

INTRODUCTION

THE HIGHLAND COUNCIL

The proposal is to replace the following schools, Tain Royal Academy, Craighill Primary School, Knockbreck Primary School and St. Duthus Special School, with a new 3-18 campus on one of two possible sites, either the Tain Royal Academy site or the Craighill Primary site.

EDUCATIONAL BENEFITS STATEMENT

THIS IS A PROPOSAL PAPER PREPARED IN TERMS OF THE EDUCATION AUTHORITY'S AGREED PROCEDURE TO MEET THE REQUIREMENTS OF THE SCHOOLS (CONSULTATION) (SCOTLAND) ACT 2010

The Highland Council is proposing, subject to the outcome of the statutory consultation process:

- To discontinue education provision at the following campuses – Craighill Primary School, Knockbreck Primary School and St Duthus Special School and to relocate provision to a new 3 to 18 campus.
- To establish a new 3 to 18 community campus comprising Early Years, Primary, Secondary, Additional Support Needs (ASN) and Gaelic Medium provision to replace all other local authority education provision within Tain, including the existing Tain Royal Academy building and Community Complex;
- To combine the existing school catchment areas of Craighill Primary School and Knockbreck Primary School to become the catchment area of the new combined Primary School within the 3 to 18 campus.

The new campus is to be located either at the site of the existing Tain Royal Academy, or at the site of the existing Craighill Primary School. The latter option would require the relocation of Tain Royal Academy.

To avoid repetition it should be assumed that the related Pre School provision is included within any reference to each Primary School.

This Proposal is a revision to that set out in statutory consultation in 2014-15, which also proposed the merger of Craighill PS, Knockbreck PS, and St. Duthus School. In addition to proposing the merger of the schools, the Proposal Paper issued for consultation in 2014 also specified that the new 3-18 campus should

be built on the site of the existing Tain Royal Academy. The proposal was approved by Highland Council on 12 March 2015 and by Scottish Government Ministers on 1 May 2015.

Papers from the 2014-15 consultation exercise can be found at Agenda Item 7 of the papers submitted to the Council's Education, Children's and Adult Services Committee on 11 February 2015.

https://www.highland.gov.uk/meetings/meeting/3413/education_children_and_adult_services_committee

During the pre-planning application consultation process, a significant number of concerns were raised within the local community with regard to the suitability of the existing Academy site for the Campus. Arising from that feedback, the Highland Council's People Committee agreed, at its meeting of 21 June 2017, to commence a new site selection review for the Tain 3-18 Campus, the outcome of which would be reported back to the Committee. It was also agreed that project design and project activity on the current Tain 3-18 Campus be paused pending this review.

As a result of the site selection review, two options are now proposed for the site of the new campus, and the new consultation seeks views on these. A revised Proposal is required as the original consultation exercise was undertaken on the basis of the new school being built on the site of the existing Tain Royal Academy.

The revised Proposal set out below has been informed by an extensive pre-consultation process that involved regular meetings with local stakeholders and local elected Members, parental feedback gathered by Parent Councils, and comments submitted following a "drop-in" session in Tain on 10 May 2018.

SUMMARY OF THE CONSULTATION PROCESS

PUBLICATION INFORMATION

Proposal Paper Published

The proposal paper will be available for inspection, free of charge, at:

- Tain Royal Academy
- Craighill Primary School
- Knockbreck Primary School
- St. Duthus School
- Tain Public Library

and published on the Highland Council website:

www.highland.gov.uk/schoolconsultations

Copies of this Proposal Paper are also available on request from:

Business Support Team

Care and Learning Service

County Buildings

High Street

Dingwall

IV159QN

Email: Education.Consultations@highland.gov.uk

To request this information in an alternative format, e.g. large print, Braille, audio formats, or suitable language, please also contact the Business Support Team, Care and Learning Service, County Buildings, High Street, Dingwall, IV15 9QN

E-mail: Education.Consultations@highland.gov.uk

The schools directly affected by this Proposal are:

Tain Royal Academy

Craighill Primary School

Knockbreck Primary School

St. Duthus School

Other schools within the Tain Associated School Group are being included in the consultation as some parents have expressed an interest in the proposals. These schools are:

Edderton Primary School

Gledfield Primary School

Hill of Fearn Primary School

Hilton of Cadboll Primary School

Inver Primary School

Tarbat Old Primary School

However, none of the above schools falls within the definition of an “affected school” as set out on Paragraph 11 of Schedule 1 to the Schools (Consultation) (Scotland) Act 2010.

Formal notice of the Proposal and relevant information will be given and be made available, free of charge, to the consultees listed as follows:

- (i) Parents of pupils attending Tain Royal Academy;
- (ii) Parents of pupils attending Craighill Primary School; including parents of pre-school pupils;
- (iii) Parents of pupils attending Knockbreck Primary School; including parents of pre-school pupils;
- (iv) Parents of pupils attending St. Duthus School;
- (v) The Parent Councils of the above schools.
- (vi) The Parent Councils of Edderton Primary School; Gledfield Primary School; Hill of Fearn Primary School, Hilton of Cadboll Primary School; Inver Primary School; and Tarbat Old Primary School
- (vii) Members of Parliament and Members of Scottish Parliament for the area affected by the proposal;
- (viii) Staff of each of the schools listed above;
- (ix) Trade union representatives;
- (x) Tain Community Council
- (xi) Ardgay and District Community Council
- (xii) Balintore and Hilton Community Council
- (xiii) Edderton Community Council
- (xiv) Kilmuir Easter and Logie Easter Community Council
- (xv) Nigg and Shandwick Community Council
- (xvi) Tarbat Community Council
- (xvii) Bòrd na Gàidhlig
- (xviii) Education Scotland;
- (xix) Highland Youth Convener.
- (xx) Other members of the local Stakeholder Group, not already listed above.

Advertisement in Local Media

A notice announcing the public meeting will be placed in the *Ross-shire Journal* and on the Highland Council's Facebook page.

Consultation Period

The consultation for this Proposal will run from Monday 5 June 2018 and will end on Tuesday 4 September 2018. This period allows for the statutory minimum of six weeks, including at least thirty school days.

Public Meeting

A public meeting will be held, the details of which are set out below:

Games Hall, Tain Royal Academy Community Campus – 6.30pm on Monday 18 June.

Anyone wishing to attend the public meeting is invited to do so. The meeting will be convened by the Council, will be chaired by a senior elected councillor, and will be addressed by officers of the Care and Learning Service.

The meeting will be an opportunity for the public to hear more about the proposal; to ask questions about the proposal; and to have the views of all stakeholders recorded so that they can be taken into account. A note will be taken at the meeting of questions asked and views expressed. This note will be published on the Council website. The meeting will also be recorded.

The note will be forwarded to Education Scotland, along with other submissions and comments received by the Council during the consultation process.

Meetings with Pupils and Staff

School staff will arrange to discuss the proposal with pupils (who are considered to be of a suitable age and maturity) in the affected schools. A record of questions, responses and views will be taken and this will be published in the Consultation Report.

Responses to the Proposals

Interested parties are invited to respond to the Proposals by making written or electronic submissions on the Proposals to:

Derek Martin

Area Care and Learning Manager (Mid)

County Buildings

High Street

Dingwall

IV15 9QN

Email: Education.Consultations@highland.gov.uk

Or via an online form, a link to which can be found on

www.highland.gov.uk/schoolconsultations

When responding, you are invited to state your relationship with the school – for example, “parent of child in the area”, “carer”, “relative”, “former pupil”, “teacher in local school”, “member of the community” etc. However it is not compulsory to do so.

Those sending in a response, whether by letter or electronically should know that their response will be open to public scrutiny and may have to be supplied to anyone making a reasonable request to see it. If they do not wish their response to be made publicly available, they should clearly write on the document: “I wish my response to be considered as confidential with access restricted to Councillors and Council Officers of Highland Council”. Otherwise, it will be assumed that the person making the response agrees to it being made publicly available. All written responses must be received by the last day of the consultation period, Tuesday 4 September 2018 at 5.00pm.

Involvement of Education Scotland

When the Proposal Document is published, a copy will also be sent to Education Scotland by the Council. Education Scotland will also be sent, by 10 September 2018, a copy of any relevant written representations that are received by the Council from any person during the consultation period, as well as the summary note of the public meeting that will be held and so far as is practicable a copy of any other relevant documentation. Education Scotland will then prepare a report on the educational aspects of the proposal, to be completed not later than 3 weeks after they receive the consultation papers – 28 September 2018. In preparing their report, Education Scotland may visit the affected schools and make such enquiries of people there as they consider appropriate.

Review of Consultation Exercise

Highland Council will review the proposal having regard to the Education Scotland Report, written representations that it has received, and oral representations made at the public meeting. It will then prepare a Consultation Report. This Report will be published in electronic and printed formats and will be sent to anyone who submitted a written representation during consultation. It will be available on the Council website as well as at the affected schools and local library, free of charge. The Report will include a summary of the written and oral representations made during consultation and a copy of the Education Scotland Report, together with the Council’s considered response to the issues raised. The Report will include details of details of any alleged inaccuracies and/or omissions and how these have been handled. The Consultation Report will be published at least 3 weeks prior to being submitted to the Council’s Care, Learning and Housing Committee, who will make a recommendation to the full Highland Council.

In publishing the report the Council will invite any person or party to make further representations to the Committee prior to its meeting. A notice to this effect will also be published on the Highland Council website.

At the present time the Council intends to publish its Report in November 2018, prior to submission to the Care, Learning and Housing Committee on 6 December 2018. However, this timescale may change depending on the nature of issues raised during consultation, and the need to give full consideration to those issues. In the latter event, the Report may not be submitted until a later Committee meeting.

A particular factor in this Proposal is that at present there is no specific budget allocation for the project. The Council has identified the Campus as one of a number of key priorities for bids to Scottish Government for capital investment. It is expected that there will be clarity on the funding position for the project over the course of 2018, and prior to any final decision being made on this consultation proposal.

Any proposal approved by the Care, Learning and Housing Committee would require to be confirmed by a subsequent meeting of the full Highland Council.

Scottish Ministers Call-in

In the event that the Council decides to proceed with the mergers, it is required to notify the Scottish Ministers of that decision and provide them with a copy of the Proposal Document and Consultation Report in accordance with the Schools (Consultation) (Scotland) Act 2010 within 6 working days of the decision being made, and to publish on its website a notice that it has done so, detailing the opportunity to make further representations within 3 weeks. The Scottish Ministers have an 8-week period from the date of that final decision to decide if they will call-in the proposal. If the Scottish Ministers call-in the proposal, it will be referred to a School Closure Review Panel. Within the first 3 weeks of the 8-week period, the Scottish Ministers will take account of any relevant representations made to them by any person. Until the outcome of the 8-week call-in process has been notified to the Council, the Council will not proceed to implement the proposal.

Note on Corrections

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

PROPOSAL DOCUMENT

1.0 BACKGROUND

- 1.1 In November 2012 the Council's Adult and Children Services Committee approved the principle that a 3 to 18 campus should be created in Tain to replace existing education provision at Tain Royal Academy, Craighill Primary School, Knockbreck Primary School, and St Duthus Special School.
- 1.2 All of the schools are located within a mile of each other.
- 1.3 A statutory consultation exercise was carried out on the above proposal during 2014 and 2015. In addition to proposing the merger of the schools, the Proposal Paper issued for consultation also specified that the new campus should be built on the site of the existing Tain Royal Academy. The proposal was approved by Highland Council on 12 March 2015 and by Scottish Ministers on 1 May 2015.
- 1.4 During the pre-planning application consultation process, earlier in 2017, there were a significant number of concerns raised by the community with regard to the suitability of the existing Academy site for the Campus. Arising from that feedback, the Highland Council's People Committee agreed, at its meeting of 21 June 2017, to commence a new site selection review for the Tain 3-18 Campus, the outcome of which would be reported back to the Committee. It was also agreed that project design and project activity on the current Tain 3-18 Campus be paused pending this review
- 1.5 It should be noted that, per the above legislation, the Schools Consultation (Scotland) Act 2010 as amended, a statutory consultation cannot be carried out so far in advance of a proposed implementation date that it would not be possible to engage meaningfully with anyone likely to be affected by the proposal.
- 1.6 This Proposal Paper sets out a revised proposal for a 3-18 campus in Tain. In respect of the proposed school mergers, the revised Proposal is the same as that agreed by the Council in 2015. This revised Proposal invites views from the community on different options for the site of the new campus.

2.0 CURRENT PROVISION

- 2.1 The schools under consideration in this proposal document are as follows:
- Craighill PS
 - Knockbreck PS
 - St Duthus School
 - Tain Royal Academy and Community Complex

None of the above schools is classified as rural per the Scottish Government's published list of rural schools.

2.2 **Craighill PS** is a non-denominational school serving the catchment area shown at **Appendix 1. Appendix 1 (a)** outlines an additional geographical area from which parents have the option to send their children to either Craighill PS or Knockbreck PS. The school provides primary-age education through the mediums of English or Gaelic. The projected school roll estimates for August 2018 are 219 total.

2.3 The roll at Craighill Primary is projected to decline slightly over the next 2-3 years, thereafter stabilising at around 210 pupils.

2.4 The 2017-18 staffing arrangements are as follows:

Head Teacher – 1.00FTE

Depute Head Teacher – 1.00FTE

Principal Teacher – 1.00FTE

Unpromoted Teachers – 5.00 FTE

Management Time Teachers – 1.30 FTE

Class Contact Time Teachers – 0.6 FTE

Clerical Assistant – 1.22FTE

Playground Supervisor – 0.18 FTE

In addition, ASN teaching and non-teaching staff are allocated to the school on an annual basis, according to assessed need. The English and Gàidhlig Medium school nurseries are staffed with 4.90FTE Early Years Practitioners.

The Catering, Cleaning, and Facilities Management Service employ the following staff at the school;

Cook HC04 – 0.86 FTE

Catering Staff HC02 – 5 part-time members of staff, totalling 2.81 FTE

Cleaning Staff HC2 – 0.42 FTE

Cleaning Staff HC1 – 3 part-time members of staff, totalling 0.88FTE.

2.5 The Highland Council assesses all of its schools for Suitability and Condition, in line with the Scottish Government's School Estate Management guidelines. Schools are assessed on a scale with the ratings "A" (good) "B" (satisfactory), "C" (poor) and "D" (bad). The accommodation at Craighill Primary School is

currently rated as “C” for educational suitability of the building and “C” for building condition. The school is the lowest scoring in Highland for these factors.

- 2.6 The school’s registered capacity (not including nursery) is 238. The projected roll of 219 for the 2018-19 session would therefore represent 92% use of capacity.
- 2.7 Annual CO₂ equivalent emissions from the Craighill Primary School building were just over 35 tonnes for the period 01/04/2017 – 31/03/2018.
- 2.8 There are 8 school transport routes serving Craighill Primary, 6 of which are shared transport routes with Tain Royal Academy and/or Knockbreck Primary. For the 2017/18 school session, 33 pupils were in receipt of school transport. Approximately 14% of pupils were in receipt of school transport.
- 2.9 **Knockbreck PS** is a non-denominational school serving the catchment area shown at **Appendix 2**. (Also note Appendix 1a at paragraph 2.2 above). The school provides Primary-age provision through the medium of English. The projected school roll estimate for August 2018 is 191 pupils.
- 2.10 The roll at Knockbreck Primary is projected to remain broadly stable, albeit the current roll and forecast is resulting in capacity pressure.
- 2.11 The 2017-18 staffing arrangements are as follows:

Head Teacher – The school shares a Head Teacher with Inver Primary (notionally 0.5 FTE to each school)

Depute Head Teacher – 1.00FTE

Principal Teacher – 1.00FTE

Unpromoted Teachers – 5.00 FTE

Management Time Teachers – 0.2FTE

Class Contact Time Teachers – 0.4 FTE

Clerical Assistant – 0.79 FTE

Playground Supervisor – 0.14 FTE

Road Crossing Patrollers – 0.24 FTE

In addition, ASN teaching and non-teaching staff are allocated to the school on an annual basis, according to assessed need.

The Catering, Cleaning, and Facilities Management Service employ the following staff at the school;

Catering staff HC02 – 2 part-time members of staff, totalling 0.81FTE

Cleaning Staff HC2 – 0.34FTE

Cleaning Staff HC1 – 0.27FTE.

- 2.12 The accommodation at Knockbreck Primary School is currently rated as “C” for educational suitability of the building and “C” for building condition.
- 2.13 The school’s registered capacity is 188. The projected roll of 191 for the 2018-19 session would therefore represent 102% use of capacity.
- 2.14 Annual CO₂ equivalent emissions from the Knockbreck Primary School building were just under 50 tonnes during the period 01/04/2017 – 31/03/2018.
- 2.15 There is a single school transport route serving Knockbreck Primary, which is a shared transport route with Tain Royal Academy and Craighill Primary. For the 2017/18 school session, 9 pupils were in receipt of school transport from a roll of 191. Therefore, approximately 5% of pupils were in receipt of school transport.
- 2.16 **St Duthus School** provides a learning environment for a range of pupils with Additional Support Needs resident in the Easter Ross and east Sutherland areas. The school provides for children from 3-18 years of age. The projected school roll estimate for August 2018 is 24 pupils, which represents the school’s maximum capacity.
- 2.17 The 2017-18 staffing arrangements are as follows:

Head Teacher – 1.00FTE

Unpromoted Teachers – 5.00 FTE

Pupil Support Auxiliaries – 9.12 FTE

Admin Assistant – 0.45 FTE

The Catering, Cleaning, and Facilities Management Service employ the following staff at the school;

Catering staff HC02 – 2 part-time members of staff, totalling 0.32 FTE

Cleaning Staff HC2 – 0.41 FTE

- 2.18 The accommodation at St. Duthus School is currently rated as “A” for educational suitability of the building and “A” for building condition. The current buildings are modular in nature, having been installed within the past few years,

and represent only a short to medium term solution given planning/building warrant restrictions associated with the installation of the modular units.

2.19 Annual CO₂ equivalent emissions from the St. Duthus School building were just under 12 tonnes during the period 01/04/2017 – 31/03/2018.

2.20 There are 5 school transport routes serving St. Duthus School, 2 of which are shared transport routes with Tain Royal Academy and/or Craighill Primary. All of the pupils at St. Duthus School are in receipt of school transport.

2.21 Pre School provision in the Tain area is currently provided via the following outlets:

Local authority English medium provision is located within the Craighill PS campus – there are 32 pupils enrolled for session 2017/18;

Local authority Gaelic medium provision is located within the Craighill PS campus – there are 16 pupils enrolled for session 2017/18;

The St. Duthus School campus provides education for children from the age of 3 upwards;

Partner Centre provision is provided via private day care centres at Ankerville Tain (48 children enrolled for 2017/18) and Stepping Stones Nursery (34 enrolled for 2017/18).

2.22 **Tain Royal Academy and Community Complex** - There are 8 Primary Schools within the Tain Royal Academy Associated School Grouping (ASG) namely, Craighill PS, Knockbreck PS, Edderton PS, Gledfield PS, Hill of Fearn PS, Hilton of Cadboll PS, Inver PS and Tarbat Old PS. In addition, St Duthus School is situated within Tain. The existing catchment area of Tain Royal Academy is shown in **Appendix 3**. The projected school roll estimate for August 2018 is 480 pupils. There is a Community Complex, including a swimming pool, within the campus. It is managed by High Life Highland on behalf of the Council.

2.23 The roll at Tain Royal Academy is projected to rise significantly over the next few years, and thereafter to stabilise at between 550-570 pupils.

2.24 The 2017-18 staffing arrangements are as follows:

Head Teacher – 1.00FTE

Depute Head Teacher – 2.00FTE

Principal Teacher – 7.00FTE

Unpromoted Teachers – 25.31 FTE

ASN Teacher (Secondary) – 1.50FTE

Administrative Assistant – 1.00FTE

Clerical Assistant – 2.4 FTE

Technician – 1.25 FTE

In addition, other ASN staff are allocated to the school on an annual basis, according to assessed need.

The Catering, Cleaning, and Facilities Management Service employ the following staff at the school;

Cook HC05 – 0.84 FTE

Cook HC03 – 0.7 FTE

Catering staff HC02 – 4 part-time members of staff, totalling 2.35FTE

Cleaning Staff HC2 – 2 part-time members of staff, totalling 0.81FTE

Cleaning Staff HC1 – 12 part-time members of staff, totalling 4.65FTE.

- 2.25 The accommodation at Tain Royal Academy is currently rated as “C” for educational suitability of the building and “C” for building condition.
- 2.26 The school’s registered capacity is 811. The projected roll of 480 for the 2018-19 session would therefore represent 59% use of capacity.
- 2.27 Annual CO₂ equivalent emissions from the Tain Royal Academy building were just over 347 tonnes during the period 01/04/2017 – 31/03/2018.
- 2.28 There are 12 school transport routes serving Craighill Primary, 8 of which are shared transport routes with St. Duthus School, Craighill Primary, Dornoch Academy or Knockbreck Primary. For the 2017/18 school session, 237 pupils were in receipt of school transport.
- 2.29 Letting activity in the town is concentrated at the Tain Royal Academy Community Complex, and is organised by High Life Highland.

3.0 THE PROPOSED NEW CAMPUS

- 3.1 Currently, 3 to 18 education provision in Tain is spread across four separate campuses. The proposal is, therefore, to consolidate existing education and community provision within a new build 3 to 18 campus, on either the existing Tain Royal Academy site or the Craighill PS site. The principle of establishing a new 3-18 Campus was consulted on previously, during 2014/15.
- 3.2 Given the financial pressures facing the Council, and the recently agreed capital programme (March 2018) representing a significant reduction in investment due to affordability issues, there is not currently a budget in place to

deliver a new 3-18 Campus for Tain. The Council has however identified Tain 3-18 Campus as one of a number of key school investment priorities, which it intends to bid to Scottish Government for funding during 2018. It is anticipated that the funding position for the Campus will be clarified in a timescale parallel with the consultation covered by this report. Until such time as a budget is established for the project, the scope, specification and layout of a new Campus cannot be determined. The information set out in this report, regarding Campus scope etc is therefore illustrative, pending budget certainty.

- 3.3 As was proposed in the 2014 consultation, the Secondary School and Primary School will retain their separate identities, despite being co-joined on site. The Council is however currently undertaking a Highland wide review of management arrangements across its school estate. This review is subject to full engagement with communities and stakeholders. Future management arrangements may possibly change as a result of this. If this proposal progresses beyond the statutory consultation phase, consideration will have to be given to the future use of the sites vacated. There are established Council policies and procedures for dealing with assets which have been declared surplus by a Service which include the opportunity for the local community to identify potential future uses.
- 3.4 The new school would offer good quality accommodation that provides a safe, healthy and visually stimulating environment, flexible teaching spaces, better facilities for visiting specialists and parents/the community, and a healthier, less stressful environment. The facility would also serve as a community hub, with community facilities located within the Campus.

4.0 SITE SELECTION

- 4.1 As previously mentioned, the consultation exercise undertaken in 2014-15 proposed that the new campus should be constructed on the site of the existing Tain Royal Academy site. That plus the Craighill PS site have been identified, through a process of informal consultation, as the options on which the Council is now consulting. Appendix 4-4v provides some maps setting out the location of these sites in the context of Tain, and close-up maps and information providing more detailed information in relation to the sites. The information set out in Appendix 4-4v includes all 4 sites on the original long list of site options (Tain Royal Academy, Tain Craighill PS, Tain Burgage and Tain Kirksheaf) and was used as the basis of the informal consultation exercise to narrow down the list of site options to the current two.
- 4.2 The Tain Royal Academy site, comprising circa 6.3 hectares, was the chosen site of the new 3-18 Campus from the 2014-15 consultation. Given the focus of community concerns that subsequently arose, related to the Academy site, the Council considers it appropriate that this consultation continues to include the Academy site, firstly to provide a means of assessing/comparing the alternative Craighill PS site against, and secondly in recognition that formally, the Academy site remains the status quo position, until such time as any decision to rescind that decision or reach a decision on a new site.

- 4.3 From that earlier consultation, there were a number of advantages to the Tain Royal Academy site. It is in a central location within the town with good pedestrian access, good transport links and potentially fewer traffic issues than the alternative sites. There had also been concerns about the future use of this site if it is not selected for a school.
- 4.4 There are however also some disadvantages to this site. At the time of the 2014-15 consultation, concerns were expressed in relation to the size of the site, scope for sufficient play space and future expansion, and about the impact of building a new school on the residents of neighbouring houses. There were also concerns about the potential for traffic congestion once the school becomes operational. It is also acknowledged that since the time of the 2014-15 consultation, further capacity demands have arisen, for example, as a result of Scottish Government plans to expand the provision of funded early learning and childcare.
- 4.5 Logistically, given the size of the site, and the existing Academy in situ, careful construction management would have been required to manage the construction of the new Campus on site, while the existing Academy continued to operate until such time as the new Campus was available. These site and logistical challenges also remove scope for building the Campus on a phased basis, which may be a consideration subject to the budget position for the Campus project being resolved.
- 4.6 The Craighill Primary School site incorporates land currently in the ownership of the Council, albeit held on the housing account. That expanded land ownership area comprising circa 10.6 hectares is a good, well-sized open site which would provide plenty of room for future expansion and also provide options for layout and construction logistics to cause only minimal disruption to pupils during the construction phase. The location is also close to the health centre which many regard as a positive aspect, and may emphasise the sense of a wider community/public service hub, and also provide potential opportunities for improving and integrating services offered to the public.
- 4.7 Disadvantages to the Craighill site tend to be around traffic congestion concerns, access and availability of parking, though the generous size of the site does provide scope to mitigate these possible issues through site access and layout arrangements. There may also be marginally higher costs associated with developing on this site.
- 4.8 At both sites, the creation of the Campus will result in an almost doubling of the number of pupils who will access the site on a daily basis.
- 4.9 On the basis of current roll figures approximately 900 Primary/Secondary pupils will access/egress the new 3-18 campus on a daily basis if this proposal is accepted. In addition, it is estimated that there will be approximately 50 Pre School pupils accessing the site on a daily basis. On the basis of current school transport numbers just over 300 Primary/Secondary pupils use free school transport provided by the Council on a daily basis leaving approximately 600 pupils either walking/cycling or transported to school by parents or guardians.

In addition, there will be the traffic generated as a result of staff and users of the community facility coming and going on a daily basis.

- 4.10 The Safe Routes to School team will carry detailed analysis work throughout the statutory consultation period to ensure that final agreed mitigation actions are included within the final consultation report submitted to this Committee early next calendar year.
- 4.11 As part of the pre-consultation process, the Council engaged with its local Stakeholder Group, conducted an open drop in day on site options, and also received feedback from Parent Councils and Community Councils on site options. The results of that informal consultation exercise were used to inform the reduction of four possible sites to the two being consulted on within this report. Appendix 5-5vi includes the details of submissions received through the pre-consultation process. It is quite clear from the feedback provided that an overwhelming majority of respondents felt that the Craighill PS site was the preferred option for a new 3-18 Campus. A summary of responses is shown in the table below. (Totals have not been shown given the separate nature of the informal consultation exercises).

	Responses- Highland Council Drop-in session single preference	Responses- Highland Council Drop-in session multiple preferences	Responses- Parent Council feedback single preference	Responses- Parent Council feedback multiple preferences	Stakeholder Group discussion March 2018
Craighill PS site	60	16	8	2	18
Tain Royal Academy site	6	7	1	1	12
Burgage Site	2	8	0	0	4
Kirksheaf Site	0	7	0	4	2
No preference	12	0	8	0	1

- 4.12 Both site options consulted on within this report represent viable options for the new 3-18 Campus. The Tain Craighill PS site is evidently the option most favoured by the pre-consultation exercise. It is also fair to say that the Tain Royal Academy site received relatively little public support as a result of the pre-consultation. While the Academy site is more constrained in terms of space, flexibility and future expansion, it also has the positives of having a detailed design developed and a full understanding of how a Campus could be layed out and delivered on site. In comparison, the Craighill PS site is considerably more generous in size, provides more flexibility in its layout and use as a result, and also gives more potential in regard to phasing and approach to construction. There is not as yet, however, the detailed site layout, design and technical assessment that would only be available once a site

proceeded into design phase. At this time the Council remains neutral on site options, and seeks the public's views before a decision is made.

5.0 EDUCATIONAL BENEFITS

- 5.1 Highland Council is of the view that the school environment should be of a quality that sustains and improves education provision, pupil performance and outcomes for the young people of Highland.
- 5.2 With the above aim in mind, Highland Council has adopted the following indicators in reviewing its school estate:
1. Pupils should be educated in facilities which are rated at least category B for each of Condition and Suitability.
 2. Pupils should be members of an age-appropriate peer group.
 3. Pupils should have the opportunity to engage in the widest possible range of activities beyond the core curriculum, including music, sports, drama and art.
 4. Pupils with Additional Support Needs should be educated in the most appropriate local setting.
 5. Pupils should not ordinarily be required to travel for longer than 30 minutes from the nearest classified road pick-up point to school (primary) although it is recognised that this may not always be possible in a rural Council area such as Highland.
 6. School facilities should be of a size appropriate to the delineated area that they serve, paying due regard to demographic trends.
 7. School delineated areas should reflect geography, travel routes and population distribution.
 8. Safe school transport should be provided and safe traffic management in and around school sites should be implemented.
 9. Teachers should be members of a professional learning community comprising at least 3 members located in the same facility.
 10. The implications of school location to local communities should be considered.
 11. Schools, wherever possible, should be located where there is a recognised village or other built up community.
- 5.3 Three of the four schools in Tain currently fail to meet Condition 1 above. The accommodation at Tain Royal Academy, Craighill Primary and Knockbreck Primary is rated "Poor" for both condition and suitability in each case, and the buildings continue to deteriorate.
- 5.4 It is generally recognised that poor quality school accommodation can be dispiriting for pupils, staff and parents, can limit the effectiveness of teaching (for example when a disproportionate amount of staff time is spent on building issues), and can pose issues for the safety and security of children.
- 5.5 Both Craighill Primary and Knockbreck Primary are also currently under significant pressure in terms of capacity.

- 5.6 Although the accommodation at St. Duthus is superior to that of the other three schools, that school is operating at its maximum capacity and is likely to do so for the foreseeable future.
- 5.7 It is apparent from the above evidence that there is a requirement to improve educational provision in Tain. The creation of a 3 to 18 campus provides an opportunity to address this requirement, as well as providing new opportunities for curriculum delivery. This proposal also provides opportunities to further strengthen health and well-being provision in partnership with High Life Highland.
- 5.8 The new campus will provide access to up to date facilities which will allow the pupils who attend the school to engage with the curriculum in a more flexible and innovative way. Pupils are likely to experience a higher quality learning experience because of the enhanced facilities which will be designed for the purpose of delivering the modern curriculum.
- 5.9 Although there will still be key stages of curricular transition for pupils the 3-18 approach will ensure that pupil progression from one stage to the next will happen with minimum disruption.
- 5.10 The 3-18 campus will have a greater concentration of teaching staff in one location. This will lead to a broader range of staff experience within the new school structure. This will allow a better sharing of good practice, due to the broader experiences of a more diverse range of staff. Teachers at the 3-18 school will, therefore, be better placed to have a deeper understanding of pupils' learning and development and a better understanding of the need to provide high quality feedback, personalised for each learner.
- 5.11 The 3-18 model is best placed to meet the educational requirements of Tain. The flexible learning spaces provided in the new campus will provide greater opportunities to deliver a variety of approaches to learning. In addition to traditional teaching areas, there will be a range of more flexible areas where the available space can be used for investigative work and active learning.
- 5.12 A key aim of the new campus will be to develop a sense of belonging, engagement and ownership. The 3-18 structure offers the opportunity to create a real sense of family across the whole school where younger pupils are supported and looked after by the older pupils.
- 5.13 The potential co-location of professionals on the one campus, plus the interchange of information – in particular the “soft” intelligence so vital in properly planning on an early intervention approach would greatly support the children and families in the local communities.
- 5.14 In addition, a new campus could provide opportunities to locate vocational facilities would allow greater integration of the Skills for Work agenda for pupils, which in turn could be integrated in to preparing young people for work.

- 5.15 There are a number of pupils within the schools involved who have support needs. There will be a continuum of the support for all learners, and in particular those who have specific identified needs. The 3-18 structure will allow the pulling together of staff expertise and experience. It will allow a more focused approach across the age range and will enable better use of the staff and resources that are available in this area.
- 5.16 The 3-18 campus will also include replacement facilities for St Duthus School. Whilst the accommodation at St. Duthus has been significantly improved since the 2014 consultation, this has been by means of modular buildings, and the relevant building warrant only provides a short to medium term solution. The new Campus provides an opportunity to enhance the quality of provision and experience for pupils with Additional Support Needs.
- 5.17 Whilst Highland Council sees significant educational benefits from the creation of a 3-18 campus for Tain, in educational terms we do not consider that there are significant differences between the two sites under consideration.

6.0 EFFECTS ON STAFF AND SCHOOL MANAGEMENT ARRANGEMENTS

- 6.1 Schools in Highland are staffed according to roll-related formulae (with the exception of certain specified categories such as ASN related staffing and School Crossing Patrollers, which are assessed according to need). The new schools will be staffed according to the same principles.
- 6.2 It is inevitable when 4 separate school campuses come together within a single campus that there will be an overall reduction in the level of staff required. The previous consultation, undertaken in 2014 identified a potential loss of 4.00FTE posts. That may be a reasonable expectation for the creation of the new campus.
- 6.3 As mentioned above, the previous Proposal specified that the secondary school and new primary school would have separate identities despite being co-joined. In the intervening period the Council has adopted a new strategy for the management of schools. Proposals for the future management of the Tain 3-18 campus will be taken forward as part of that strategy, and in full consultation with the community.
- 6.4 Highland Council has a Redeployment and Redundancy Policy, which has the defining principle that compulsory redundancies will be avoided wherever possible. Roll-related deployments are a normal part of the Highland Council's annual staffing allocation. A variety of measures are used to ensure redeployments are possible, including restrictions on the recruitment of external staff to vacancies, so that staff affected by changes in service delivery may be redeployed to vacant posts. Clearly it would be premature to redeploy staff in advance of a decision on closure, but Highland Council considers compulsory redundancy only after all other options have been considered.
- 6.5 There are obvious benefits for staff, both teaching and non-teaching, working in a 3-18 campus environment. The new state of the art buildings will provide a

vastly improved working environment for staff and access to modern resources and facilities.

7.0 COMMUNITY FACILITIES

- 7.1 The new campus will also provide the wider community of Tain with an opportunity to make use of high quality facilities and encourage them to re-engage or continue with their formal education. It also provides the local community with the opportunity to build greater community capacity by using the school for formal and informal social events.
- 7.2. Tain Royal Academy currently benefits from having the TRACC facilities co-located, comprising; 4 lane 20m swimming pool, fitness suite, sports hall amongst other facilities.
- 7.3 It is proposed the new 3-18 Campus would have co-located community facilities, operated by Highlife Highland, and replacing the existing TRACC. Over and above the replacement of facilities currently at TRACC, the Council would also propose to incorporate the public library in the new Campus.
- 7.4 The scope of the community facilities would ultimately be determined by further consultation as the specification and design phase of the project, and will of course ultimately be dictated by the funding available for the project.

8.0 FINANCIAL IMPLICATIONS

- 8.1 **Appendix 6** provides details of the financial implications of this proposal.
- 8.2 Appendix 6 compares the total estimated costs of the 3 to 18 campus proposal (on the two site options) with the total estimated costs of upgrading the existing schools to building Condition/Suitability scores A/A. The respective costs also include life cycle maintenance costs over the anticipated 60 year life of the buildings. The annual revenue costs of repaying the borrowing for capital investment are reflected, to give an annualised comparison of revenue costs of the options.
- 8.3 In summary, the appendix shows the following comparison of cost. Largely as a result of estimated differences in capital and lifecycle costs, the estimated costs of a new 3-18 Campus (on either of the two sites) are circa £0.5m less per annum than the estimated cost of the existing schools, brought up to a comparable standard. There is a differential forecast between the two site options, with the Craighill site estimated to be £54k more per annum than the Tain Royal Academy site, due to site related capital costs.

	Total Annualised Revenue Cost (line 42)	Comparison of Annualised Revenue Cost against Baseline
Baseline – cost of bringing existing schools up to A/A standard	£8,954,042	-
Option 1 – New 3-18 Campus on Tain Royal Academy Site	£8,430,302	(£523,740)
Option 2 – New 3-18 Campus on Craighill Site	£8,484,042	(£470,000)

9.0 SCHOOL TRANSPORT IMPLICATIONS

9.1 The new campus will be located a short distance from the 4 existing schools. The Council does not anticipate any significant variation to the existing school transport arrangements, in terms of the distances to be travelled by pupils.

10.0 ACCOMMODATING GOVERNMENT POLICY CHANGES

10.0 The Scottish Government has made a commitment to extend the entitlement to Early Years provision to 1140 hours per annum for all 3 and 4 year olds and for eligible 2 year olds from 2020. It is possible that there will be further enhancements to Early Years provision in future years.

10.1 The design of the proposed 3 to 18 campus will take into account these accommodation requirements including the ability to extend the accommodation at some future point if required.

11.0 EQUALITIES IMPACT ASSESSMENT

11.1 The proposal has been assessed as having no impact on the following Equality areas:

- Gender
- Gender reassignment
- Pregnancy or Maternity
- Marriage/Civil Partnership
- Race
- Religion or Belief
- Sexual Orientation
- Looked After Children
- Young Carers
- Children and Young People Living in Deprivation

11.2 In respect of age equality, the proposal relates to schools, and as such primarily affects children in the 3-18 age group and their parents. The proposal is advanced on the basis of educational benefit to children in the area concerned. No negative age related effects arise. Age is not a protected characteristic for the purposes of schools provision.

11.3 The proposed new school would be built to modern standards, offering disabled access for children, parents and the wider community, as well as purpose built teaching accommodation for children with additional support needs. It would therefore have a positive impact on disability issues.

12.0 MITIGATION OF ADVERSE EFFECTS

12.1 At the time of the 2014 consultation, concerns were expressed about disruption to the local community during the construction phase if the project progressed beyond statutory consultation. These comments related specifically to the Tain Royal Academy site which at that time was proposed as the location for the new campus. To some extent they are also valid for the Craighill site. The Council has experience in working with contractors who have constructed major new school buildings adjacent to existing residential areas and therefore have the expertise and empathy to manage such projects successfully.

12.2 The Council does not envisage any other adverse effects arising from the proposal.

13.0 CONCLUSION

13.1 The preceding chapters outline the justification for this proposal which can be summarised thus:

- This proposal will, by replacing the existing education and community provision in Tain, ensure that, on average going forward, around 900 pupils (in the age-range 3 to 18) will learn and enjoy the benefits of a community campus that scores A/A in terms of building condition and suitability;
- The existing school buildings and campus configurations in Tain are generally poor, both in terms of condition and suitability for learning and teaching. There is, therefore, an imperative to address this problem;
- By delivering the above proposals the Council will deliver demonstrable educational benefits, deliver community facilities in partnership with High Life Highland and also ensure that by consolidation of provision within a single campus, the Council's aim of achieving Best Value when delivering front-line services is further enhanced;
- This investment will ensure that education and community facilities provision is placed on a sustainable footing for at least the next 60 years.

- The decision on the site selection will be taken after careful consideration of the views expressed by the community, both during the pre-consultation and statutory consultation phases

13.2 The case for a 3-18 campus in Tain was consulted on 2014 and was agreed by all parties, including the Scottish Government. The Council still believes that the 3-18 Campus is the way forward for Tain. The site selection process will be informed by feedback from this consultation.

END OF PROPOSAL DOCUMENT