



# **COMHAIRLE NAN EILEAN SIAR**

## **Education and Children's Services Department**

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**Education Provision  
PROPOSAL DOCUMENT – JANUARY 2012**

**Review of Education Provision**

**CASTLEBAY SCHOOL NURSERY  
Isle of Barra**

**Roinn an Fhoghlaim is Seirbheisean Chloinne**

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### Review of Education Provision – January 2012

#### PROPOSAL DOCUMENT FOR CASTLEBAY SCHOOL NURSERY Isle of Barra

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# Review of Education Provision: January 2012 Castlebay School Nursery, Isle of Barra

Report by the Director of Education and Children's Services

## PROPOSAL

It is proposed that:

- accommodation within Castlebay School's Primary Department be made available to house the Gaelic and English Nursery rooms.
- the Nursery remains within the Children's Centre building until accommodation within the school has been inspected and approved by relevant bodies.
- children continue their pre-school education within Castlebay Primary School from 25 October 2012.

## INTRODUCTION

- 1.1 Comhairle nan Eilean Siar aims to allocate resources in a way which will secure the best possible educational experience for pupils in the Western Isles. Implicit in this key objective is the effective deployment of resources in order to secure continuous improvement in educational achievement and attainment, and to provide better facilities in the most viable settings. In order to achieve this it is proposed that nursery provision within Castlebay be moved across the road to the Primary Department of Castlebay School.
- 1.2 The Comhairle, at its meeting on the 15 December 2011, authorised the Director of Education and Children's Services to proceed to undertake the necessary statutory consultation with parents, staff, pupils and other interested parties affected by the proposal regarding the moving of pre-school provision from the Children's Centre into Castlebay Primary Department as required by the schools (Consultation) (Scotland) Act 2010.
- 1.3 This document relates to a proposal to move Castlebay Primary Nursery from the Children's Centre across the road from the school to within the Primary Department. It is anticipated that this relocation will take effect from 25 October 2012.

## CONSULTATIVE PROCESS - SUMMARY OF PROCESS FOR THIS PROPOSAL DOCUMENT

- 2.1 This Proposal Document has been issued as a result of a decision approved by the Comhairle to seek views on the proposal outlined in this paper.
- Proposal Document issued to consultees and published on Comhairle Web-site**
- 2.2 A copy of this document will be issued free of charge to the consultees listed at appendix A, and it will also be published on the Comhairle website: [www.cne-siar.gov.uk](http://www.cne-siar.gov.uk)

### **Publication of advertisement in local newspapers**

- 2.3 An advertisement will be placed in the Stornoway Gazette, West Highland Free Press and Guth Bharraidh. In addition, there will be announcements related to the Consultation process on Radio nan Gaidheal.

### **Length of Consultation period**

- 2.4 An advertisement will be placed in local newspapers on the 12 January 2012. The consultation will thereafter run until close of business on the 29 February 2012, which includes a period of 30 school days.

### **Public meeting**

- 2.5 A public meeting will be held on the 1 February 2012, the details of which are given in this document.

### **Involvement of HMle**

- 2.6 When the Proposal Document is published, a copy will also be sent to HMle by the Comhairle. HMle will also receive a copy of any relevant written representations that are received by the Comhairle from any person during the consultation period or, if HMle agree, a summary of them. HMle will further receive a summary of any oral representation made to the Comhairle at the public meeting that will be held and, as available (and so far as otherwise practicable), a copy of any other relevant documentation. HMle will then prepare a report on the educational aspects of the proposal not later than 23 March 2012 the Comhairle has sent them all representations and documents as mentioned above. In preparing their report, HMle may visit the affected schools and make such reasonable enquiries of such people there, as they consider appropriate, and may make such reasonable enquiries of such other people as they consider appropriate.

### **Preparation of Consultation Report**

- 2.7 The Comhairle will review the proposal having regard to the HMle Report, written representations that it has received and oral representations made to it by any person at the public meeting. It will then prepare a Consultation Report. This report will be published in electronic and printed formats and will be advertised in local newspapers. It will be available on the Comhairle web-site and from Comhairle Headquarters, as well as at the school, free of charge. Anyone who has made written representations during the consultation period will also be informed about the report. The report will include a record of the total number of written representations made during the consultation period, a summary of the written representations, a summary of the oral representations made at the public meeting, the Authority's response to the HMle Report as well as any written or oral representations it has received, together with a copy of the HMle Report and any other relevant information, including details of any alleged inaccuracies and how these have been handled. The Report will also contain a statement explaining how it complied with the requirement to review the proposal in light of the HMle Report and representations (both written and oral) that it received. The Consultation Report will be published at least 3 weeks prior to the Comhairle making a decision.

### **Decision**

- 2.8 This Consultation Report together with any other relevant documentation will be considered by the Education and Children's Services Committee who will make a recommendation. This recommendation will then be subject to the approval of the Comhairle.

### **Note on Corrections**

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

## PUBLIC MEETING

- 3.1 A Public Meeting will be held to discuss the proposal. Anyone wishing to attend the public meeting is invited to do so. The meeting will be convened by the Comhairle and will be addressed by representatives of the Education and Children's Services Department and other senior officers of the Comhairle.
- 3.2 The meeting will be an opportunity to:
- Hear more about the proposal
  - Ask questions about the proposal
  - Have the views of all stakeholders recorded so that they can be taken into account as part of the proposal process.
- 3.3 Arrangements for the meeting are as follows:
- **Venue: Castlebay School**
  - **Date: Wednesday 1 February 2012**
  - **Time: 7pm**
- 3.4 A note will be taken at the meeting of questions and views. This note will be published on the Comhairle web-site, and a copy will be made available on request. The meeting will also be recorded.
- 3.5 The Comhairle will also take into consideration any written or electronic submissions on the proposal, which may be submitted to [schoolconsultations@cne-siar.gov.uk](mailto:schoolconsultations@cne-siar.gov.uk) or to the **Chief Executive at the Comhairle Offices, Sandwick Road, Stornoway HS1 2BW, to arrive not later than 5pm on Wednesday 29 February 2012.**

## GENERAL BACKGROUND TO THE NEED FOR A SCHOOL ESTATE REVIEW

### GENERAL BACKGROUND

- 4.1 Currently, there are a total of 28 pre-school providers within the Western Isles of which Comhairle nan Eilean Siar directly manages 20. Over the past few years the Education and Children's Services Department has been striving to ensure that all nursery classrooms operate from within a school. Of the 20 nurseries under the direct management of the Comhairle 13 operate from within the school campus. Of the 7 remaining nurseries 3 will move into school premises on completion of building projects and it is hoped that a further 2 will move into school premises on completion of a Statutory Consultation, if that is the Comhairle decision.
- 4.2 In October 2005, Castlebay School Nursery became a Comhairle run service under the management of Castlebay School. This service is located in the Children's Centre across the road from Castlebay School. Up until 2002, a nursery was located within the school campus. In 2002, a Gaelic and English Nursery moved to a purpose built Children's Centre across the road from the school. Accommodation within this building consists of two purpose built playrooms, toilets and a small kitchen. Parents access the nursery from within the community building through a secure entry system. The nursery also has a dedicated garden area to the rear of the building. Both nursery rooms are separated by a corridor. The nursery has an unusual feature in that both rooms have removal partitions which allow the rooms to merge or for one room to increase in size by extending in to the corridor space. The nursery is registered to accommodate 36 children aged 2.5 – 5 years. The Comhairle has a lease agreement for the use of this nursery space, the annual rent was £6399.96. In July 2011, the building committee wrote to the Comhairle to notify them that the rent was to increase to £11,199.96. The Comhairle requested a report from the District Valuer, prior to agreeing to this increase in rent. The district valuer's report has since come back and a rent of £8,200 has been agreed. This figure does not include utility bills.

- 4.3 Over the past few years the number of parents requesting Gaelic Medium Pre-school Education has risen and in 2009, it was necessary for the partition in the Gaelic nursery room to be moved and for the Comhairle to apply to Social Care Social Work Improvement Scotland (SCSWIS) to increase the numbers. The nursery is currently registered, with the regulatory body SCSWIS, for 36 children aged 2.5 years to 5 years.
- 4.4 Two pre-school sessions are in operation each morning, one through the medium of Gaelic offering 20 nursery places and one through the medium of English offering 16 nursery places. In addition, the Comhairle runs an afternoon childcare session. This service is subject to demand and service provision has fluctuated over the past few years.
- 4.5 Despite the increase in the number of places, the demand for places in Gaelic still outweighs the number of places available and not all children have been able to be accommodated. In addition, although the current extended room allows more children to be enrolled in Gaelic, this arrangement is not satisfactory as the room has effectively grown into the corridor space. Children and parents accessing the English playroom have to go through the Gaelic playroom and children in the English playroom requiring access to the toilets have to access them by going through the Gaelic Playroom.
- 4.6 In April 2010, as part of the asset management planning of the Comhairle, the Comhairle approved the "Schools Estate Management Plan". Castlebay School was identified as a school of high priority for remodelling. This school is considered to be a category C (Poor) building and the Comhairle aim to improve to category B (Satisfactory) by 2015.
- 4.7 The Comhairle is charged to provide its statutory services as effectively and efficiently as possible. It is therefore necessary to be strategic in the delivery of education to ensure Best Value. School rolls in the authority as a whole have been falling year on year for the last thirty years and, as far as can be seen, this is a continuing trend.
- 4.8 The problems relating to the existing education provision within Castlebay can be briefly stated-
- a) A split site creates challenges for transition arrangements and joint projects within the Early Level of the Curriculum.
  - b) The cost associated with operating from a separate building is difficult to maintain.
  - c) The costs, relating as they do to enrolment numbers, are very high.
  - d) The existing building does not meet the demand for morning pre-school places.
- 4.9.1 The requirements which have to be addressed by the Comhairle are-
- a) to provide a quality education service for children and young people aged 3-18.
  - b) to adjust the school provision to reflect the present and projected pupil numbers.
  - c) to enhance the facilities available to all pupils aged 3-18
  - d) to bring the costs of the education provision to a level which the Comhairle can afford while aspiring to enhance the quality of Learning and Teaching environments.

## COMHAIRLE ASPIRATIONS

- 5.1 In order to address the requirements in a rational and fair way throughout the Western Isles the Comhairle is;
- a) committed to providing the highest quality of educational opportunity and experience for school pupils and nursery children within available resources;
  - b) committed to consultation procedures which communicate accurate information about the benefits of change;
  - c) committed to change which is carefully planned, adequately resourced, and phased appropriately;
  - d) committed to ensuring that schools and nurseries are properly resourced to provide a better environment for learning and teaching;
  - e) committed to the view that projects linked to the School Estate Review should have priority within its programmes of Capital and Revenue expenditure.

- 5.2 This will be done by –
- reducing surplus capacity in schools
  - improving the condition and suitability rating of schools through capital projects and addressing maintenance issues
  - improving property flexibility
  - meeting statutory requirements of Disability Discrimination Act 2006 (DDA).
- 5.3 The Scottish Government issued its 'Building Better Schools: Investing in Scotland's Future' document in September 2009. The document sets out the Government's aspirations for the school estate and states:
- "All children and young people will be educated in, and community users will use, schools that are 'fit for purpose' in terms of condition, suitability and sufficiency;
  - Schools and nurseries are well-designed, accessible, inclusive learning environments that inspire and drive new thinking and change and which support the delivery of high quality educational experiences through *Curriculum for Excellence*;
  - Schools and nurseries are integral parts of the communities they serve, with pupils making use of community facilities and communities accessing school facilities;
  - Schools and nurseries accommodate and provide a range of services, activities and facilities that make a difference to people's health and well being, to sustaining economic growth and to the strength and vibrancy of communities;
  - A sustainable school estate whose design, construction and operation is environmentally and energy efficient; contributes directly to delivering the year-on-year reductions in greenhouse gas emissions introduced by the Climate Change (Scotland) Act 2009, which is resilient to the impact of climate change and which leads by example in matters of environmental performance;
  - A school estate that is efficiently run and that delivers maximum value for money;
  - A school estate which is flexible and responsive - both to changes in demand for school places and to learners' and teachers' requirements and wishes, and where the beneficial impact of change is maximized by thorough consultation and engagement with users and stakeholders".
- 5.4 In order to maintain an adequate level of provision it is necessary for the Comhairle to allocate its resources in a way which will secure the best possible education for pupils in the Western Isles. Implicit in this objective is the effective deployment of resources in order to provide better educational facilities. The Comhairle believes that it must continue to look at the current provision of education in the Western Isles, to plan ahead and to determine the best way in which educational facilities of a higher standard can be made available for present and future generations.
- 5.5 The advantages of relocating the Castlebay Primary Nursery from the community building to the school can be summarised as follows :
- a) More efficient and effective deployment and development of staff and more effective flexibility in grouping children for learning and teaching.
  - b) There is an opportunity for reinvestment of savings from the School Estate Review in the Education Service to ensure all children and pupils are educated in buildings that are well designed and accessible, with inclusive learning environments.
  - c) There will be greater opportunity for a seamless Early Level Education for nursery children and children in Primary One.
  - d) There will be an increase in the number of Gaelic Medium nursery places and English Medium Nursery Places. The number of nursery places will increase from 16 to 20 in the English Medium Nursery Class and from 20 to 24 in the Gaelic Medium Nursery Class. This increase will accommodate all parents currently requesting Gaelic Medium Pre-school Education.
- 5.6 Even if the advantages were ignored, the present situation cannot continue for much longer as the existing building is not meeting the needs of the service users. As revenue budgets are subject to cuts over the next few years it is likely that there will be insufficient resources to maintain the running costs associated with being accommodated in the community building. There is however 'one-off' funding available which could be used to convert the school to accommodate the two nursery classrooms. The cost of this project will be in the region £63,000.

## KEY FACTORS

### Demographic Trends and School Rolls

- 6.1 The total school rolls have fallen steadily since Comhairle nan Eilean Siar was established as a new Education Authority in 1975. Predictions made about falling school rolls in the past have proved to be accurate and therefore have been reliable. The total roll (primary and secondary in the Western Isles) thirty two years ago was 6,246 while in September 2011 this had fallen to 3,553. In the last eight years the pupil roll in the Western Isles has fallen by 11%.
- 6.2 As pupil population has declined, the level of funding has also fallen in line with that decline. This has the effect of making the current pattern of provision an unsustainable one, particularly in the context of the necessity to make major cutbacks at present and for the foreseeable future.
- 6.3 Despite the overall decline in pupil population, enrolments within the nursery have been high for the past few years. However, the Community Health Index Figures for children under three, June 2011, indicate that while the numbers are likely to very high in the academic year 2012/13 they will decrease substantially after that.

## CONSULTATION PROPOSAL

- 7.1 It is proposed that:
- Castlebay Primary Nursery relocates to within Castlebay Primary School.
- 7.2 This will be achieved by –
- Making an additional teaching space for one nursery room by combining the Depute Head Teacher office, ASN office/resource area and corridor area (Appendix 4, area one).
  - Providing 'class in a box ICT resources' for all primary classes.
  - Converting the former ICT class to a classroom room (Appendix 4, area two)
  - Converting room 22 to a nursery classroom.
  - Installing a security system to the primary school entrance.
  - Moving the Depute Head Teacher office into one of the smaller office areas (Appendix 4, area three and four)

## EDUCATIONAL BENEFITS STATEMENT

- 8.1 **Educational Benefits**  
Through the Curriculum for Excellence, children's progression in learning is indicated through curriculum levels. The Early Level applies to children of pre-school age and P1 children. When a nursery is incorporated within a school there is seamless early level education resulting in a significant advantage to the learning and teaching of both the pre-school and primary one children. The close proximity of the nursery class to the infant class enhances staff and children's opportunity to work together on joint projects, benefit from each other's area of expertise and share resources. Nursery children have access to the school's resources and become familiar with school surroundings therefore providing a seamless transition from nursery to school. Children in Primary one have access to the nursery room and resources thus enriching their school experience.

### School

- 8.2 Castlebay Nursery School comprises of a Nursery, Primary and Secondary Unit. In September 2011 the Primary Department had a roll of 70 pupils, 38 of whom are taught through the medium of Gaelic. In December 2011, the nursery had a pre-school enrolment of 27. The capacity of the Primary school is 125 pupils.

- 8.3 Currently accommodation within the Primary Department consists of two Gaelic Medium Classrooms, two English Medium Classrooms, a General Purpose Room, an ICT Room, an ASN resource area/office, an office for the Depute Headteacher, male and female infant and junior toilets, a disabled toilet and two small staff bases.
- 8.4 It is proposed that the accommodation be adapted to provide: two Gaelic Medium Classrooms, two English Medium Classrooms, one General Purpose room that could be converted to a classroom should school rolls increase, one Gaelic Nursery room and one English Nursery room.
- 8.5 This would be achieved by converting the ICT room to a classroom and by equipping each class with “class in a box” laptops for the children. In addition, the office and ASN resource area/office would be converted to a teaching space for use by one of the nurseries. As the school recently purpose built an ASN learning area in the secondary unit for the whole school the space in the Primary Unit is no longer required. Office accommodation would be identified for the Depute Head Teacher in one of the small staff bases and in a shared office with a Depute Head in the Secondary Unit.

#### **Learning environment**

- 8.6 Nursery children would benefit from having larger playrooms, direct access to the infant classroom and facilities within the school including the gym, swimming pool, canteen and library. Children would no longer have to cross the road to access these facilities. The Primary School has a playground that has recently been developed to include a grassed and planting area and a small enclosed garden. There is also a large tarmac area which has painted games and would be beneficial to nursery children when playing on wheeled toys.
- 8.7 As both nursery rooms will not be in operation all day the nursery can be used by groups of children from the infant class as and when required. This will expand and enhance the experiences available to primary school aged children. Primary school aged children will have the added advantage of having younger children in the school. This fosters a sense of responsibility and citizenship.
- 8.8 By having the nursery within the school there will be greater flexibility in the deployment of staff to meet the learning needs of nursery and primary children. Staff in both the nursery and school will benefit from additional Continuous Professional Development (CPD) opportunities to be gained by working and learning with a larger range of teaching colleagues. A larger staff will offer a wider range of expertise resulting in increased opportunities for sharing practice and more collegiate support.

#### **Information and Communication Technology (ICT)**

- 8.9 The pupils of Castlebay Primary School would have instant access to laptops through the class in the box technology. Each classroom in Castlebay has an interactive whiteboard. As the current nursery building is community owned and rented on a lease basis it would not be cost effective to install smart boards in the nursery rooms for the nursery children. In addition, due to the large number of windows and the moveable wall between the nursery rooms there is a lack of wall space to mount smart boards. The move to the school would ensure that all nursery children had access to a smart board.
- 8.10 The Comhairle recently installed a new IP telephone system throughout most Comhairle premises. This phone system runs over the Comhairle's network and has very low cost to the Comhairle. When this type of phone system is installed within a Comhairle office or school the service no longer has to budget for phone bills or phone rental thus providing a saving to the service. Individuals within the system are easily accessed by dialling an internal phone number thus improving access to colleagues. This phone system is available within the school but is not available within the Children's Centre.

### **Additional Support Needs (ASN)**

- 8.11 Castlebay Primary School has the facilities to cater for the needs of all children, including those with a full range of additional support needs.

### **Gaelic Medium Education**

- 8.12 Castlebay School has a long established and thriving Gaelic Medium provision and enrolments in Gaelic continue to increase. In December 2011, 18 children were enrolled in Gaelic Medium pre-school provision in Castlebay School Nursery. This figure will increase as children become eligible for pre-school education throughout the year.

### **Pre-school provision**

- 8.13 44 Pre-school places could be provided within Castlebay Primary School. This would increase the number of places available by 8. An analysis of current attendance patterns shows that the majority of parents require access to pre-school education in the morning. All additional places would be available in the morning. Afternoon spaces would continue to be subject to demand.

### **Accessibility of premises**

- 8.14 The Primary School has an access that is on the ground floor and all classroom areas are accessible to those with restricted mobility. Further work is planned to make the school Disability Discrimination Act 2005 (DDA) compliant.

### **Capacity**

- 8.15 Castlebay Primary School has a capacity for 125 pupils; its current occupancy rate is 56%. The present users of Castlebay Primary School will not be disadvantaged by the addition of Castlebay School's Nursery pupils. Despite this, to ensure that there is flexibility in the future, an additional teaching space is being created for one of the nurseries.

### **Likely effect on the Local Community**

- 8.16 The Children's Centre that the nursery currently occupies would be affected by the lack of rent from the nursery. The management committee of this building will require support to identify alternative uses for the space and sources of funding. The Comhairle is committed to supporting the voluntary committee through this process.

### **Travel**

- 8.17 The current nursery building is approximately 150 metres from the Primary School. It is therefore not anticipated that there would be any detrimental effect on the travel arrangements for the children. There is a car park opposite the school that parents could use to pick up and drop off children.

### **Summary of Educational Benefits**

- 8.18 Attending a school will have educational benefits for children currently at Castlebay School Nursery. The learning opportunities and experience will be significantly increased. The specific benefits are listed below:

- greater flexibility in grouping children for learning and teaching;
- increased early level curricular opportunities for both the nursery children and children in P1.
- greater flexibility in the deployment of staff to meet learning needs;
- an integrated staff will offer a wider range of expertise resulting in increased opportunities for sharing effective practice, more collegiate support and a wider range of learning and teaching approaches;
- improved access to management support.

### **Other Benefits**

- 8.19 In addition to the educational advantages the following advantages apply:
- More flexibility in the use of the Playrooms for both the nursery and the school.
  - More capacity to allow a larger enrolment of children into Gaelic.
  - Reduced overheads therefore greater sustainability and viability.
  - More efficient and effective deployment and development of staff.

- 8.20 The proposal will result in pupils at Castlebay School Nursery attending a building that is better designed for the delivery of a 21<sup>st</sup> Century curriculum.

## **CONSIDERATION OF FACTORS AFFECTING RURAL SCHOOLS**

- 9.1 In terms of Section 12 of the Schools (Consultation) (Scotland) Act 2010, Castlebay School Nursery is an accessible Rural School. Consequently special regard has been given to the following factors in the preparation of this document.

### **Viable Alternatives to Relocation**

- 9.2 There are four alternative options for the future provision of pre school education in Castlebay. Each option is listed below:

#### **Option one – No Change**

- 9.3 All nursery children would remain within the current community owned building and the service would operate as it does just now. This option is not a viable option for the following reasons:

- The service would not meet current demand for Gaelic pre-school education places.
- The service would not meet the demand for Gaelic pre-school places in the academic year 2012/13.
- The location of the building does not lend itself to integrated working with the infant department of the school resulting in reduced opportunities for joint projects, sharing practice and resources.
- The current nursery rooms are not suitable for the installation of smart boards.
- The building is run by a voluntary management committee and the Comhairle have a lease for the use of the rooms. The rent has become prohibitive making the cost of running a service from this building unviable. In addition to the cost of the rent, the Comhairle has additional running costs associated with occupying this building.

#### **Option two – Split Provision**

- 9.4 One nursery class would move to the school and the other nursery class would remain in the community building. This nursery class could open the moveable walls between both rooms and have access to the whole nursery space. This option is not a viable option for the following reasons:

- This option would create a divide between families and children enrolling in Gaelic and English.
- Staff within the community centre would be isolated.
- There would be less opportunity for integrated working between nursery staff.
- One staff group would be disadvantaged as they would have less opportunity to work with colleagues in the infant department.
- One group of children would be considered to be disadvantaged as they would not have access to the same educational experiences as the other group.
- The Comhairle would have a split service that would be difficult to manage.
- The cost of operating from the community building would remain prohibitive.

#### **Option Three – Operate morning and afternoon sessions**

- 9.5 Nursery places available in both the Gaelic and English Nurseries would revert to 16 places in each room in the morning thus allowing the Gaelic nursery to improve their facilities by closing the removable wall in to the corridor. 16 places would be available each afternoon through the medium of Gaelic. A total of 48 places would be available and places would be allocated on a first come, first serve basis. This option is seen to be unviable for the following reasons:

- As almost all of parents request a morning place, it is anticipated that this option would not meet the needs of parents.
- As places would be allocated on a first come first serve basis, children who are not eligible for pre-school funding until later in the academic year would be disadvantaged. It is likely that the afternoon session would enrol mostly younger children thus causing segregation by age which the Comhairle tries to avoid within early education.

- Although the environment for the children in the Gaelic Nursery would improve there would not be the educational advantages associated with being accommodated within the school.
- There would be no extended care service for working parents.
- The current nursery rooms are not suitable for the installation of smart boards.
- As above, the building is run by a voluntary management committee and the Comhairle have a lease for the use of two nursery rooms, toilets and a small kitchen. The rent has become prohibitive making the cost of running a service from this building unviable. In addition to the cost of the rent, the Comhairle has additional running costs associated with occupying this building.

#### **Option Four – Split Gaelic enrolments by age and operate both morning and afternoon.**

- 9.6 A Gaelic session is run both morning and afternoon and children are split by age. Children in their pre-school year would attend in the morning and children in their ante pre-school year would attend in the afternoon. The English Nursery class would continue to operate in the morning. Parents requiring childcare would access the Gaelic ante pre-school class. This option is very similar to option three and is unviable for similar reasons. In addition, as parents requiring childcare would also be using the afternoon session the service could not be provided purely through the medium of Gaelic. A bilingual service would be in operation.
- 9.7 Due to the factors outlined above, the option of remaining within the community building is not considered to be viable. The only viable option would be for the nursery to relocate to within the school.

#### **Likely Effects on the Local Community**

- 9.8 As detailed in section 8 of this proposal document it is believed that there will be no significant effect on the local community. However, as detailed in 8.16, it is recognised that the Children's Centre management committee would face challenges in maintaining the building without income from the Comhairle.
- 9.9 The Outer Hebrides Migration Study 2008, identified key factors of sustainable communities which included sustainable employment, private sector led economic diversity, housing provision, self determination, clean energy. It is not believed that the relocation of Castlebay School Nursery from the community centre to the school would significantly impact on the identified key factors needed for sustainable communities.

### **OTHER FACTORS**

#### **Costs**

- 10.1 Due to the Comhairle's commitment to, where possible, meet the needs of the community, the nursery provides pre-school education in both Gaelic and English, where spaces allow a childcare service for children aged 2.5 years and a wrap around care service in the afternoons. This service is expensive to operate. Running costs for the past financial year are detailed in Appendix 3. The additional running cost of operating from within the community centre will be in the region of £10,000 to £15,000 in the academic year 2011/12.

#### **Staffing**

##### **10.2 Nursery Staff**

Under the Regulation of Care Act, 2001 the Comhairle must adhere to the following adult child ratios within pre-school childcare provision:

Age	Adult child ratio
2 to under 3's	1:5
3* and over	1:8

- Where children aged 3 and over attend facilities providing day care for a session which is less than a continuous period of four hours in any day the adult: child ratio may be 1:10 providing individual children do not attend more than one session per day.

Four members of permanent staff are employed to work in the nursery.

All staff must be registered with the Scottish Social Services Council and as such have or be working towards a relevant qualification. This has led to issues with recruitment and over the past year there have been issues in relation to covering for long term absences. To resolve this issue the Comhairle has established an itinerant post to work in both the school and the nursery as required. This post has been advertised but to date the Comhairle has been unable to recruit in to this post.

### **Ancillary Support**

- 10.3 The school has 10.5 clerical/auxiliary staff. Auxiliary staff have been deployed to work in the nursery as and when required. Cleaning staff are employed to clean the nursery within the community building. This generates an additional cost if the nursery remains within the community centre.

### **CONCLUSION**

- 11.1 Based on the educational benefits, the ability to provide a service to meet demand and the increased viability of the service the Department of Education and Children's Services is persuaded that the proposal would best meet the needs of the children enrolling in pre-school education and has therefore agreed to proceed to statutory consultation.

## **APPENDIX 1 CONSULTEES**

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The consultation will be open to all relevant stakeholders. The groups that will be specifically consulted are:

- Parents of Castlebay School pupils (including nursery)
- Pupils of Castlebay School
- Staff (teaching and other)
- Parent Councils;
- Trade Unions,
- Bord na Gaidhlig.
- Outer Hebrides Community Planning Partnership
- Community Council
- Parents of a child under 3 years who may be attending the nursery in the next few years

Staff and pupils will be consulted separately.

## APPENDIX 2 SCHOOL ROLLS

### Area Summary

School Year	P1	P2	P3	P4	P5	P6	P7	S1	S2	S3	S4	S5	S6	Total Roll
2002-03	10	13	19	21	23	17	12	18	26	22	18	13	20	232
2003-04	16	9	15	19	20	24	17	12	18	26	23	14	10	223
2004-05	16	16	9	15	22	22	23	20	11	19	28	21	8	230
2005-06	12	16	18	10	14	20	23	25	20	12	20	21	10	221
2006-07	10	13	16	17	9	14	21	21	25	19	12	17	15	209
2007-08	15	11	15	15	17	10	14	22	21	25	20	9	11	205
2008-09	10	14	11	15	17	17	10	13	22	21	26	17	4	197
2009-10	10	11	14	10	16	18	15	12	13	23	21	24	6	193
Overall Change	0%	-15.4%	-26.3%	-52.4%	-30.4%	+5.9%	+25%	-33.3%	-50%	+4.5%	+16.7%	+84.6%	-70%	-16.8%

### Castlebay Community School

School Year	P1	P2	P3	P4	P5	P6	P7	S1	S2	S3	S4	S5	S6	Total Roll
2002-03	8	7	15	14	15	8	9	18	26	22	18	13	20	193
2003-04	11	7	9	15	12	14	8	12	18	26	23	14	10	179
2004-05	11	11	7	9	18	14	14	20	11	19	28	21	8	191
2005-06	8	11	11	7	7	16	14	25	20	12	20	21	10	182
2006-07	6	10	11	10	7	7	17	21	25	19	12	17	15	177
2007-08	8	7	12	10	10	8	7	22	21	25	20	9	11	170
2008-09	7	10	7	12	11	11	9	13	22	21	26	17	4	170
2009-10	7	9	10	6	13	13	10	12	13	23	21	24	6	167

Overall percentage change over seven year period: **-13.5%**

Overall percentage change over one year period: **-1.8%**

Nursery census - June	3 Year Olds	4 Year Olds	Total Roll
2009	13	9	24
2010	17	14	31
2011	13	22	36

Community Health Index	Children Birth to 1.	Children aged 1 to under 2	Children aged 2 to under 3.
June 2011	9	6	19

**APPENDIX 3  
FINANCIAL INFORMATION**

The annual actual running cost for the nursery 2010/11 compared to the cost of running the nursery if it had been operating in the school building.

## COMHAIRLE NAN EILEAN SIAR

Education and Children's Services Department

**FUTURE STRATEGY FOR EDUCATION PROVISION IN THE WESTERN ISLES**

Castlebay School Nursery running costs 2010/11		
DESCRIPTION	Actual Income and Expenditure of Nursery within Community Building.	Anticipated Income and Expenditure if Nursery had been operating from within the school.
Employee Expenses (Salaries, relief, travel and subsistence)	£81,447.13	£81,447.13
Premises Related Expenditure (rent cleaning and telephone)	£10,618.03	£1,000 (approx cleaning materials)
Equipment and Consumables	£1,977	£1,977
Catering	£1,831.37	£1,831.37
<b>Net Expenditure</b>	<b>£95,873.53</b>	<b>£86,255.5</b>
<b>Income</b>		
Parent fees	<b>£18,729.27</b>	<b>£18,729.27</b>
Pre-school Funding	£47,344.63	£47,344.63

As of August 2011, the rent increased to £8,200 excluding VAT and utilities.

It is anticipated that the cost associated with remaining in the Children's Centre will now be in the region of £10,000 to £15,000 per annum.

# APPENDIX 4 CASTLEBAY PRIMARY SCHOOL FLOOR PLAN

