

**Education and Families Committee****23 January 2013****Children's Services Quarter 3 Performance Overview****Report No: CS-02-13-F****Report Presented by Director of Children's Services****Children's Services****1.0 Summary**

- 1.1 This report summarises the activity and performance of Children's Services for the third quarter of 2012/13, against the objectives and actions in the Children's Services Directorate Plan, including each service area's improvement plan, as endorsed by Education and Families Committee on 14 June 2012 (Min Ref: E&FC14/12).

2.0 Decision Required

- 2.1 Members are requested to discuss the contents of this report and comment on progress against objectives and outcomes to inform activity for the remainder of this financial year and to inform the planning process for the next and future years.

3.0 Detail

- 3.1 The Education and Families Committee endorsed the Children's Services Directorate Plan on 14 June 2012. The Council's Planning and Performance Management Framework and the Council's constitutional arrangements require periodic reporting of activity and performance to functional committees.
- 3.2 The Children's Services Directorate Plan, identified 19 Directorate wide objectives.
- 3.3 The Children's Services Directorate Plan, including each service area's improvement plan, also identified 88 service actions for improvement, operational service delivery, budget savings and risk management in the plans for each service area. The overall performance of the

Directorate against all actions are that 100% of actions are currently on track and classified as Green or Amber, and none are Red and are 'off track'. Detail of actions and classifications are detailed in the following table.

Service	Number of Actions	Quarter 2			Quarter 3		
		RAG Rating	Number	%	RAG Rating	Number	%
Overarching Directorate Plan	19	Green	13	68%	Green	13	68%
		Amber	6	32%	Amber	6	32%
		Red	0	0%	Red	0	0%
Children and Families Social Work	7	Green	4	57%	Green	4	57%
		Amber	3	43%	Amber	3	43%
		Red	0	0%	Red	0	0%
Children's Resources	5	Green	0	0%	Green	2	40%
		Amber	5	100%	Amber	3	60%
		Red	0	0%	Red	0	0%
Library and Information Service	12	Green	8	67%	Green	10	83%
		Amber	4	33%	Amber	2	17%
		Red	0	0%	Red	0	0%
Sport and Leisure Services	57	Green	51	86%	Green	53	93%
		Amber	6	10%	Amber	4	7%
		Red	2	4%	Red	0	0%
Schools and Quality Improvement	7	Green	4	57%	Green	4	57%
		Amber	3	43%	Amber	3	43%
		Red	0	0%	Red	0	0%
Children's Services Directorate Plan Total	107	Green	80	73.4%	Green	86	80%
		Amber	27	24.8%	Amber	21	20%
		Red	2	1.8%	Red	0	0%

4.0 Performance Indicators

- 4.1 There are performance indicators which Children's Services report on throughout the year.
- 4.2 Monthly Performance Indicators are included as Appendix A.

5.0 Budget

Revenue Expenditure

- 5.1 A detailed report on the Quarter 3 financial position of Children's Services Directorate will be presented to the Special Education and Families Committee on 1 February 2013. However the following paragraphs summarise the Quarter 3 financial position for the Directorate.

- 5.2 At the end of Quarter 3 the Directorate was £1,569,623 under-spent against its Quarter 3 Revenue Budget of £34,220,499. The anticipated year-end figure is unavailable at this time, and will be presented at the meeting.

Capital Expenditure

- 5.3 At the end of Quarter 3 the Directorate was £324,193 under-spent against its budget of £400,000. There are three projects set against this budget; Little Tykes, the Happyhansel Primary School extension and the new Anderson High School. Currently it is anticipated that by the year end that the total will be spent.

6.0 Implications

Strategic

- 6.1 Delivery On Corporate Priorities – Effective Planning and Performance Management are key features of the Council's Improvement Plan and part of the 'Organising our Business' priority in the Council's Improvement Plan.

- 6.2 Community /Stakeholder Issues – Consultation with customers and other stakeholders is on-going as an integral part of each aspect of service delivery.

- 6.3 Policy And/Or Delegated Authority – The Council's Constitution – Part C – Scheme of Administration and Delegations provides in its terms of reference for Functional Committees (2.3.1 (2)) that they:

'Monitor and review achievement of key outcomes in the Service Plans within their functional area by ensuring –

- (a) Appropriate performance measures are in place, and to monitor the relevant Planning and Performance Management Framework.
- (b) Best value in the use of resources to achieve these key outcomes is met within a performance culture of continuous improvement and customer focus.'

This report is related to the function of an education authority.

- 6.4 Risk Management – Embedding a culture of continuous improvement and customer focus are key aspects of the Council's improvement activity. Effective performance management is an important component of that which requires the production and consideration of these reports. Failure to deliver and embed this increases the risk of the Council working inefficiently, failing to focus on customer needs and being subject to further negative external scrutiny.

- 6.5 Equalities, Health And Human Rights – None

- 6.6 Environmental – None

Resources

- 6.7 Financial – The actions, measures and risk management described in this report has been delivered within existing approved budgets.
- 6.8 Legal – None
- 6.9 Human Resources – None
- 6.10 Assets And Property – None

7.0 Conclusions

- 7.1 This report demonstrates good progress against the priorities identified in the 2012/13 Children's Services Directorate Plan. There are now no actions rated as Red and for those rated Amber corrective action has been or will be taken. There are actions which have been completed and work is now underway to plan for 2013/14.

For further information please contact:

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Report finalised: 11 January 2013

List of Appendices

Appendix A – Monthly Performance Indicators

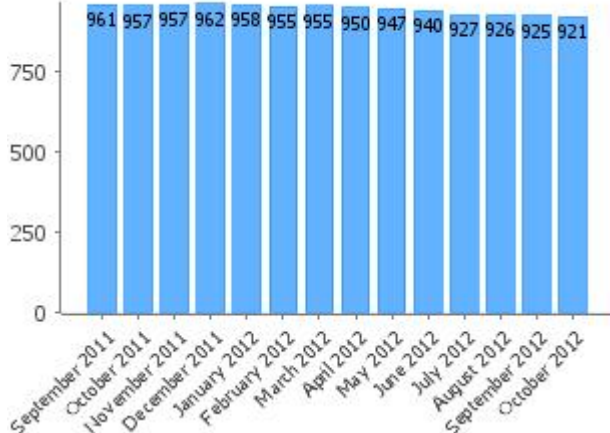
Background documents:

Children's Services Directorate Plan 2012/13 -


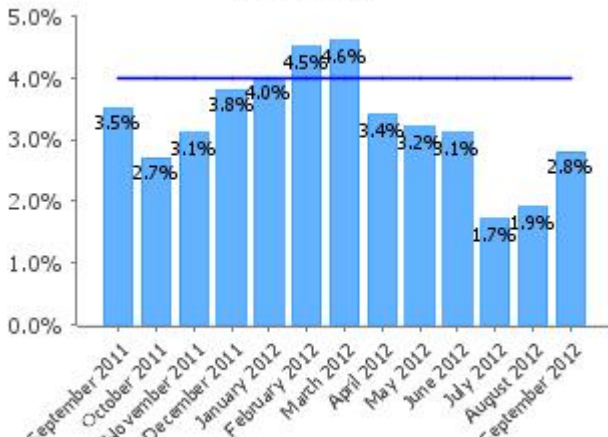


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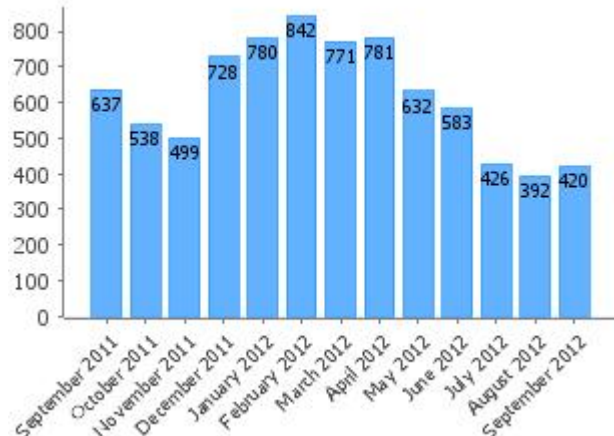
Monthly Performance Indicators - Children's Services - All Areas

Total Full-Time equivalents in Children's Services Directorate - Contracted Hours only																																		
October 2012 result 921	<div>OPI-4A-B FTE Headcount (Contracted Hours) - Children's Services Directorate</div>  <table><thead><tr><th>Month</th><th>FTE Headcount</th></tr></thead><tbody><tr><td>September 2011</td><td>961</td></tr><tr><td>October 2011</td><td>957</td></tr><tr><td>November 2011</td><td>957</td></tr><tr><td>December 2011</td><td>962</td></tr><tr><td>January 2012</td><td>958</td></tr><tr><td>February 2012</td><td>955</td></tr><tr><td>March 2012</td><td>955</td></tr><tr><td>April 2012</td><td>950</td></tr><tr><td>May 2012</td><td>947</td></tr><tr><td>June 2012</td><td>940</td></tr><tr><td>July 2012</td><td>927</td></tr><tr><td>August 2012</td><td>926</td></tr><tr><td>September 2012</td><td>925</td></tr><tr><td>October 2012</td><td>921</td></tr></tbody></table>				Month	FTE Headcount	September 2011	961	October 2011	957	November 2011	957	December 2011	962	January 2012	958	February 2012	955	March 2012	955	April 2012	950	May 2012	947	June 2012	940	July 2012	927	August 2012	926	September 2012	925	October 2012	921
	Month	FTE Headcount																																
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July 2012	927																																	
August 2012	926																																	
September 2012	925																																	
October 2012	921																																	
Latest Note		Short Trend	Improving	↑																														
Service/Directorate	Children's Services	3-month Trend	Improving	↑																														
Linked Performance Indicators	The Number of Full-Time Equivalents - Whole Council - Contracted Hours only	2514																																
	Full-Time Equivalents - Children's Services Director's section - Contracted Hours only	18.3																																
	Headcount - Full-Time Equivalents - Children & Families - Contracted Hours only	17																																
	Full-Time Equivalents - Executive Management Area - Schools - Contracted Hours only	339																																
	Full-time equivalents in Libraries - Contracted Hours only	24.8																																
	Full-time equivalents in Quality Improvement - Contracted Hours only	400																																
	Full-time equivalents in Children's Services - Contracted Hours only	83.3																																
	Full-time equivalents in Sport & Leisure - Contracted Hours only	39.3																																
	Percentage Rate Of Sickness in Directorate - Children's Services	2.8%																																

Percentage Rate Of Sickness in Directorate - Children's Services

<div><p>September 2012 result</p></div>	<div><p>OPI-4C-B Sickness %age - Children's Services Directorate</p></div>			
Latest Note		Short Trend	Getting Worse	
Service/Directorate	Children's Services	3-month Trend	Getting Worse	
Linked Performance Indicators	Total Full-Time equivalents in Children's Services Directorate - Contracted Hours only	921		
	Days lost due to sickness in Directorate - Children's Services	784		
	Percentage Rate Of Sickness in Whole Council	4.0%		
	Percentage Rate Of Sickness in Children's Services Director Direct Reports	0.3%		
	Percentage Rate Of Sickness in Children & Families	1.8%		
	Percentage Rate Of Sickness - Schools	3.7%		
	Percentage Rate Of Sickness in Shetland Library	2.8%		
	Percentage Rate Of Sickness in Quality Improvement	2.4%		
	Percentage Rate Of Sickness in Children's Resources	1.0%		
	Percentage Rate Of Sickness in Sport & Leisure	5.0%		

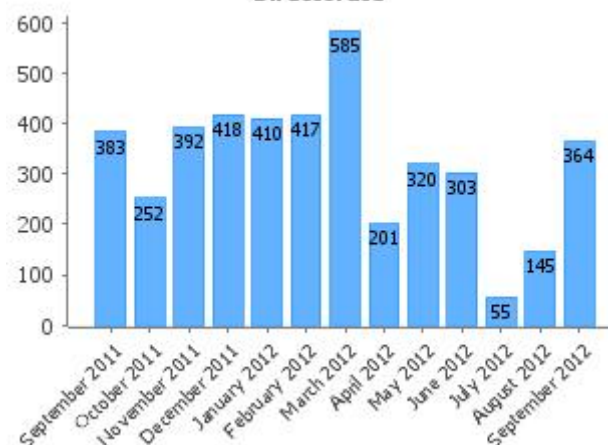
Days lost due to sickness in Directorate - Children's Services																																
September 2012 result 784	<div>OPI-4B-B Days Sick - Children's Services Directorate</div> <table><caption>OPI-4B-B Days Sick - Children's Services Directorate</caption><thead><tr><th>Month</th><th>Days Sick</th></tr></thead><tbody><tr><td>September 2011</td><td>1020</td></tr><tr><td>October 2011</td><td>790</td></tr><tr><td>November 2011</td><td>891</td></tr><tr><td>December 2011</td><td>1146</td></tr><tr><td>January 2012</td><td>1190</td></tr><tr><td>February 2012</td><td>1259</td></tr><tr><td>March 2012</td><td>1355</td></tr><tr><td>April 2012</td><td>982</td></tr><tr><td>May 2012</td><td>951</td></tr><tr><td>June 2012</td><td>885</td></tr><tr><td>July 2012</td><td>482</td></tr><tr><td>August 2012</td><td>537</td></tr><tr><td>September 2012</td><td>784</td></tr></tbody></table>				Month	Days Sick	September 2011	1020	October 2011	790	November 2011	891	December 2011	1146	January 2012	1190	February 2012	1259	March 2012	1355	April 2012	982	May 2012	951	June 2012	885	July 2012	482	August 2012	537	September 2012	784
	Month	Days Sick																														
September 2011	1020																															
October 2011	790																															
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June 2012	885																															
July 2012	482																															
August 2012	537																															
September 2012	784																															
Latest Note		Short Trend	Getting Worse	⬇️																												
Service/Directorate	Children's Services	3-month Trend	Getting Worse	⬇️																												
Linked Performance Indicators	Days lost due to sickness in Whole Council	3011																														
	Days lost due to sickness in Children's Services Director's section	1.7																														
	Days lost due to sickness in Children & Families	9																														
	Days lost due to sickness - Schools	376																														
	Days lost due to sickness in Shetland Library	21.4																														
	Days lost due to sickness in Quality Improvement	290																														
	Days lost due to sickness in Children's Resources	26																														
	Days lost due to sickness in Sport & Leisure	60																														
	Percentage Rate Of Sickness in Directorate - Children's Services	2.8%																														

Days lost due to long-term sickness in Directorate - Children's Services																																
September 2012 result 420	<div>OPI-4BI-B Days Sick (Long-term) - Children's Services Directorate</div>  <table><thead><tr><th>Month</th><th>Days Sick</th></tr></thead><tbody><tr><td>September 2011</td><td>637</td></tr><tr><td>October 2011</td><td>538</td></tr><tr><td>November 2011</td><td>499</td></tr><tr><td>December 2011</td><td>728</td></tr><tr><td>January 2012</td><td>780</td></tr><tr><td>February 2012</td><td>842</td></tr><tr><td>March 2012</td><td>771</td></tr><tr><td>April 2012</td><td>781</td></tr><tr><td>May 2012</td><td>632</td></tr><tr><td>June 2012</td><td>583</td></tr><tr><td>July 2012</td><td>426</td></tr><tr><td>August 2012</td><td>392</td></tr><tr><td>September 2012</td><td>420</td></tr></tbody></table>				Month	Days Sick	September 2011	637	October 2011	538	November 2011	499	December 2011	728	January 2012	780	February 2012	842	March 2012	771	April 2012	781	May 2012	632	June 2012	583	July 2012	426	August 2012	392	September 2012	420
	Month	Days Sick																														
September 2011	637																															
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December 2011	728																															
January 2012	780																															
February 2012	842																															
March 2012	771																															
April 2012	781																															
May 2012	632																															
June 2012	583																															
July 2012	426																															
August 2012	392																															
September 2012	420																															
Latest Note		Short Trend	Getting Worse	⬇️																												
Service/Directorate	Children's Services	3-month Trend	Improving	⬆️																												
Linked Performance Indicators	Days lost due to long-term sickness in Whole Council	1907																														
	Days lost due to long-term sickness in Children's Services Director Direct Reports	0																														
	Days lost due to long-term sickness in Children & Families	0																														
	Days lost due to long-term sickness in Schools	250.2																														
	Days lost due to long-term sickness in Shetland Library	0																														
	Days lost due to long-term sickness in Quality Improvement	117																														
	Days lost due to long-term sickness in Children's Resources	6																														
	Days lost due to long-term sickness in Sport & Leisure	47																														

Days lost due to short-term sickness in Directorate - Children's Services

September 2012 result
364

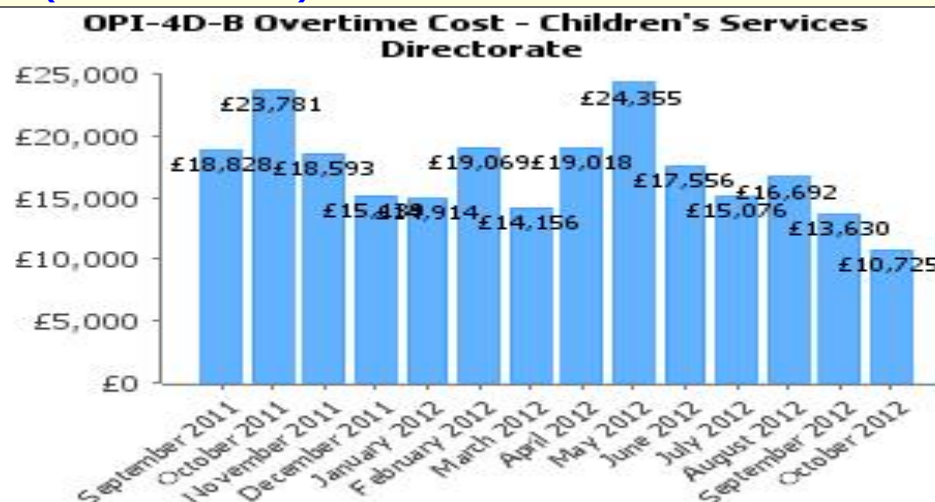
OPI-4Bs-B Days Sick (Short-term) - Children's Services Directorate



Latest Note		Short Trend	Getting Worse	↓
Service/Directorate	Children's Services	3-month Trend	Getting Worse	↓
Linked Performance Indicators	Days lost due to short-term sickness in Whole Council	1104		
	Days lost due to short-term sickness in Children's Services Director Direct Reports	1.7		
	Days lost due to short-term sickness in Children & Families	9		
	Days lost due to short-term sickness in Schools	126.1		
	Days lost due to short-term sickness in Shetland Library	21.4		
	Days lost due to short-term sickness in Quality Improvement	172.5		
	Days lost due to short-term sickness in Children's Resources	20.4		
	Days lost due to short-term sickness in Sport & Leisure	13		

Overtime Cost in Directorate - Children's Services (non-contractual)

October 2012 result
£10,725

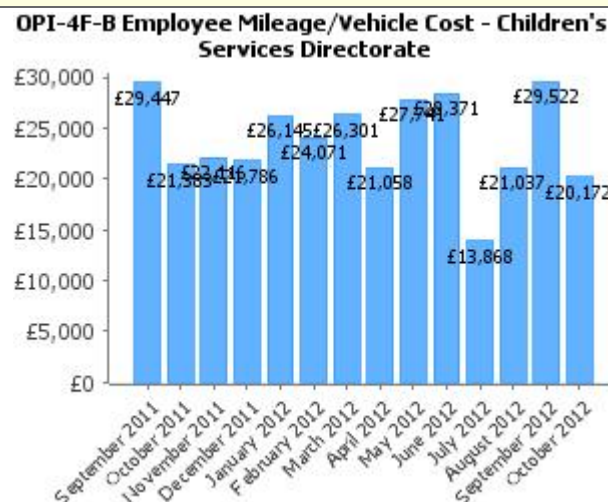


Latest Note		Short Trend	Improving	↑
Service/Directorate	Children's Services	3-month Trend	Improving	↑
Linked Performance Indicators	Overtime Cost in Whole Council (non-contractual)	£147,370		
	Overtime Cost in Children's Services Director Direct Reports (non-contractual)	£0		
	Overtime Cost in Children & Families (non-contractual)	£248		
	Overtime Cost in Schools (non-contractual)	£5,816		
	Overtime Cost in Shetland Library (non-contractual)	£0		
	Overtime Cost in Quality Improvement (non-contractual)	£0		
	Overtime Cost in Children's Resources (non-contractual)	£1,323		
	Overtime Cost in Sport & Leisure (non-contractual)	£3,338		

Overtime Hours in Directorate - Children's Services (non-contractual)																																		
October 2012 result 530	<div><div>OPI-4E-B Overtime Hours - Children's Services Directorate</div><table><caption>Overtime Hours in Children's Services Directorate (2011-2012)</caption><thead><tr><th>Month</th><th>Overtime Hours</th></tr></thead><tbody><tr><td>September 2011</td><td>1046</td></tr><tr><td>October 2011</td><td>1269</td></tr><tr><td>November 2011</td><td>970</td></tr><tr><td>December 2011</td><td>819</td></tr><tr><td>January 2012</td><td>805</td></tr><tr><td>February 2012</td><td>1021</td></tr><tr><td>March 2012</td><td>774</td></tr><tr><td>April 2012</td><td>1039</td></tr><tr><td>May 2012</td><td>1282</td></tr><tr><td>June 2012</td><td>982</td></tr><tr><td>July 2012</td><td>797</td></tr><tr><td>August 2012</td><td>901</td></tr><tr><td>September 2012</td><td>752</td></tr><tr><td>October 2012</td><td>530</td></tr></tbody></table></div>				Month	Overtime Hours	September 2011	1046	October 2011	1269	November 2011	970	December 2011	819	January 2012	805	February 2012	1021	March 2012	774	April 2012	1039	May 2012	1282	June 2012	982	July 2012	797	August 2012	901	September 2012	752	October 2012	530
	Month	Overtime Hours																																
September 2011	1046																																	
October 2011	1269																																	
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January 2012	805																																	
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March 2012	774																																	
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October 2012	530																																	
Latest Note		Short Trend	Improving	↑																														
Service/Directorate	Children's Services	3-month Trend	Improving	↑																														
Linked Performance Indicators	Overtime Hours in Whole Council (non-contractual)	6,477																																
	Overtime Hours in Children's Services Director Direct Reports (non-contractual)	0																																
	Overtime Hours in Children & Families (non-contractual)	9																																
	Overtime Hours in Schools (non-contractual)	332																																
	Overtime Hours in Shetland Library (non-contractual)	0																																
	Overtime Hours in Quality Improvement (non-contractual)	0																																
	Overtime Hours in Children's Resources (non-contractual)	42																																
	Overtime Hours in Sport & Leisure (non-contractual)	147																																

Employee Mileage/Vehicle Cost in Directorate - Children's Services

October 2012 result
£20,172

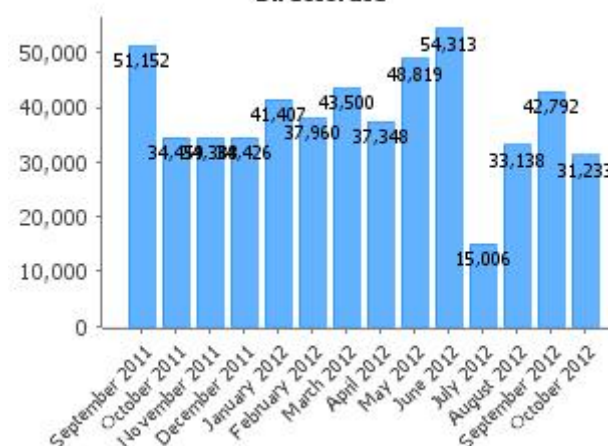


Latest Note		Short Trend	Improving	↑
Service/Directorate	Children's Services	3-month Trend	Improving	↑
Linked Performance Indicators	Employee Mileage/Vehicle Cost in Whole Council	£76,214		
	Employee Mileage/Vehicle Cost in Children's Services Director Direct Reports	£409		
	Employee Mileage/Vehicle Cost in Children & Families	£1,390		
	Employee Mileage/Vehicle Cost in Schools	£5,915		
	Employee Mileage/Vehicle Cost in Shetland Library	£329		
	Employee Mileage/Vehicle Cost in Quality Improvement	£6,494		
	Employee Mileage/Vehicle Cost in Children's Resources	£4,271		
	Employee Mileage/Vehicle Cost in Sport & Leisure	£1,364		
	Employee Miles Claimed in Directorate - Children's Services	31,233		

Employee Miles Claimed in Directorate - Children's Services

October 2012 result
31,233

OPI-4G-B Employee Miles Claimed - Children's Services Directorate



Latest Note		Short Trend	Improving	↑
Service/Directorate	Children's Services	3-month Trend	Getting Worse	↓
Linked Performance Indicators	Employee Mileage/Vehicle Cost in Directorate - Children's Services	£20,172		
	Employee Miles Claimed in Whole Council	114,028		
	Employee Miles Claimed in Children's Services Director Direct Reports	631		
	Employee Miles Claimed in Children & Families	1,635		
	Employee Miles Claimed in Schools	9,045		
	Employee Miles Claimed in Shetland Library	760		
	Employee Miles Claimed in Quality Improvement	11,056		
	Employee Miles Claimed in Children's Resources	6,635		
	Employee Miles Claimed in Sport & Leisure	1,471		

**Education and Families Committee****23 January 2013****Blueprint for Education 2012-17: Technical Amendment****CS-01-13-F****Report Presented by Director of Children's Services****Children's Services****1.0 Summary**

- 1.1 The purpose of this report is to amend the Blueprint for Education 2012-17 Report (Report Number CS-19-12-F) presented to Education and Families Committee on 14 September (Min Ref: E&F 23/12) and adopted by the Council on 20 September 2012 (Min. Ref. 74/12).
- 1.2 This report considers the proposed statutory consultation on Sandwick Junior High School secondary department in Phase 3 of the plan for delivering education 2012-2017.
- 1.3 Sandwick Junior High School Parent Council wrote to Children's Services (Appendix A). In their letter they say:

"We are by no means accepting the proposal to close and still have significant concerns about the decision making process and the potential detrimental impact on our children and the wider community.

However, we feel the proposal to consult formally in 2015 puts parents, children, teachers and staff at the school in an impossible and untenable position, as highlighted above. We therefore request that the consultation be brought forward to allow equality of opportunity to teachers and staff in terms of redeployment; minimise the ongoing detrimental impact of this decision on children's education; and reduces the uncertainty faced by everyone.

We fully expect the consultation to be robust, coherent, open and transparent, and above all to command the trust and confidence of the public."

- 1.4 It is proposed that the statutory consultation on the proposed closure of Sandwich Junior High School secondary department should commence in 2013. This would result in four consultations taking place in 2013, but they would not commence until the results of the appeal of the Judicial Review is published and the Commission on Rural Education reports.

2.0 Decision Required

- 2.1 That the Education and Families Committee recommend that the Council RESOLVE to approve the amendment to the Blueprint for Education 2012-17 (Report Number CS-19-12-F) which is that Statutory Consultation on the proposed closure of Sandwich Junior High School secondary department commences in 2013 instead of 2015.

3.0 Detail

- 3.1 Shetland Islands Council on 20 September 2012 (Min Ref: 74/12) agreed a planned approach to reduce the school estate to what Shetland Islands Council can afford.
- 3.2 Children's Services have been approached by Sandwich Junior High Schools Parent Council to request that statutory consultation take place sooner than 2015. A number of meetings have been held since September 2012 and staff from Children's Services have attended these. Sandwich Junior High School Parent Council Annual General Meeting was held on 5 September 2012, a wider public meeting was held on 17 September 2012 and a further public meeting held on 4 October 2012. Sandwich Junior High School Parent Council then published a statement which was sent to all the South Mainland Councillors and the local press. A meeting has since been held with staff at Sandwich Junior High School on 5 December 2012 to allow the staff to raise any questions following the publication of the statement.
- 3.3 This proposed amendment would move the proposed statutory consultation on Sandwich Junior High School secondary department to Phase 1. The proposed transfer date for pupils would be when a new Anderson High School is ready which could be before August 2016.
- 3.4. The overall agreed savings for the Refresh of the Blueprint of £3,249,000 are unaffected.

4.0 Implications

Strategic

- 4.1 Delivery On Corporate Priorities – this report helps to achieve the aims of the:

Council Action Plan, Single Outcome Agreement area

- To ensure our young people are successful learners, confident individuals, effective contributors and responsible citizens. Key Action 5.3 - Undertake statutory consultation under the Schools (Consultation) (Scotland) Act 2010.

Council Action Plan 2012/13 - Key savings reviews and assessments

- SR-R044 Review – Refresh Education Blueprint;

Shetland Single Outcome Agreement 2012/15

- Area 5.1 – To support schools in their development towards a Curriculum for Excellence;
- Area 5.2 – The strategy provides a framework for developing childcare provision 2012/15;

Shetland Islands Council Improvement Plan 12/13

- Area 1.6 – To develop a Medium Term Financial Plan covering the term of this Council (2012-17);

Children's Services Directorate Plan

- To ensure efficient use of the resources to deliver the best possible services, and to deliver the agreed budget strategy within the timescales agreed by Council.

- 4.2 Community /Stakeholder Issues – in accordance with the Schools (Consultation) (Scotland) Act 2010, Children's Services will consult with all relevant stakeholders/consultees. A full community and stakeholder consultation will be held in line with relevant legal requirements when any closure proposal is taken forward.

- 4.3 Policy And/Or Delegated Authority – in accordance with Section 2.3.1 of the Council's Scheme of Administration and Delegations, the Education and Families Committee has responsibility and delegated authority for decision making on matters within its remit which includes school education. This report is related to the function of an education authority. However, as the decision required would be an alteration to the agreed consultation timetable, a decision of the Council is required.

Section 15 of the Council's Standing Orders states that no motion which seeks to alter or revoke a decision of the Council or has that effect will be considered within a period of 6 months of the original decision. However, in accordance with Section 15.2.2 of the Standing Orders, a decision may be reviewed within 6 months, provided that it is inherent in the terms of a report submitted to the Council by an officer and the Executive Manager – Governance

and Law advises that a material change of circumstances has occurred.

In this regard, the Executive Manager – Governance and Law is satisfied that a material change of circumstances has occurred, namely that [in accordance with section 15.2.3 of the Standing Orders], “..there has been a new development which has a bearing on the original decision or that some important piece of information has become available since the original decision was made. Secondly, this change is material if the change had taken place before the Council took its decision, or had the Council known all the facts relevant to the decision, the change of circumstances would have influenced its judgement and the Council might reasonably have taken a different decision.”

- 4.4 Risk Management – It is not recommended to proceed with any statutory consultation before the outcome of the forthcoming Appeal in the Court of Session and the report from the Commission on Rural Education is available.
- 4.5 Equalities, Health And Human Rights – An Equality Impact Assessment has been done in respect of all closure proposals and at this early stage in the process, there are no equalities, health & human rights impacts. This will be kept under close review as the project develops and decisions are taken.
- 4.6 Environmental – An Environmental Impact Assessment has been done, and there are no environmental implications at this stage. However, the environmental impact of any travelling arrangements considered in relation to any closure proposal will be fully addressed in the statutory consultation process.

Resources

- 4.7 Financial – The amendment would move the proposed statutory consultation on Sandwick Junior High School secondary department to phase 1.

The overall agreed savings for the Refresh of the Blueprint of £3,249,000 are unaffected.
- 4.8 Legal – There are no legal restrictions on proceeding with a statutory consultation on a school closure proposal under the Schools (Consultation) (Scotland) Act 2010 in 2013. However, consideration must be given to the political, legal and practical challenges of doing so, as discussed at paragraph 4.4.
- 4.9 Human Resources – Shetland Islands Council has Human Resource policies which may be utilised should the proposed closures go ahead. Children’s Services will ensure that consultation with all staff affected and with Trade Unions will be held following any decisions taken.
- 4.10 Assets And Property – Within our commitments there are implications for assets and property regarding the use of buildings.

We will ensure that the future use of school buildings will be part of any statutory consultation process.

5.0 Conclusions

- 5.1 The amendment does not substantially change the Council decision of 20 September 2012 but it does add to the number of statutory consultations which will be progressed in 2013.
- 5.2 We are aware that this amendment will provoke a mixture of reactions and we will continue to work with and communicate to pupils, parents, staff and the affected communities.

For further information please contact:

Helen Budge, Director of Children's Service

Tel: 01595 74 4064. E-mail: helen.budge@shetland.gov.uk

Report finalised: 15 January 2013

List of Appendices

Appendix A – Letter from Sandwick Junior High School Parent Council

Background documents:

Equalities Impact Assessment

Statistical Bulletin, Summary Statistics for Schools in Scotland, No.2 - 2011 Edition, 7 December 2011 (amended 3 May 2012)

Best Value Service Review: Education Service – June 2001

<http://www.shetland.gov.uk/coins/submissiondocuments.asp?submissionid=3570>

Best Value Service Review: Education Service – September 2001

<http://www.shetland.gov.uk/coins/submissiondocuments.asp?submissionid=3609>

Best Value Service Review – A Long Term Strategy for Shetland – November 2002

<http://www.shetland.gov.uk/coins/submissiondocuments.asp?submissionid=1612>

Best Value Service Review – Update – December 2003

<http://www.shetland.gov.uk/coins/submissiondocuments.asp?submissionid=439>

Best Value Update – February 2004

<http://www.shetland.gov.uk/coins/Agenda.asp?meetingid=587>

Best Value Service Review - A Long Term Strategy for Education in Shetland – June 2004

<http://www.shetland.gov.uk/coins/submissiondocuments.asp?submissionid=909>

A Long Term Strategy for Secondary Education in Shetland – October 2004

<http://www.shetland.gov.uk/coins/submissiondocuments.asp?submissionid=2373>

A Long Term Strategy for Primary Education in Shetland – October 2004

<http://www.shetland.gov.uk/coins/submissiondocuments.asp?submissionid=2374>

Examination of the Councils Education Best Value Review – June 2006

<http://www.shetland.gov.uk/coins/submissiondocuments.asp?submissionid=5023>

Developing a Blueprint for the Education Service – November 2007

<http://www.shetland.gov.uk/coins/submissiondocuments.asp?submissionid=6836>

Blueprint for Education in Shetland - February 2009

<http://www.shetland.gov.uk/coins/submissiondocuments.asp?submissionid=8641>

Blueprint for Education in Shetland – Consultation on Options for the Future of the School Estate in Shetland – November 2009

<http://www.shetland.gov.uk/coins/submissiondocuments.asp?submissionid=9944>

Blueprint for Education in Shetland: Stage 3 Formal Proposals for the Future of the School Estate in Shetland - June 2010

<http://www.shetland.gov.uk/coins/submissiondocuments.asp?submissionid=10814>

Blueprint for Education in Shetland - Decision on Scalloway School Secondary Department - December 2010

<http://www.shetland.gov.uk/coins/submissiondocuments.asp?submissionid=11495>

Blueprint for Education in Shetland - Decision on Skerries School Secondary

Department – December 2010

<http://www.shetland.gov.uk/coins/submissiondocuments.asp?submissionid=11497>

Blueprint for Education in Shetland: Decision on Uyeasound Primary School - May 2011

Blueprint for Education in Shetland: Decision on Burravoe Primary School – May 2011

Blueprint for Education in Shetland: Decision on North Roe Primary School – May 2011

Blueprint for Education in Shetland: Decision on Sandness Primary School – May 2011

<http://www.shetland.gov.uk/coins/Agenda.asp?meetingid=3372>

General Fund Revenues Estimates 2012/13 - February 2012

<http://www.shetland.gov.uk/coins/submissiondocuments.asp?submissionid=12989>

Blueprint for Education 2012 – 2017 CS-19-F, Educations and Families 14 September 2012

<http://www.shetland.gov.uk/coins/submissiondocuments.asp?submissionid=13620>

END

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emilie.gray@hotmail.co.uk

8th November 2012

Helen Budge
Director of Children's Services
Hayfield House
Hayfield Lane
LERWICK
ZE1 0QD

Dear Helen

Re: Sandwich Junior High School Parent Council

At the recent public meetings held by Sandwich Junior High School Parent Council, we indicated that we would publish a statement setting out the views gathered from parents across the South Mainland in relation to the proposed secondary closures.

Please find attached the statement, which has also been sent to all South Mainland Councillors and local press. In addition, parents have had the opportunity to put forward further written comments, an overview of which is attached for information.

You will note from the statement that we have made a number of requests and put forward some suggestions for issues that we believe require further assessment. I would be grateful if you could indicate whether Shetland Islands Council is prepared to take action in relation to these and in what timescale.

I look forward to receiving your response in due course.

Yours sincerely

Emilie Gray
Chair - Sandwich Junior High School Parent Council

CC South Mainland Councillors Allison Duncan, Billy Fox & George Smith
Education and Families Committee Members

Sandwick Junior High School Parent Council

Response to Proposed Secondary School Closure

November 2012

Following a series of public meetings, Sandwick Junior High School Parent Council wish to set out our response to the proposed closure of our secondary school. Detailed below are our concerns relating to the proposal as well as some alternative suggestions that we would like to be explored.

Gauging Public Opinion

A number of public meetings have been held in recent months, at which parents have had the opportunity to ask questions and highlight concerns. This began with our Annual General Meeting on 5th September, at which South Mainland Councillors George Smith and Billy Fox were in attendance. A wider public meeting was held on 17th September, at which Shetland Islands Council's Head of Finance, James Gray, was in attendance to present the financial backdrop to the proposals and the two South Mainland councillors were again in attendance. Helen Budge, Director of Children's Services, was invited to attend a further public meeting on 4th October. Councillor George Smith was also in attendance.

In addition, a dedicated Parent Council page has been set up on the social networking site Facebook, in order to improve opportunities for parents to channel questions and concerns through the parent council. Whilst this is a closed group access requiring administrator approval), it is checked regularly for more parents requesting to become members. Membership is currently at approximately 50 members.

Parents' Concerns

There is evident opposition in the community to the proposed closure, with parents' concerns focussing on travel times, capacity, choices, impact on health and community and the proposed timescale for consultation.

Parents have expressed significant concerns relating to travel time if our children were to face a daily bus journey to and from Lerwick. We are somewhat reassured by the forthcoming health impact assessment to be conducted by NHS Shetland and are keen to see the outcomes of their report. We would, however, question why this assessment was not commissioned earlier in the process, **before** closure proposals were made and a vote taken by the council. In the meantime, our concerns remain in relation to the physical and educational impact of up to two hours per day on a bus

journey, as well as equality of access to after school activities for children whose families cannot make alternative travel arrangements.

Concerns have also been expressed about the capacity for Anderson High School to take in more students. Whilst we do not dispute that on paper this is feasible, in reality we are already aware of existing issues relating to social areas and corridor bottlenecks. Class sizes will also inevitably increase, which is a concern for some parents who have chosen to educate their children in Sandwick because of access to smaller class sizes.

Whilst we have no concerns about the general quality of education available to our children through the Anderson High School, one of the biggest concerns expressed by parents has been what would happen to children who either do not want to go to a large secondary school in Lerwick, or who encountered problems at school in Lerwick and were no longer able to attend. The 'choices' would appear to be limited to travelling to Brae or further, moving home, or homeschooling, none of which are realistic or appropriate alternatives for most families. In addition, many incoming families chose to live in the South Mainland because of the access to secondary education in their home community.

We can see no evidence that the potential impact on communities in the South Mainland has been fully assessed to date. Parents and members of the community have expressed concerns about the impact on local businesses, local employment, household incomes, standards of living, house prices, population growth and the overall potential for reducing the fiscal capacity of the South Mainland and the possibility that these costs disproportionately impact poor and minority communities.

We therefore request that a full socio-economic study be commissioned by Shetland Islands Council at the earliest opportunity.

Parents have significant concerns about the impact on the existing school as the closures progress, particularly given that closure is not scheduled until 2016. Such a long period of uncertainty is expected to have a serious impact on all stakeholders, e.g. teachers becoming de-motivated, problems with recruitment and retention, feelings of anxiety, increased placing requests to Lerwick and a poorer quality of education for children remaining in Sandwick. By making the proposal this early, the council appear to have sown a seed of doubt in the minds of parents whose children's education faces potential disruption and the school may risk closing by default.

Alternative Options

We have concerns that Shetland Islands Council have to date not demonstrated due regard for viable alternatives, the impact on the community and the effect of travelling arrangements **before** deciding to propose and consult on the school

closure, as they are required to do. We understand that, by law, a decision to consult on a closure proposal cannot be made until the local authority has explored all possible alternatives and fully assessed the likely implications of closure.

We would like reassurance that all realistic alternatives will now be fully assessed before closures progress any further.

The 'across the board' approach to allocating savings seems inappropriate for a public service provider. We would suggest that a higher proportion of savings should be sought in non-core and support services to minimise the impact on service users and their wider communities.

The most realistic alternative we would like to see a more detailed assessment of is the 'hub and spoke' model, whereby the junior high school model could be maintained, but with a more flexible and joined up approach to delivering education in Shetland by means of a shared management structure and the sharing of staff and other resources.

The use of digital technology has been raised and questioned by several parents and councillors alike as an alternative long-term cost saving measure. Equally several parents have expressed the opinion that digital technology can never be a substitute for the benefits of learning amongst the physical presence of a teacher and classmates, the focus being on inspiring, talented and enthusiastic teachers, not on whiteboards and video links. Ideas regarding digital technology lack detail at present. Clarification is needed if we are to understand any educational cost or benefit. This needs to be more fully assessed.

It is also felt that the Shetland College needs to be factored into plans for the future of education in Shetland, recognising that the college has a role in the delivery of the Curriculum for Excellence and the secondary phase of education. There would appear to be scope for improvements in communication and working relationships between the college and other secondary schools in Shetland, which could in turn lead to efficiencies.

We are aware of savings made in Orkney by reducing the number of Quality Improvement Officers. Whilst we recognise this in itself will not cover the full extent of the savings needed, we would like to see the option more fully explored.

Councillors and parents have asked previously whether the existing Junior High Schools could replace the need for a secondary school in Lerwick, by transporting children out of the centre. Whilst we feel the logic of this approach is questionable, we feel it should be included in the alternatives to be more fully appraised.

We were encouraged to hear from Councillor George Smith that the Council are still to make decisions on spending priorities and that the £3.5 million to be cut from the education budget is not set in stone. However, we do recognise that cuts will still be a necessity and that the status quo is not a realistic alternative to the need for significant budget driven changes, including the proposal to close several secondary departments across Shetland.

Consultation Timescale

We are by no means accepting the proposal to close and still have significant concerns about the decision making process and the potential detrimental impact on our children and the wider community.

However, we feel the proposal to consult formally in 2015 puts parents, children, teachers and staff at the school in an impossible and untenable position, as highlighted above. We therefore request that the consultation be brought forward to allow equality of opportunity to teachers and staff in terms of redeployment; minimise the ongoing detrimental impact of this decision on children's education; and reduces the uncertainty faced by everyone.

We fully expect the consultation to be robust, coherent, open and transparent, and above all to command the trust and confidence of the public.

Conclusions and Next Steps

We recognise the proven skills and innovative thinking amongst the teachers and leaders within Sandwick Junior High School, as well as the established quality, attainment, ethos and sense of community that exists because of our school. We acknowledge that Shetland Islands Council will achieve budgetary savings by eliminating this model, but we are not confident that this will be of educational benefit to our children.

The Scottish Government state that the need for school closures can be prompted by changing population patterns and the need to provide suitable school buildings for pupils and teachers. We have not seen evidence to suggest that these are reasons prompting the proposed closure of Sandwick Junior High School, other than to justify the building of a new Anderson High School, which we have been repeatedly assured is not the case. The proposals appear to be entirely financially driven.

We await the publication of the forthcoming report from the Commission on the Delivery of Rural Education, which will explore both how the delivery of rural education can maximise the attainment and life chances of young people in rural areas, and the link between rural education and rural communities. The Commission

will also make recommendations on the delivery of all aspects of education in rural areas.

In the meantime we ask that the council considers the alternatives set out in this document and commission suitable studies to fully assess the impact of their proposals on our children and communities. We also ask that consideration be given to our request to bring forward the timescales for consultation.

At our recent public meeting, Helen Budge answered all questions put to her and offered to attend more such meetings in the coming years and listen to the views of parents and answer questions. We anticipate it will take some time for the council to respond to our concerns and for our requests to be considered. However, once more information is available for discussion, as a Parent Council we will take Mrs Budge up on this offer and facilitate further such meetings periodically to allow parents further opportunity to hear the arguments and express their own views to Councillors and the Education Department.

Sandwich Junior High School Parent Council

Additional Parent Feedback – November 2012

Copied below is anonymous written feedback received from parents and children at Sandwich Junior High School in relation to the proposed closure of the Secondary Department. This was provided through a comments and suggestions box situated at the school entrance and available at parents' evenings.

"Oppose the closure, all eggs in one basket? Extra travel time. When is this new 'super school' due to be built?"

"Parent council do an excellent job and we hope they continue to support the school through its possible closure."

"Keep the school open." (Age 9)

"The Sandwich Junior High School could not improve on any aspect of their teaching, curriculum or extracurricular activities. Having been through the school myself from the age of 3 to 16 the junior high schools are an absolute triumph. Now having my own children going through the same school, I can see that the school is improving hugely all the time. The Junior High model for schools is in no way out-dated and should not change."

"While it seems very drastic and a bad move to close the high bit of the school I feel pupils will become more confident and have wider friendships if they have to move school. Preferable to move in S1 than S3 as they will start high school together."

"I'm very much against the school closure. The teaching staff and facilities are excellent. Why should our children's education suffer by closing the school? Can we have a petition? Or write to MPs en masse? I love this school!"

"I am against the secondary school closure. I think Sandwich Junior High School is a very good school and I feel the kids would suffer."