

**EAST AYRSHIRE COUNCIL : DEPARTMENT OF EDUCATIONAL AND SOCIAL
SERVICES**

**RESULTS OF CONSULTATION ON THE PROPOSAL TO BRING SHORTLEES
NURSERY SCHOOL UNDER THE MANAGEMENT OF THE HEAD TEACHER AT
SHORTLEES PRIMARY SCHOOL**

**APPENDIX A - THE CONSULTATIVE DOCUMENT
APPENDIX B - SUMMARY OF RESPONSES**

**WRITTEN SUBMISSIONS FROM INTERESTED PARTIES ON THE
CONSULTATIVE PROCESS ARE AVAILABLE FOR INSPECTION IN THE
EDUCATIONAL AND SOCIAL SERVICES DEPARTMENT FROM 2 NOVEMBER
2004.**

**EAST AYRSHIRE COUNCIL : DEPARTMENT OF EDUCATIONAL
AND SOCIAL SERVICES**

**THE RESULT OF THE CONSULTATION ON THE PROPOSAL TO BRING
SHORTLEES NURSERY SCHOOL UNDER THE MANAGEMENT OF THE
HEAD TEACHER AT SHORTLEES PRIMARY SCHOOL**

Report by Executive Director (Educational and Social Services)

1. INTRODUCTION

- 1.1** At the Education Committee of 14 September 2004 approval was given to consult on the integration of Shortlees Nursery School into Shortlees Primary School and at a suitable point in the future, subject to available resources, the Executive Director (Educational and Social Services) should produce a report on the feasibility of the establishment of 0-3 year provision and a family centre on the same campus.
- 1.2** A copy of the consultative document is attached as Appendix A.

2. THE CONSULTATION

- 2.1** Written representations on the Committee's proposals were sought from interested parties in terms of the Education (Publications and Consultation etc) (Scotland) Regulations 1981 and Amendment Regulations 1987, 1988 and 1989.
- 2.2** In accordance with statutory requirements the parents of affected schools and the appropriate school board have been consulted. Copies of the consultation document were also made available to the staff of Shortlees Nursery School; Shortlees Primary School; representatives of teacher and staff unions and the appropriate member of the Scottish parliament.
- 2.3** The existence of the document was publicised in the press and copies were made widely available in the Education Offices and affected schools, in the local community and to local interest groups.
- 2.4** Two responses were received in relation to the consultative document. This was from the Education Institute of Scotland (EIS) East Ayrshire Local Association and UNISON. Both responses raised issues regarding implications for existing staff. In addition, the EIS was concerned about the continued career structure for nursery teachers. Officers will discuss specific issues with the respective trade unions.

3. CONCLUSION

- 3.1** Although issues have been raised particularly regarding staffing, it is considered that the overall provision of education and care in Shortlees will be enhanced by this proposal.

- 3.2** It is recommended that Committee approve the proposal to bring together Shortlees Nursery School and Primary School under the management of the existing Head Teacher of Shortlees Primary School. The day to day management of the nursery, incorporating current services delivered over a 52 week year will be through a Depute Manager post. The integration of the service will take place as soon as practicable.
- 3.3** It is proposed that the Executive Director (Educational and Social Services), subject to available resources will bring back to Committee proposals to further develop provision within the Shortlees area by establishing 0-3 year old places and family centre on the same campus.

4. PERSONNEL IMPLICATIONS

- 4.1** In order for this proposal to be taken forward there requires to be established a new post of Depute Manager which will be responsible to the Head Teacher of Shortlees Primary School. This will have an implication for the job sizing of the Head Teacher's post under the Teaching Profession for the 21st Century. The current post of Shortlees Nursery School Head Teacher will be deleted from the staffing structure.

5. FINANCIAL IMPLICATIONS

- 5.1** The cost of a Depute Managers post including employers costs is £32,261 which results in a saving of £20,220 which will be reduced marginally as a result of the job sizing of the Primary Head Teacher .

6. POLICY & LEGAL IMPLICATIONS

- 6.1** The better integration of services for very young children is a key aim contained within the draft national Integrated Strategy for Early Years. The current provision of childcare places over a 52 week period is linked to the Improving Opportunity theme of the Community Plan.

7. RECOMMENDATIONS

- 7.1** Members of the Education Committee are asked to:
- (i) approve the integration of Shortlees Nursery School into Shortlees Primary School;
 - (ii) to ask the Executive Director (Educational and Social Services) to return to Committee at a suitable date, subject to available resources with proposals for 0-3 family centre provision;
 - (iii) refer the personnel implications to the Corporate Governance Committee for its consideration; and
 - (iv) otherwise note the contents of the report.

John Mulgrew
Executive Director (Educational and Social Services)

KG/SR
7 January 2005

LIST OF BACKGROUND PAPERS

1. Education Committee 14 September 2004 – Early Education Childcare Provision for Children in Shortlees Nursery School, Kilmarnock (appendix A)

Members wishing further information should contact Kay Gilmour, Head of Community Support, Tel: (01563) 576104.

IMPLEMENTATION OFFICER: KAY GILMOUR

APPENDIX A

Members wishing further information should contact John Mulgrew, Executive Director (Educational and Social Services), Tel (01563) 576017 or Kay Gilmour, Head of Community Support, Tel (01563) 576104



East Ayrshire
COUNCIL

DEPARTMENT OF EDUCATIONAL & SOCIAL SERVICES

A CONSULTATIVE DOCUMENT

The proposals in this consultation document have implications for:

- Shortlees Nursery School
- Shortlees Primary School

This document has been issued by East Ayrshire Council Education Committee for consultation in terms of the Education (Publications and Consultation etc) (Scotland) Regulation 1981 and Amendment Regulation 1987, 1988 and 1989.

**EAST AYRSHIRE COUNCIL
DEPARTMENT OF EDUCATIONAL & SOCIAL SERVICES**

THIS IS A CONSULTATIVE DOCUMENT

- The proposal to bring Shortlees Nursery School under the management of the Head Teacher at Shortlees Primary School.

1. BACKGROUND

1.1 Shortlees Nursery School is located on a shared campus with Shortlees Primary School and is registered to provide 50 full time equivalent education and care places for children 3-5 years. This includes 16 full time equivalent wraparound care places funded through Better Neighbourhood Services Fund (BNSF) over a 52 week period.

1.2 The development of wraparound care places in the nursery is in recognition of the high number of children attending the nursery who at any one time are either band 1 or band 2 referrals (i.e. children in need of protection or children in need) and who potentially need to have support over a 52 week year.

There is currently no provision in the Shortlees area for children under three years of age and in 2003/4 the number of children under three who attended Flowerbank Nursery from the Shortlees area was thirteen, eleven of which were band 1 or band 2 referrals.

The vast majority of the children attending Shortlees Nursery School go on to attend Shortlees Primary School.

1.3 Shortlees Nursery School is part of the proposed Building Learning Communities: PPP Schools Project. One of the overall aims of the proposal for the Shortlees campus is an integrated approach to delivering services to children and young people.

1.4 Staffing Structure

The current core staffing structure of the nursery is 1 Head Teacher, 1 Teacher, 2 Early Years Workers and a clerical assistant. In addition, Better Neighbourhood Services Funding provides resources for 2 Senior Early Years Workers, 2 Early Years Workers and additional clerical hours. These posts provide wraparound care over 52 weeks. The staffing reflects the required staffing ratio to children as set out through the National Care Standards and regulated through the Regulation of Care (Scotland) Act 2001.

2. VISION

2.1 The vision for the Department of Educational and Social Services is set within the context of the Community Plan. Within this context, the Department is

committed to “providing choice, maximising opportunity for all, developing the potential of individuals and meeting need through inclusion”.

3. PROPOSAL

- 3.1** The Head Teacher post at Shortlees Nursery School is currently vacant. This has provided the opportunity to consider the most effective means of delivering a comprehensive education and childcare service to children in the Shortlees area. The Authority would like to consult on a proposal to bring the current Nursery School under the management of the Primary Head Teacher and to appoint a Depute Manager for the provision for early education and childcare.
- 3.2** This proposal will offer young children the opportunity to access continuity of education and care by being managed by the one Head Teacher. Within the context of Learning Partnerships it will enable a co-ordinated approach to addressing children's needs through a single management structure with other agencies.
- 3.3** A similar management arrangement is in place in Netherthird where by the Head Teacher of Netherthird Primary School has overall responsibility for the Primary School, Nursery and Family Centre. Although in the early stages of operation, it is proving to be very effective.
- 3.4** The current funding arrangements whereby 16 full day care places are provided will continue for the foreseeable future. During this time the Authority will look at the feasibility of providing a 52 week service for pre-school children on a permanent basis. It will also consider, within the existing footprint of the PPP project whether provision can be made for 0-3 year olds. This would enable a comprehensive service for children 0-11 years to be delivered within the same campus.

4. PERSONNEL IMPLICATIONS

- 4.1** There are no direct personnel implications for the current post of Head Teacher of Shortlees Nursery School as the post is vacant. There are however implications for the Head Teacher of Shortlees Primary School which would be fully discussed with both the employee and the appropriate Trade Union.
- 4.2** Depending on the outcome of the consultation the matter of the establishment of a Depute Manager's post would require to be remitted to the Corporate Governance Committee and appropriate Trade Union consultation undertaken.
- 4.3** Any wider staffing implications would be considered at a later stage dependent on resources being available after financial year 2005/6.

5. FINANCIAL IMPLICATIONS

- 5.1** There are no additional financial burdens for the department arising from the first phase of the proposals.

6. POLICY AND LEGAL IMPLICATIONS

- 6.1** The Education (Publication and Consultation etc) (Scotland) Regulations 1981 requires the Authority to consult on these proposals. The definition of school is contained within the Education (Scotland) Act 1980 and includes a Nursery School.

7. RECOMMENDATIONS

7.1 Members of the Education Committee are asked to:

- (i) approve the proposal to consult on the integration of Shortlees Nursery School into Shortlees Primary School;
- (ii) ask the Executive Director (Educational and Social Services) to return to the Committee with the outcome of the consultation process; and

It is further recommended that:

- (i) all interested parties be invited to make written or electronic submissions on the proposal to the Executive Director (Educational and Social Services), East Ayrshire Council, Council Headquarters, London Road, Kilmarnock KA3 7BU, E-mail: Sharon.Robertson@east-ayrshire.gov.uk or Janice.Wilkie@east-ayrshire.gov.uk no later than **22 October 2004**.

John Mulgrew
Executive Director (Educational and Social Services)

7 September 2004
KG/JW

APPENDIX B

SUMMARY OF RESPONSES

Reference	Date Received	Respondent
1	27 September 2004	Educational Institute of Scotland, East Ayrshire Local Association
2	20 October 2004	Arthur West, UNISON