

**EAST LoTHIAN COUNCIL
DEPARTMENT OF RESOURCES AND PEOPLE SERVICES**

THIS IS A PROPOSAL DOCUMENT

Proposal:

To establish a shared headship across Innerwick Primary School and Stenton Primary School

Subject to the outcome of this non-statutory consultation exercise, there will be a campaign to recruit a Head Teacher in the autumn term of session 2017/18 who will have leadership responsibilities for both Innerwick Primary School and Stenton Primary School.

Although East Lothian Council is not required by legislation to formally consult on a shared headship arrangement, it is committed to working in partnership with all stakeholders affected by this arrangement.

Within this Proposal Document you will find information about the proposal, the reasons behind it, their likely impact and how you can tell us what you think about them.

The Council is keen to receive comment on the proposal to establish a shared headship across Innerwick Primary School and Stenton Primary School

East Lothian Council would like to thank you in advance for your help and co-operation as your views are extremely important to us.

We would like to be as open as possible with the results of this non-statutory consultation so please note that your response will be anonymised and made public at the end of the non-statutory consultation period. You may wish to ensure that you do not give any identifying details in your response. If you don't wish your response to be made public, you can specify this within your written response.

DISTRIBUTION

A copy of this document is available on the East Lothian Council Consultation Hub:
<https://eastlothianconsultations.co.uk/education/innerwickstenton-sharedheadship>

Versions of this document can be supplied in Braille, large print, audiotape or in your own language. Please phone the Public Information Officer on 01620 827199.

To be taken into consideration, responses to the consultation must be received by **Monday 31st July 2017**. These can be made through postal submissions and email submissions on East Lothian Council's Consultation Hub at:

<https://eastlothianconsultations.co.uk/education/innerwickstenton-sharedheadship>

Written responses can be returned to Innerwick and Stenton Consultation, Education, East Lothian Council, Resources and People Services, John Muir House, Haddington, EH41 3HA.

The consultees are:

- The Parent Councils of Innerwick Primary School and Stenton Primary School
- The parents of pupils at Innerwick Primary School and Stenton Primary School
- The parents of any children expected to attend Innerwick Primary School and Stenton Primary School within two years of the date of publication of the proposal paper
- The pupils at Innerwick Primary School and Stenton Primary School
- The staff at Innerwick Primary School and Stenton Primary School
- Dunbar Area Partnership
- East Lammermuir Community Council

SUMMARY OF PROCESS FOR THIS PROPOSAL DOCUMENT

1. The process for this non-statutory consultation is summarised in this section and details how the Council is undertaking this non-statutory consultation.
2. A paper was presented to the 17 November 2009 meeting of the Council Committee for Education outlining the background and benefits to Joint Headships and seeking to obtain agreement to authorise the Acting Executive Director of Education and Children's Services to consider a Joint Headship whenever a Primary Head Teacher vacancy arises.
3. This Proposal Document has been issued as a result of a decision made by the Head of Education to consult on the proposal to establish a shared headship across Innerwick Primary School and Stenton Primary School.
4. Decisions to proceed with shared Headship will be taken at a full meeting of East Lothian Council, following a recommendation from the Head of Education.

Proposal Document issued to consultees and published on East Lothian Council's website

5. Advice on where the complete Proposal Document can be obtained will be included and will be published on East Lothian Council's Consultation Hub:
<https://eastlothianconsultations.co.uk/education/innerwickstenton-sharedheadship>
6. If requested, copies of the proposal will also be made available in alternative formats or translated for readers whose first language is not English.
7. A "Frequently Asked Questions" document has also been prepared which is also available on East Lothian Council's Consultation Hub:
<https://eastlothianconsultations.co.uk/education/innerwickstenton-sharedheadship>

Length of Non-statutory Consultation period

8. The non-statutory consultation period will commence on **Monday 19th June 2017** and last until close of business on **Monday 31st July 2017**, being a period of six weeks.

Format of Public meetings

9. A public meeting will be held at **Dunbar Grammar School on Monday 26th June 2017 at 7pm**, the details of which are set out below in paragraphs 12-15.

Preparation of Non-statutory Consultation Report

10. The Council will review the proposal having regard to the written representations that it has received and oral representations made to it by any person at the public meeting, parent council meetings and meetings with staff and pupils. It will then prepare a final non-statutory Consultation Report. The non-statutory Consultation Report will be published in electronic form and will be available on the Council and school websites in advance of going before the Council. The non-statutory Consultation 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, parent council meetings and meetings with staff and pupils, as well as any written or oral representations it has received.

Decision

11. The non-statutory Consultation Report together with any other relevant documentation will be considered by the Council who will come to a final decision on this matter.

Public Meeting

12. A public meeting will be held to discuss the proposal. Anyone wishing to attend the public meeting is invited to do so. The public meeting, which will be convened by East Lothian Council will be addressed by the Head of Education.
13. The public meeting will be an opportunity to:
 - Hear more about the proposal
 - Ask questions about the proposal
 - Have your views minuted so that they can be taken into account as part of the consultation process.
14. The public meeting will be held in **Dunbar Grammar School on Monday 26th June 2017 at 7pm.**
15. A minute will be taken at the public meeting of comments, questions and officer responses. A summary of the points raised will be published on the Council website.

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Subject to the outcome of this non-statutory consultation exercise, there will be a campaign to recruit a Head Teacher in the autumn term of session 2017/18 who will have leadership responsibilities for both Innerwick Primary School and Stenton Primary School.

This proposal document is therefore issued with the intention of seeking views on one issue:

- To establish a shared headship across Innerwick Primary School and Stenton Primary School

Proposal for consultation

Rationale for Change

16. East Lothian Council is committed to supporting small rural primary schools and maintaining local provision and high standards of education. You may well be aware that the Scottish Government recently announced plans to strengthen the role of Head Teachers as leaders of learning within the Education Governance: Next Steps 15th June 2017 (<http://www.gov.scot/Resource/0052/00521038.pdf>). East Lothian Council places a high importance on supporting our Head Teachers in developing the skills and knowledge to secure improvement in our schools. Over the past few years, the implementation of Curriculum for Excellence and the Scottish Government's new national outcomes for education as set out in the National Improvement Framework have brought about changes to the role of a Head Teacher. East Lothian Council considers a shared headship across Innerwick Primary School and Stenton Primary School to be the preferable option in providing the Head Teacher with the ability to carry out effectively such duties associated with both recent and planned changes within education.

17. East Lothian Council is also committed to raising educational attainment and ensuring that all children and young people have the best opportunities in life. It is believed that this proposal is the most reasonable, viable and appropriate course of action open to it in providing primary education and early learning & childcare provision.

Financial implications

18. There will not be significant savings as a consequence of changes to management arrangements.

Role of Parent Councils

19. The Head Teacher will benefit from the support of a Parent Council in each school.

Education Benefits Statement

20. The Educational Benefits Statement for the proposal has been prepared.

A. The East Lothian Partnership's aim for East Lothian is set out in its statement of intent:

“We will work in partnership to build an East Lothian where everyone has the opportunity to lead a fulfilling life and which contributes to a fair and sustainable future.”

- B. East Lothian Council's vision is to provide the best education service in Scotland via Inclusion, Achievement, Ambition, Attainment and Progress for All. We strive to achieve our vision and these principles through the actions taken by the Education Service to improve the quality of experiences we provide for our children, young people, adults and families of East Lothian.
- C. This Shared Headship will allow this Head Teacher to provide a greater proportion of their time to focus upon school management and leadership. This is particularly important at this time of educational change in light of the *Education Governance: Next Steps Empowering our teachers, parents and communities to deliver excellence and equity for our children* and securing positive outcomes in line with the National Improvement Framework.
- D. The Head Teacher of two partner schools will be remunerated at a higher level thereby ensuring that a range of high quality candidates would apply for such a post.
- E. There will be enhanced teaching support with Principal Teachers having additional time out to meet with the Head Teacher to provide collaboration and cross working. The Principal Teachers and Head Teacher will form the Senior Management team across the two schools.
- F. The increased peer group for pupils will have benefits for extra-curricular and curricular activities and transition to secondary school.
- G. By relieving the Head Teacher of any teaching responsibilities this will not disrupt the child's learning if the Head Teacher is out of school.
- H. The rationale of a school's curriculum is built around its context, therefore both schools will retain their separate identities and the uniqueness of their situation.
- I. Staff in the partner schools will benefit from being part of a larger team and associated staff development opportunities.
- J. There would be a larger pool of staff within partner schools to deal with emergency situations.

Management of Proposals

21. The proposed changes to the management arrangements of Innerwick Primary School and Stenton Primary School if approved, would become operational with immediate effect.

Integrated Impact Assessment

22. An integrated impact assessment will be undertaken as part of the consultation as it is important to understand how the needs of different groups may differ. Integrated Impact Assessment is a tool which enables the Local Authority to consider the needs of different groups. It enables it to:

- Develop better policies and practices, based on evidence
- Prevent or mitigate negative impacts on determinants
- Take effective action on key social policy areas including equality and human rights, poverty and the economy
- Meet legal requirements in relation to equality, sustainability and the environment and the need to promote human rights in all areas of life
- Consider the potential to advance/hinder the wellbeing of children and young people
- Be more transparent and accountable

23. The Local Authority is required by legislation to assess its proposals for equality impact to ensure that it does not unlawfully discriminate.

24. East Lothian Council will continue to consider the implications of this proposal in relation to equality, to reflect any issues raised in writing or oral representation made as part of the consultation process. The result of the Integrated Impact Assessment will be included in the final Consultation Report document.

Conclusion

25. The Scottish Government has set out clear responsibilities at national, local and school level. It is the duty of the local authority to ensure everyone involved has the capacity to play their part effectively. A shared headship will free the Head Teacher from teaching commitments. This will provide the necessary flexibility for him/her to address the responsibilities associated with the National Improvement Framework and the new duties proposed within Education Governance: Next Steps.

26. This proposal will also create time and opportunities for staff to come together to work collaboratively and promote good practice for the benefit of the children.

27. Overall, in light of this context there is a strong educational argument in favour of this proposal in as much as it will create time and opportunities for staff and pupils to come together for the benefit of both schools and their communities.