :-

- The proposals to invest £3.2million over a four year period to help transform the quality of sheltered housing provision.
- The need to revisit the Business Plan to include the implications of Welfare Reform.
- Development of the twelve two bedroomed amenity houses on Cumbrae.

The Policy Board noted the proposals contained within the report.

5. Community Payback Order

Submitted report by the Locality Manager (Criminal Justice) on the Community Payback Annual Report and the work undertaken in North Ayrshire by offenders sentenced to Community Payback Orders.

Elected Members asked questions on how the positive work undertaken within the report could be communicated to the wider Council and local communities. A link to the report will be sent to all Elected Members and the Council's Communication Team be asked to consider how to promote the work undertaken.

The Policy Board noted the proposals contained within the report.

7. Date of Next Meeting

The next meeting will be held on Monday 21st January 2013 at 2.00 p.m., Council Chambers, Cunninghame House, Irvine.

The meeting ended at 3.35 p.m.

NORTH AYRSHIRE COUNCIL

Agenda Item 19.1

18 December 2012

Cabinet

Subject:	Review of EU Administrative Boundaries
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Purpose:	To consider a response to the consultation paper issued by Scottish Government on a review of Nomenclature of Units for Territorial Statistics (NUTS) boundaries.
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Recommendation:	That the Cabinet agrees to (a) approve consultation with key island and external partners in recognition of the potential impact of the proposals on North Ayrshire's island communities and businesses; and (b) submit the response set out at Appendix 1, objecting to the proposed changes insofar as they would affect North Ayrshire.
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1. Introduction

- 1.1 The Nomenclature of Units for Territorial Statistics (NUTS) is the name given to geographical boundaries set and regulated by the European Union. The core purpose of NUTS boundaries is the reporting of regional statistics to Eurostat, however those statistics are often used to inform regional policy development, determine regional funding allocations and also impact on the application of regulations.
- 1.2 Eurostat are carrying out a review of NUTS boundaries, to which Scottish Government will contribute proposals via the Office for National Statistics. The Scottish Government is currently consulting on draft proposals, with responses invited by Thursday 10 January 2013.
- 1.3 The proposals suggest removing Arran and Cumbrae from the Highlands and Islands NUTS 2 area and placing them in South West Scotland

2. Current Position

- 2.1 In the 1970s and 1990s, predecessor authorities worked with our island communities, businesses, organisations and elected politicians on the inclusion of our islands in the Highlands and Islands Development Board area and in ensuring that they were part of European Union administrative area which was most appropriate to their needs.
- 2.2 Following extensive consultation, Arran and the Cumbraes were put into the Highlands and Islands NUTS 2 area in view of their linked geographical, socio-economic and cultural circumstances. The Council has resisted any subsequent proposal for change which might exclude our islands from opportunities available to other islands.
- 2.3 Being in different NUTS areas means that sets of approaches and opportunities may be available to our mainland and islands. Being in different NUTS areas means that different opportunities are applicable in terms of funding (e.g. EU Structural Funds, LEADER Rural Development, Territorial Cooperation/transnational programmes) and regulatory or policy coverage (e.g. Assisted Area designations which govern the support that can be given to businesses). Examples in the current 2007-13 EU programme are shown below:
 - The North Ayrshire islands are in different EU Structural Funds programmes from the North Ayrshire mainland. The separate programmes are tailored to meet the separate and distinctive challenges and opportunities the areas face. Being in the Highlands and Islands NUTS 2 area has given the islands more flexibility, both in terms of types of projects and minimum project size requirements, which have been eligible to receive EU Structural Funds. Both islands have directly benefitted from this in the current programme period.
 - North Ayrshire islands and mainland are in different LEADER Rural Development Local Action Groups – the islands being with Argyll and Islands, the mainland linking with South and East Ayrshire. Here again the different programmes reflect the different challenges, opportunities, and economic circumstances being faced. Again the islands have benefitted from the tailored approach.

- NUTS status affects access to EU Territorial Cooperation/transnational programmes. For example Arran and Cumbrae, being in the Highlands and Islands NUTS 2 area, are able to access the Northern Periphery Programme alongside parts of Sweden, Finland, Norway, Greenland, Iceland and the Faroe Islands. Outwith the Highlands and Islands, other parts of Scotland are not eligible to participate.
- Being in a particular NUTS area has also opened up eligibility to additional funding streams which recognise the particular challenges facing an area. For example Arran and Cumbrae have both benefitted considerably from EU Convergence funding (£446,000). This is only available in Scotland in the current programme period in the Highlands and Islands NUTS 2 area.
- EU State Aid rules govern whether, where, what type and to what extent financial support can be given to businesses from the public purse e.g. from national and local governments. In 2007 Arran and Cumbraes were given 87(3)a (Tier 1) status under the rules. This coverage was set under terms defined by the European Commission's Regional Aid Guidelines and it applied to all the Highlands and Islands NUTS 2 area. For the rest of Scotland coverage was discretionary and, for areas which successfully achieved designation, this was at 87(3)c (Tier 2) level. Tier 1 allows for higher aid intensity levels. (Tier 1 areas were subject to review in Scotland in 2010).

3. Proposals

- 3.1 As part of the current review Eurostat has asked Scottish Government to consider merging the Highlands and Islands with the North Eastern Scotland NUTS 2 area so that all areas within Scotland have populations within the recommended thresholds. The Scottish Government is not in favour of this change and proposes to request that these areas should be allowed to deviate from those thresholds due to their unique geographical, socio-economic and cultural circumstances (Article 3 (5) of the NUTS Regulations).

- 3.2 Instead the Scottish Government plan to submit proposals which would align NUTS boundaries to current Local Authority boundaries. Although local authorities are not listed as an appropriate territorial unit in the relevant Annex of the NUTS Regulations, the Scottish Government advise their proposals are designed to make statistical reporting easier, and to reduce the withholding or distortion of data which might occur by not aligning to local authority boundaries.
- 3.3 At NUTS 2 level, the proposal would move Arran and the Cumbraes from the Highlands and Islands NUTS 2 area and put them into the South Western NUTS 2 area - the same NUTS 2 region as the mainland part of North Ayrshire. Part of Argyll and Bute (Helensburgh and Lomond) would move in the opposite direction, from South West Scotland into the Highlands and Islands.
- 3.4 Scottish Government's proposals for NUTS 3 regions follow on from the above proposal and affect four Highlands and Islands Councils: Highlands, Moray and Argyll and Bute and ourselves. Locally this would mean that the existing East Ayrshire and North Ayrshire Mainland NUTS 3 area would become East and North Ayrshire. This NUTS 3 area would contain both the mainland and island parts of North Ayrshire.
- 3.5 Changes made as part of this review would come into force on 1 January 2015. The changes would mean that Arran and the Cumbrae's would not be in the same EU administrative category as other Scottish islands, and this could in due course lead to differences in the EU policy, regulatory and funding regimes applying to the islands.
- 3.6 With respect to the stated rationale for the change, whilst aligning to local authority boundaries could make statistical reporting easier, it is not accepted that disclosure risk is an argument for grouping the North Ayrshire islands with the mainland. This is because the island populations are not small enough to become a disclosure risk.
- 3.7 The Cabinet is invited to agree to (a) approve consultation with key island and external partners in recognition of the potential impact of the proposals on North Ayrshire's island communities and businesses; and (b) submit the response set out at Appendix 1, objecting to the proposed changes insofar as they would affect North Ayrshire.

4. Implications

Financial Implications

- 4.1 It is not possible to put a figure on the financial impact of the proposals as EU funding programmes from 2014 are currently being developed. However, the benefits which have derived to the islands from their current status have been significant, as indicated above. The Scottish Government advise that the impact on structural funds allocations would be from 2021.

Human Resource Implications

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

Legal Implications

- 4.3 There are no legal implications arising from the report.

Equality Implications

- 4.4 There are no equality implications arising from the report.

Environmental Implications

- 4.5 There are no environmental implications arising from the report.

Implications for Key Priorities

- 4.6 As the EU policy and funding programmes from 2014 are currently being developed, it is not possible to quantify the implications for North Ayrshire's island businesses and communities, however these could be significant and could have implications for key long term economic development and regeneration priorities in North Ayrshire's islands.

- 4.7 In addition, a number of questions arise from the paper including whether the Government would propose subsequently to review the boundaries covered by important regional bodies such as Highlands and Islands Enterprise and the Highlands and Islands Transport Partnership, which could impact on partnership arrangements to deliver on key strategic objectives.

5. Consultations

- 5.1 The Council's ability to engage in consultation with islanders and external partners has been constrained by the timing and length of the consultation period. Island community and business groups have been advised of the consultation exercise and invited to inform the Council's contribution and to engage directly with the Scottish Government consultation exercise. The deadline for responses to this local consultation was 14 December. Thirty seven submissions had been received from a range of individuals and organisations by this date. One of these raised detailed concerns in respect of a separate Scottish Government consultation. The rest have pressed in strong terms for the retention of the status quo.
- 5.2 Internal Council consultation on the issue has raised a number of concerns at the proposals. These relate to access and treatment under various EU funding, policy and regulatory regimes for our island areas. There is also the potential for significant change to the support available to the Highlands and islands as a whole if the region were to be merged with North East Scotland.
- 5.3 Officer level discussion within the Highlands and Islands European Partnership also raised the question on whether changes to EU administrative boundaries could lead to changes in the areas covered by key regional bodies. This was the case when all of Moray Council became part of the Highlands and Islands NUTS 2 area and this was linked to a realignment of the Highlands and Islands Enterprise boundary.

6. Conclusion

- 6.1 The current EU NUTS designations recognise the geographical, socio-economic and cultural circumstances which are unique to the Highlands and islands and they have worked well since the 1990s. They have meant that Arran and the Cumbraes have been subject to the same regulatory, policy and funding regimes applicable to other Scottish islands. They have also meant that North Ayrshire's islands have been able to access opportunities which have not been available to our North Ayrshire mainland.

- 6.2 It is, therefore, recommended that the Council submit the attached response supporting the status quo and objecting to the proposed changes insofar as they would affect North Ayrshire. This is in recognition of the potential long term impact of the proposals on North Ayrshire's island communities and businesses.
- 6.3 Given that submissions from island-based businesses and community organisations continue to be received, it is requested that flexibility is given to the Head of Service to take account of submissions received before the 10 January deadline date for responding to the Scottish Government consultation.



CRAIG HATTON
Corporate Director (Development and Environment)

Reference : CN/LA/AM

For further information please contact Linda Aird, European Officer on telephone number 01294 225195

Background Papers

NA

RESPONDENT INFORMATION FORM

REVIEW OF NOMENCLATURE OF UNITS OF TERRITORIAL STATISTICS (NUTS) BOUNDARIES

Please Note this form **must** be returned with your response to ensure that we handle your response appropriately

1. Name/Organisation

Organisation Name

North Ayrshire Council

Title Mr ☐ Ms ☒ Mrs ☐ Miss ☐ Dr ☐ Please tick as appropriate

Surname

Aird

Forename

Linda

2. Postal Address

Economic Development

Perceton House

Irvine

Postcode KA11 2DE

Phone 01294 225195

Email lindaaird@north-ayrshire.gov.uk

3. Permissions - I am responding as...

Individual

☐

/

Group/Organisation

☒

Please tick as appropriate

- (a) Do you agree to your response being made available to the public (in Scottish Government library and/or on the Scottish Government web site)?

Please tick as appropriate ☐ Yes ☐ No

- (b) Where confidentiality is not requested, we will make your responses available to the public on the following basis

Please tick **ONE** of the following boxesYes, make my response, name and address all available ☐

or

Yes, make my response available, but not my name and address ☐

or

Yes, make my response and name available, but not my address ☐

- (c) The name and address of your organisation **will be** made available to the public (in the Scottish Government library and/or on the Scottish Government web site).

Are you content for your **response** to be made available?Please tick as appropriate ☒ Yes ☐ No

(d) We will share your response internally with other Scottish Government policy teams who may be addressing the issues you discuss. They may wish to contact you again in the future, but we require your permission to do so. Are you content for Scottish Government to contact you again in relation to this consultation exercise?

Please tick as appropriate ☒ Yes ☐ No

CONSULTATION QUESTIONS

NUTS boundaries are used for reporting of regional statistics to Eurostat and those statistics are used to inform regional policy. The Scottish Government is proposing to make minimal changes beyond aligning existing NUTS boundaries to Local Authority Boundaries.

Do you have any comments on the Scottish Governments proposals for NUTS 2 regions?

North Ayrshire Council agrees with the Scottish Government that the Highlands & Islands NUTS 2 area should not be linked with the North East Scotland NUTS 2 area. These two regions face quite distinct sets of issues.

However we do not agree with the suggestion that Arran and the Cumbraes should be moved from the Highlands & Islands NUTS 2 area and put into the South West Scotland NUTS 2 area. We do not believe that this proposal would properly reflect the geographical, socioeconomic, historical, cultural and environmental circumstances of the North Ayrshire islands, and the Highlands & Islands region as a whole.

Whilst the alignment proposals have the attraction of bureaucratic simplicity, they would mean that Arran and the Cumbraes would not be in the same EU administrative category as other Scottish islands, and this could in due course lead to differences in the EU policy, regulatory and funding regimes applying to the islands.

With respect to the other stated rationale for the change which is given in the paper, it is not accepted that disclosure risk is an argument for grouping the North Ayrshire islands with the mainland. This is because the island populations are not small enough to become a disclosure risk.

- 2011 mid-year population estimate for Arran is 5,299
- 2011 mid-year population estimate for Cumbrae is 1,396

Substantial amounts of data are already established on both islands, and indeed for smaller geographies within them such as data zones and intermediate zones.

North Ayrshire Council works closely with island communities, businesses, organisations and elected politicians to ensure that, amongst other things, administrative mechanisms take account of their needs. Following extensive consultation in the 1970s and 1990s, predecessor authorities campaigned alongside others for Arran and the Cumbraes to be put alongside other Highlands & Islands areas as part of Highland & Island Development Board area, and subsequently for similar arrangements in relation to EU administrative geographies. This grouping reflects strong geographical, socio-economic and cultural circumstances which have existed for many years and which still persist.

Since the establishment of North Ayrshire Council in 1996, the Council has resisted any proposal for change which might result in our islands being subject to different treatment from other islands, and which might exclude them from the ability to face both challenges and opportunities in a structured and coordinated way which reflects the circumstances of the Highlands & Islands region. We are seriously concerned that the proposed changes

would constrain this.

Being in different NUTS areas means that different arrangements can be applicable in terms of funding, regulatory or policy coverage. Examples in the current 2007-13 EU programme period include the following:

- The North Ayrshire islands are in different EU Structural Funds programmes from the North Ayrshire mainland. The separate programmes are tailored to meet the separate and distinctive challenges and opportunities the areas face. Being in the Highlands & Islands NUTS 2 area has given the islands more flexibility, both in terms of types of projects and minimum project size requirements, which have been eligible to receive EU Structural Funds. Both islands have directly benefited from this in the current programme period.
- North Ayrshire islands and mainland are in different LEADER Rural Development Local Action Groups – the islands being with Argyll & Islands, the mainland linking with South and East Ayrshire. Here again the different programmes reflect the different challenges, opportunities, and economic circumstances being faced. Again the islands have benefited from the tailored approach.
- NUTS status affects access to EU Territorial Cooperation/transnational programmes. For example Arran & Cumbrae, being in the Highlands & Islands NUTS 2 area, are able to access the Northern Periphery Programme alongside parts of Sweden, Finland, Norway, Greenland, Iceland and the Faroe Islands. Outwith the Highlands & Islands, other parts of Scotland are not eligible to participate.
- Being in a particular NUTS area has also opened up eligibility to additional funding streams which recognise the particular challenges facing an area. For example Arran and Cumbrae have both benefited considerably from EU Convergence funding, which is only available in Scotland in the current programme period in the Highlands & Islands NUTS 2 area.
- EU State Aid rules govern whether, where, what type and to what extent financial support can be given to businesses from the public purse eg from national and local governments. In 2007 Arran and Cumbraes were given 87(3)a (Tier 1) status under the rules. This coverage was set under terms defined by the European Commission's Regional Aid Guidelines and it applied to all the Highlands & Islands NUTS 2 area. For the rest of Scotland coverage was discretionary and, for areas which successfully achieved designation, this was at 87(3)c (Tier 2) level. Tier 1 allows for higher aid intensity levels. (Tier 1 areas were subject to review in Scotland in 2010).

At a regional level it is also noted that the proposed changes would combine to increase the population density of the Highlands & Islands (by 5% to 0.12 persons per hectare) and would see an increase in the region's GDP statistics.

The different nature of the challenges, opportunities and economic circumstances that the islands and remote areas face are recognised at present in the support frameworks that have been developed at European and national levels. These can have their own distinct delivery institutions eg Highlands & Islands Enterprise (HIE).

HIE is the Scottish Government's economic and community development agency for the highlands and islands region. It aims to build sustainable economic growth in all parts of the region. One of HIE's key aims is to help strengthen communities, especially in the fragile parts of the region. Fragile areas are characterised by factors including declining population, scarcity of economic opportunities, proportionately fewer young people, geographical and transport challenges, and below average income levels. Cumbrae has been designated as a "fragile island".

HIE supports projects that have significant economic and social impact, assist businesses and social enterprises to generate growth and social impacts, and contribute to community resilience. HIE's approach draws significant support from EU sources. One question that this exercise throws up is whether Government would plan to review HIE boundaries to

reflect the changes proposed in the current consultation.

Similar questions arise with respect to strategic regional transport issues and the area covered by HITRANS. Again, would the Government plan to review this?

As part of its preparation to respond to the current consultative exercise, and despite very narrow time constraints, the Council has once again engaged with local business and community representatives on the islands to offer them the opportunity to inform the Council's response.

One respondent detailed his concerns at changes to crofting area designations. This was subject to a separate consultation exercise by Scottish Government. All other respondents objected to the proposed changes in terms of the impact they would have on the North Ayrshire islands.

Below, in italics, are some of the comments which have been submitted to the Council as part of this exercise. These are shown grouped into key themes, for ease of analysis:

Recognition of shared needs of islands and remote areas

- *There is a very different set of criteria that apply to the islands and that must be protected.*
- *To be suggested that we (Cumbrae) are grouped with an even larger mainland body just does not bare thinking about as we would lose all the hard fought for concessions governing remote areas.*
- *I am concerned that the proposal has been put forward without understanding of the special qualities of Arran or the special needs of islands. All islands are unique but they have most in common with each other. The appropriate place for Arran based on historical, geographical, cultural and economic factors is within a Highlands and Islands administrative area.*
- *Arran's culture is decidedly and irretrievably "Highland and Island," and EU directives should recognize that. Arran has limited economic prospects that are quite tied to its island culture; this is a great part of its charm, but it also creates hardship for many. I think the council should fight this proposed change quite vigorously, as it will exacerbate the inherent economic uncertainties of island living.*
- *Consultation on the European Cohesion Policy 2020 was closed last June and it is of concern ... that the government still does not seem to understand the implication of Article 174 of the Lisbon Treaty for any member having islands, mountainous and sparsely populated areas in its territories. This means that civil servants in the government do not go through the procedure of island proofing that the Scottish government maintains happens when islands are concerned. Should the NUTS review have been island-proofed, it would have been recognised that changing the boundaries would in due course change the EU policy, regulatory and funding regimes which apply to these islands as the changes would mean that Arran and the Cumbraes would not be in the same EU administrative category as other Scottish islands. Such changes would be extremely detrimental to the economy of these islands.*

Prioritising economic, social, historic and cultural arguments over administrative considerations

- *Arran fought long and hard to be included in the Highlands and Islands development area in the 70s, and it has been of great benefit to the island since its inclusion. It may make sense to the bureaucratic mind to neatly follow the Local Authority boundaries when compiling the NUTS areas. However it makes no practical sense to remove Arran and the Cumbraes from the Highlands and Islands Area thereby leaving them the only Scottish islands not to be included.*
- *I think it would be completely wrong to move Arran away from the other Scottish Islands and group us with the mainland. We clearly have more social, economic, historical and cultural connections with Argyll and the Scottish Islands than we*

have with the mainland.

- *It sounds like it may be administratively attractive, but it would not meet the needs of the islands and islanders. Surely these are more important.*
- *I seem to recall the Clyde Islands (including Bute) being added to the then HIDB area in the late 1970s on the grounds that these communities had very similar problems to those in the original HIDB area – what is the economic (as opposed to administrative case) for removing Arran and the Cumbraes now?*
- *Upon initial reading of the NUTS proposals I suspected an April fool. In any case this appropriately named initiative is a joke, the proposed tinkering demonstrating that bureaucrats have far too much time on their hands. When is an island not an island? In common with other Scottish islands we have many special needs, some of which require specific funding. Our fragile island economy is already in serious trouble, being so susceptible to external recession. The last thing we need is to lose our island identity, the very thing that attracts visitors, who account for 85% of Arran's income.*
- *It is due to our Island status that we have managed to tap into economic assistance to enable our community to survive. NAC must be heard on this as they realise the necessity of the islands retaining their special status. Cumbrae and Arran have no more in relation to South West Scotland than we do to Birmingham! It seems a pointless piece of bureaucracy which will irretrievably harm our survival and will destroy any chance of putting in place programmes of improvement.*
- *Agriculturally there could be a threat to the Less Favoured Area status funding whose loss would decimate farming on the islands if the NUTS status were to change.*
- *Administrative convenience must not be made a reason to disadvantage these islands (Isle of Arran and the Cumbraes) further by tying them inappropriately to the quite different conditions and needs of the Scottish mainland.*

Status Quo

- *NAC are wise to recommend continuation of the status quo. Let's all hope common sense prevails.*
- *It seems to me that the status quo makes the best sense.*
- *The current arrangement works well in addressing the extreme contrasts between the islands and mainland North Ayrshire*
- *I sincerely hope that Arran and the Cumbraes will be left as they are with other Scottish Islands. The implications of a move to the SW Scotland administrative area are potentially very serious and damaging. Unless we know for certain what the consequences of any change might be it must be sensible to stay with the existing arrangements.*
- *Improvements in infrastructure by virtue of the current NUTS status has been positive. We are supportive of retaining the status quo.*
- *The status quo is advantageous... having 2 NUTS regions within one local authority area not only recognises the differences on the ground but brings other benefit to NAC which might be lost in restructure.*
- *Decisions were made in the past which allowed the islands access to European status for projects and programmes which they would not otherwise have qualified. Examples in infrastructure, culture, tourism and other areas of island life where the effects are still evident today. ... I hope that the decision makers on this issue will look at the evidence of past success and build on this, rather than turn the clock back and underestimate the value of these two quiet jewels in the crown.*

Framing and timing of the consultation

- *"Small change" – I don't think so. Not to those of us who live on these islands. Or don't we matter enough?*
- *Given the importance of the proposal, the timescale offered is failing our commitment to engage fully with our communities.*
- *I am appalled that this proposed change has reached this stage without a whisper.*
- *Many congratulations to NAC for giving this the publicity it needs and for realising how detrimental this will be to Cumbrae and Arran.*

Details of the above contributors are not shown in the body of this submission, which is a public document. For data protection purposes, these are given in a separate attached annex.

North Ayrshire Council accepts the validity of these concerns and commends them to the attention of Scottish Government as part of this consultation exercise.

In light of the above, North Ayrshire Council supports the status quo and objects to the proposed changes, particularly insofar as they would affect North Ayrshire. We recognise the potential long term impact of the proposals on island communities and businesses, and we do not believe that this proposal would properly reflect the geographical, socioeconomic, historical, cultural and environmental circumstances of the North Ayrshire islands and the Highlands & Islands region as a whole.

This stance duly reflects the terms of Article 3 (5) of the NUTS Regulations in taking due and proper account of the particular geographical, socio-economic, historical, cultural and environmental circumstances, which apply especially in the islands and the outermost regions.

Do you have any comments on the Scottish Governments proposals for NUTS 3 regions?

North Ayrshire Council agrees with the Scottish Government that it would be wrong to merge the Argyll & Bute and Moray local authorities to form a non-contiguous NUTS 3 area. Such a merger would not properly reflect the geographical, socioeconomic, historical, cultural and environmental circumstances of the two distinct areas.

However we do not agree with the suggestion that Arran and the Cumbraes should be moved from the NUTS 3 area which also covers Argyll & Bute, Lochaber, Skye & Lochalsh and put into a North and East Ayrshire NUTS 3 area.

Whilst the local authority boundary alignment proposal may have the attraction of bureaucratic simplicity, it would mean that Arran and the Cumbraes would not be in the same EU administrative category as other Scottish islands, and this could in due course change the EU policy, regulatory and funding regimes which apply to these islands.

For these reasons, and for the reasons already outlined in our response to Question 1, we would oppose the proposals and commend the value of maintaining the status quo.

Eurostat have requested we consider merging the Highlands & Islands with North Eastern Scotland to create a new area that's closer to the recommended population thresholds. The Scottish Government plan to request that these areas should be allowed an exemption under Article 3 (5) of the NUTS Regulations, i.e. because of particular geographical, socio-economic, historical, cultural or environmental circumstances, especially in the islands and the outermost regions.

Please provide any evidence in favour of or against an exemption under Article 3 (5) of the NUTS Regulations for Highlands & Islands and North Eastern Scotland NUTS 2 areas?

North Ayrshire Council agrees with the Scottish Government that the Highlands & Islands NUTS 2 area should not be linked with the North East Scotland NUTS 2 area. These two regions face quite distinct sets of challenges, opportunities and economic circumstances.

Such a merger would not properly reflect the geographical, socioeconomic, historical, cultural and environmental circumstances of the two distinct areas.

Eurostat have suggested that the Scottish Governments proposals for NUTS 3 should include merging Moray with Argyll & Bute Local Authority to create an area that meets their recommended population ranges.

Please provide any evidence in favour of or against an exemption under Article 3 (5) of the NUTS Regulations for the proposed Moray and Argyll & Bute NUTS 3 areas?

North Ayrshire Council agrees with the Scottish Government that it would be wrong to merge the Argyll & Bute and Moray local authorities to form a non-contiguous NUTS 3 area.

Such a merger would not properly reflect the geographical, socioeconomic, historical, cultural and environmental circumstances of the two distinct areas.