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GLASGOW CITY COUNCIL

EDUCATION SERVICES

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CONSULTATIVE
DOCUMENT**

Proposal:

Response to the consultation to establish the Govan Annexe as a school, in its own right with a defined catchment area, and to propose the establishment of another Gaelic Medium Education primary school in the north east of the city.

School(s)	Ward(s)	Strategic Planning Area	Learning Communities
Glasgow Gaelic School/Sgoil Ghàidhlig Ghlaschu (Berkeley Street); and Govan Annexe.	10 and 5	North West and South	Hillhead/Glasgow Gaelic Learning Community
Glendale Gaelic School/Bunsgoil Ghàidhlig Ghleann Dail	6	South	Hillhead/Glasgow Gaelic Learning Community
Former St James's Primary School	9	North East	N/A

REPORT BY EXECUTIVE DIRECTOR OF EDUCATION

This document has been issued by Glasgow City Council for consultation in terms of the Schools (Consultation) (Scotland) Act 2010.

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1. Background

- 1.1 In 1999, Glasgow opened its first GME provision at primary. As the roll grew, it became necessary to relocate to a larger building, along with the addition of GME secondary education within the authority.
- 1.2 In August 2006, Glasgow City Council (GCC) opened its first dedicated all-through GME school when the existing GME Primary School relocated to the former Woodside Secondary in Berkley Street.
- 1.3 The primary school roll has grown steadily since, and is now flowing through to the secondary GME provision on the campus. GME, is without a doubt, a success in the city.
- 1.4 In May 2016, GCC opened its second GME primary school at the Glendale Campus in the Pollokshields area of Glasgow. This primary school proved to be very popular with increasing demand from the local area.
- 1.5 Parents across the city choose GME for a variety of reasons, this makes it challenging to assess demand accurately. We know from the families currently using the provision that less than 20% come from a family where Gaelic is spoken as a first language.
- 1.6 With the primary provision growing, the secondary provision also needs to grow. In order to achieve this, there is a need to reduce the numbers of pupils in primary at the Berkeley Street campus to allow the secondary to expand. In addition, there was a need to improve access to physical education facilities. In 2019, a new games hall, using funding from the Scottish Government, was opened, greatly enhancing the physical education facilities. The site was not designed for high numbers of pupils being transported, particularly younger pupils, and this will require to be kept under review.
- 1.7 In March 2017, the Executive Director of Education took a paper to the then Children and Young People's Policy Development Committee on the future of GME in the city. The paper summarised views that had been gathered through consultation events with parents and other stakeholders at the Berkeley Street campus in late 2016. The Committee considered the paper which included an assessment of future demand and the outcome of engagement sessions held with parents and carers, staff and young people. The Committee agreed that the case was made for a third primary GME school in the city and asked the Executive Director to seek the permission of the Executive Committee to hold a consultation under the Schools (Consultation) (Scotland) Act 2010. In April 2017, the Executive Committee agreed to a consultation under the Schools (Consultation) (Scotland) Act 2010.
- 1.8 The outcome of the consultation was that while parents were keen to have GME expanded they did not support a third school in the south west of the city. This then caused challenges for the intake of August 2018 as the current two sites, Glendale and Berkeley Street, did not have the capacity to support the projected intake.

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- 1.9 A Short Life Working Group (SLWG) was established, chaired by the Convenor of Education, Skills and Early Years. The membership was made up of parents, officers and cross-party elected members. The SLWG agreed to an Annexe being established in the former Ladywell building in Whiteinch for August 2018 with a move to a new refurbished Annexe in Govan in August 2019. The SLWG also considered the longer term future of GME in the city.
- 1.10 The SLWG recognised that there was a need to develop more early years GME provision in the city; that many parents needed wrap around care at pre-school and school; and that a fourth primary school should be considered in the north-east of the city.
- 1.11 It was proposed that a statutory consultation was held to consider two issues:
- (a) the establishment of the Govan Annexe as a school in its own right; and
 - (b) the development of a fourth primary school on a site in the North East of the city
- 1.12 This consultation also defined catchment areas for each of the current and the proposed GME primary schools in the city.

2 Current buildings

- 2.1 There are three buildings which are solely used for the delivery of GME to school-aged children: Glasgow Gaelic School/Sgoil Ghàidhlig Ghlaschu (Berkeley Street); Glendale Gaelic School/Bunsgoil Ghàidhlig Ghleann Dail and Govan Annexe. The latter two deliver to primary-aged children and Glasgow Gaelic School/Sgoil Ghàidhlig Ghlaschu has a nursery, primary and secondary department.
- 2.2 The primary at Berkeley Street currently has 17 full time teaching classrooms with a maximum capacity of 495. The primary has two general purpose classrooms and a media library. Halls for dining and sports are shared with the secondary school pupils as are the playground areas.
- 2.3 Glendale Gaelic School/Bunsgoil Ghàidhlig Ghleann Dail was opened in May 2016. It is co-located with Glendale Primary School and is situated in Pollokshields. There are seven classrooms for the sole use of the GME primary and shared use of general purpose spaces, gym, drama/music and outside space, including a 7-a-side synthetic sports pitch. There is a small infant playground dedicated for the GME provision.
- 2.4 The Govan Annexe became operational in August 2019. There are 12 teaching spaces and 2 general purpose rooms. The school has flexible break out areas a multi-use hall and an outdoor Multi-Use Games Area.
- 2.5 There is no further scope to extend the site at Berkeley Street to provide more teaching spaces nor is there any scope at the Glendale site. The Govan Annexe does have scope for further expansion either through the use of modular accommodation or permanent extensions. However, landscaping

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work would be required to extend the playground into the neighbouring area which is owned by the Council.

3 Pupil numbers in GME

3.1 The numbers for August 2019 are as follows:

School Name	P1	P2	P3	P4	P5	P6	P7	Total Roll
Glasgow Gaelic Primary School	75	58	64	77	48	58	70	450
Govan Annexe	32	34	15	10	20	11	0	122
Glendale Gaelic Primary School	22	31	34	37	23	16	15	178

School Name	S1	S2	S3	S4	S5	S6	Total Roll
Glasgow Gaelic Secondary School	67	60	75	51	64	36	353

3.2 As noted in 1.5, it is not possible to accurately predict the demand for GME as parents choose GME for a variety of reasons. The 2011 census showed that the concentration of Gaelic speakers was strongest in the North West of the City and weakest in the North East of the city. Therefore, there is a logic given the location of the current GME primary provision to propose to locate a fourth primary in the North East of the city. This would allow Education Services to strengthen the Council's aim of extending Gaelic language as set out in the Council's Gaelic Language Plan (<https://www.glasgow.gov.uk/article/17536/Gaelic-Language-Plan>).

3.3 Based on the current numbers in GME primary the following are the projected numbers for S1. Note that every year there are a small number of placing requests for secondary education from GME provision in neighbouring local authorities. These are not included in these figures.

	2020/21	2021/22	2022/23	2023/24	2024/25
Glasgow Gaelic	70	58	48	77	64
Govan Annexe	0	11	20	10	15
Glendale	15	16	23	37	34
Total S1	85	85	91	124	113

3.4 With a continued P1 intake of 66 at Sgoil Ghàidhlig Ghlaschu, the maximum capacity for S1 is 140.

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4 Public meetings

- 3.1 The formal consultation ran from 18 November 2019 to 26 January 2020. Prior to the formal consultation, the Executive Director led a series of meetings with Parent Councils and the local Comann nam Pàrant to help frame the consultation. The proposal paper was distributed to a wide range of stakeholders and interested parties. These included Bòrd na Gàidhlig and Comann nam Pàrant. All education authorities surrounding Glasgow City Council were included on the distribution list. A notice to advise of the consultation was placed in the press. A dedicated area of Glasgow City Council's website afforded interested parties both information and an opportunity to respond to the consultation.
- 3.2 There were three public meetings held at each of the current GME provisions across the city. The numbers attending these meetings were: Govan Annexe - 11, Sgoil Ghàidhlig Ghlaschu - 24 and Bun-sgoil Ghàidhlig Ghleann Dail - 16. The notes of each of these meetings is included in the appendices.
- 3.3 In addition to these three public meetings, the Executive Director of Education met with the Area Partnership for Govan and the Area Partnership for Calton.

4 Responses to the consultation

- 4.1 A total of 201 responses were received. Almost all were in favour of the proposals as set out in the consultation document. Four questions were posed:
1. Are you in favour of Govan Annexe being a free standing school in its own right?
 2. Do you agree with the proposed catchment areas for the proposed Govan Annexe and the other primary schools?
 3. Do you agree with the proposal to establish a fourth GME primary school in the former St James' Primary School building in the north east of the city?
 4. Do you agree with the proposed catchment areas for the proposed new school and the other primary schools?
- 4.2 91.9% responded yes to the first question. Only 16 or 8.1% responded no. 28 provided comments. Most of the comments were positive and saw this as an opportunity to continue to extend GME in the city. A few respondents expressed some reservations. They wanted assurances that the opportunities for sport, educational and culture available at the Berkeley St campus would be available for those attending the Govan Annexe.
- 4.3 75.3% responded yes to the second question. 49 or 24.7% responded no. 28 provided comments. The major issue being highlighted was the size of the proposed catchment area for Bun-sgoil Ghàidhlig Ghleann Dail and the recurring problem of parents not always being able to secure a place in this school due its relative small size.
- 4.4 91.4% responded yes to the third question. Only 17 or 8.6% responded no. 45 provided comments. Overall, respondents were very positive about this

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proposal. A few expressed concerns that there were not enough fluent Gaelic speaking teachers just now and expanding provision would exacerbate this challenge. A few felt it would be better to invest in other primary schools in the area. Some wanted more information on timescales.

- 4.5 75.6% responded yes to the fourth question. 48 or 24.4% responded no. 29 provided comments. Similar to the second question, respondents expressed concern about the size of the proposed catchment for Bun-sgoil Ghàidhlig Ghleann Dail.

5 Education Scotland report

- 5.1 The full response from Education Scotland has been attached as an appendix to this report. Overall, inspectors felt that the proposals had educational benefits to those currently in Gaelic Medium Education and for those who may be in it in the future.

5.2 Education Scotland view

Parents at Bun-sgoil Ghàidhlig Ghleann Dail, as well as other parents using Gaelic Medium Education, had reservations about the catchment area set around Bun-sgoil Ghàidhlig Ghleann Dail. These stemmed from the size of the school and that it quickly becomes over-subscribed.

Response from Education

When any school is over-subscribed, Education Services uses placing request criteria to allocate places. In a recent consultation on placing requests, changes were made which included the removal of the distance criteria when over-subscription applied. This was included in response to parents a number of whom had children attending GME who felt that the distance criteria disadvantaged parents in extensive catchment areas who did not live near the school. Education Services recognises that each year when more parents apply to Bun-sgoil Ghàidhlig Ghleann Dail than there are places that this brings uncertainty and anxiety to families. Education Services tries to ensure that all families who live in Glasgow and wish their child to learn through Gaelic medium are offered a place. This is not always possible in their catchment area school. This is impacting on both Bun-sgoil Ghàidhlig Ghleann Dail and the primary at Berkeley Street.

Education Services have changed the catchment area of Bun-sgoil Ghàidhlig Ghleann Dail to reduce it in size. However, it is likely given the accommodation available that over-subscription exercises will continue to take place for this school in future years given the popularity of GME. To support parents, Education Services will improve the information it provides to parents on the Council web-site and through the schools.

5.3 Education Scotland view

The council should also discuss further with parents their intentions for effective arrangements for same placing of siblings; convenient provision of early learning and childcare through total immersion and parity across the city's schools for Gaelic Medium in accessing opportunities for music, culture and sports.

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Response from Education

When Bun-sgoil Ghàidhlig Ghleann Dail and the Govan Annexe was opened, Education Services worked very positively with the parents of children who would be transferring to the new school. For example, for Bun-sgoil Ghàidhlig Ghleann Dail, it was proposed that children from P1 to P5 would transfer but in response to requests from parents children at P6 or P7 were given the option to transfer if they wished. Agreement was also reached on the position of siblings. At this stage, there is no timescale for the opening of a new school in the former St James's Primary School. As timescales firm up, then Education Services will engage with the families who live in the new catchment area to discuss how the transition to the new school will be managed. As has been done previously, individual views will be considered.

Education Services is planning a nursery near the Govan Annexe. It is planned for this to open during session 2020/21. It is recognised that there is a need for more GME nursery provision across the city. Within the constraints of the current budget, Education Services will continue to explore options to extend the GME nursery provision in the city.

Each school community develops its curriculum both within and outwith the school day in partnership with staff, pupils and parents. Some of the additional activities are provided by parents and other volunteers. When Govan Annexe is established as a school in its own right it will have its own Parent Council. The new headteacher will work with the Parent Council to develop activities which meet the needs of the children who attend. This will also take place when the former St James's Primary School opens as a GME primary school.

5.4 Education Scotland view

A number of consultees expressed concerns about staffing challenges in the Gaelic sector. With new schools and expansion planned, parents reiterated the importance of having sufficient high-quality fluent staff. HM Inspectors fully appreciate parents' concerns. The proposal paper outlines the council's intention to continue to work with the Scottish Government to ensure that their workforce planning meets the council's staffing requirements.

Response from Education Services

As noted, Education Services will continue to work positively with the Scottish Government and universities to support the workforce planning so that there are sufficient high-quality fluent staff for both primary and secondary stages.

5.5 Education Scotland view

A few parents who use the council's Gaelic Medium Education provision, but reside in another local authority, expressed some concerns. Their concerns focused on possibly losing their much appreciated access to Glasgow City Council's Gaelic Medium provision as the council prioritises meeting its own parental demands first and foremost. The current provision supports the national aspiration to increase the numbers of speakers of Gaelic. Parents were concerned that 3-18 Gaelic Medium provision would not be available to learners out with the city, including to provide continuity from primary to

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secondary. Commendably, the council has involved all surrounding local authorities in the consultation on their proposals. Some of these parents report that the secondary provision at Sgoil Ghàidhlig Ghlaschu, which delivers the curriculum through Gaelic as far as possible, is what they want for their child.

Education Services response

Education Services is aware that some parents who live outwith the city would wish to access the GME provision in the city. However, the priority must be to provide access for those families who are resident in the city.

Education Services will ensure that the advice to be provided on the Council's website, as described in 5.2, will include advice on the transition from primary to secondary for those families who live outwith the city. The table in 3.3 shows that there will continue to be spaces for placing requests for at least the next five years.

6 Summary proposal

- 6.1 Having taken into consideration the views of respondents, the Education Scotland report and those who attended the meetings, it is proposed that the Govan Annexe becomes a school in its own right. It is also proposed that a new GME primary school is established in the former St James's Primary School as finance becomes available.
- 6.2 It is further proposed that new catchment areas are established for the three GME primary schools, as shown in Appendix 2. These will take effect for all enrolments and placing requests immediately following the decision taken at the City Administration Committee.
- 6.3 In response to the comments from respondents, the size of the catchment area for Bun-sgoil Ghàidhlig Ghleann Dail has been reduced. Some stakeholders wanted the catchment area to be reduced to a small area surrounding the school. Others living in the south east did not. The catchment area of the proposed St James's Primary School has been changed to include more of the city centre and it includes the Gorbals as was set out in the consultation. The catchment area for the proposed school at Govan Annexe has been increased to include an area to the south of Pollok Park. The proposed catchment areas for the four primary schools are shown in Appendix 3.

7. Date of implementation

- 7.1 It is proposed that the catchment areas as set out in Appendix 2 would take effect immediately following the decision being made by the City Administration Committee.
- 7.2 An advert for the headteacher of the Govan Annexe would be placed in the relevant press as soon as possible after the decision has been made. A

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Parent Council would be established and the parents, staff and children would be consulted on a new name for the school.

- 7.3 The catchment areas as set out in Appendix 3 would take effect in the year in advance of the new school at St James's Primary School. Parents would be kept fully informed of the development of the new school which would include the plans for how children will transition to the new school, a new Parent Council and a new name for the school.

8. **Equality Impact Assessment**

- 8.1 An officer from Education Services carried out an Equality Impact Assessment screening for this response. The screening process did not identify issues which would require a full Equality Impact Assessment being carried out. The full screening is available as an Appendix 4.

Education Scotland Report

Schools (Consultation) (Scotland) Act 2010

Report by Education Scotland addressing educational aspects of the proposal by Glasgow City Council to establish the Govan Annexe as a school for Gaelic Medium Education in its own right, with a defined catchment area. Glasgow City Council also propose the establishment of another Gaelic Medium Education primary school in the north east of the city. Glasgow City Council has proposed catchment areas, should the consultation result in there being four schools for Gaelic Medium Education in the city.

February 2020

1 Introduction

1.1 This report from Education Scotland has been prepared by Her Majesty's Inspectors of Education (HM Inspectors) in accordance with the terms of the Schools (Consultation) (Scotland) Act 2010 ("the 2010 Act"). The purpose of the report is to provide an independent and impartial consideration of Glasgow City Council's proposal to establish the Govan Annexe as a school for Gaelic Medium Education in its own right, with a defined catchment area. It also proposes the establishment of another primary school for Gaelic Medium Education in the north east of the city. Section 2 of the report sets out brief details of the consultation process. Section 3 of the report sets out HM Inspectors' consideration of the educational aspects of the proposal, including significant views expressed by consultees. Section 4 summarises HM Inspectors' overall view of the proposal. Upon receipt of this report, the Act requires the council to consider it and then prepare its final consultation report. The council's final consultation report should include this report and must contain an explanation of how, in finalising the proposal, it has reviewed the initial proposal. This should include a summary of points raised during the consultation process and the council's response to them. The council has to publish its final consultation report three weeks before it takes its final decision.

1.2 HM Inspectors considered:

- the likely effects of the proposal for children and young people of the schools; any other users; children likely to become pupils within two years of the date of publication of the proposal paper; and other children and young people in the council area;
- any other likely effects of the proposal;
- how the council intends to minimise or avoid any adverse effects that may arise from the proposal; and
- the educational benefits the council believes will result from implementation of the proposal, and the council's reasons for coming to these beliefs.

1.3 In preparing this report, HM Inspectors undertook the following activities:

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- consideration of all relevant documentation provided by the council in relation to the proposal, specifically the educational benefits statement and related consultation documents, written and oral submissions from parents and others;
- telephone discussions relating to the proposals; and
- visits to the site of the Govan Annexe, Sgoil Ghàidhlig Ghlaschu and Bun-sgoil Ghàidhlig Ghleann Dail, including discussion with relevant consultees.

2. Consultation process

- 2.1 Glasgow City Council undertook the consultation on its proposal(s) with reference to the Schools (Consultation) (Scotland) Act 2010.
- 2.2 The formal consultation ran from 31 October 2019 to 26 January 2020. The proposal paper was distributed to a wide range of stakeholders and interested parties. These included Bòrd na Gàidhlig and Comann nam Pàrant. All education authorities surrounding Glasgow City Council were included on the distribution list. This included education authorities who make placing requests to send children and young people to Glasgow City Council to be educated through the medium of Gaelic. A notice to advise of the consultation was placed in the press. A dedicated area of Glasgow City Council's website afforded interested parties both information and an opportunity to respond to the consultation
- 2.3 The Executive Director of Education and other officers held a public meeting at each of the Gaelic Medium provisions within the city. The numbers attending these meetings, as provided by the council were: Govan Annexe - 11, Sgoil Ghàidhlig Ghlaschu - 24 and Bun-sgoil Ghàidhlig Ghleann Dail - 16. Attendees were supportive of the proposals. They requested further detail on aspects such as: location of schools, catchment areas, staffing, provision of early learning and childcare, and opportunities for staff to collaborate for professional learning on Gaelic Medium Education.
- 2.4 The council posed four questions about their proposals in an online questionnaire, to which 198 responded. Almost all respondents were in favour of the Govan Annexe being a free-standing Gaelic Medium School. Almost all respondents were in favour of establishing a fourth Gaelic Medium primary school in the former St James' Primary School in the north east of the city. Most respondents were in favour of the two sets of proposed catchment areas being set up around the proposed and existing primary schools for Gaelic Medium. HM Inspectors' other evaluative activities confirmed similar data to that received by the questionnaire. Evaluative activities also highlighted some very pertinent concerns. Going forward, consultees' comments are very useful in supporting the successful implementation of the proposals, should they be implemented. The council should continue to clarify with parents how their concerns will be addressed.

3. Educational aspects of proposal

- 3.1 This proposal represents strong support from Glasgow City Council to an increasing demand for Gaelic Medium Education. The council are following statutory Guidance for Gaelic Education by planning to meet this parental demand. The proposal involves the establishment of two additional primary schools where immersion through Gaelic will be available. Almost all consultees felt that the Govan Annexe was ready to have its own identity as a standalone school. Parents felt that definite timescales for the opening of the proposed second new primary school, and more information about it, would be useful. The establishment of two new primary schools would increase capacity at the site of Sgoil Ghàidhlig Ghlaschu. This would enable expansion of secondary education through the

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medium of Gaelic for the whole of the city. The proposals offer educational benefits to those currently in Gaelic Medium Education and for those who may be in the future.

- 3.2 Parents at Bun-sgoil Ghàidhlig Ghleann Dail, as well as other parents using Gaelic Medium Education, had reservations about the catchment area set around Bun-sgoil Ghàidhlig Ghleann Dail. These stemmed from the size of the school and that it quickly becomes over-subscribed. The Govan Annexe, in their view, is becoming the default school. Parents appreciate that it can be difficult to know from year to year how many children are likely to enrol for Gaelic Medium Education. The council should continue to work with parents to get the best solution in drawing up catchment areas. For almost all parents, the mutual partnership and reciprocal benefits between the community and its school are important. This is particularly so for supporting children and young people's fluency in Gaelic. Parents felt that the issues around the proposed catchment area of Bun-sgoil Ghàidhlig Ghleann Dail may present challenges in achieving positive impact of community engagement. The council have intimated that they welcome consultees' alternative proposals for catchment areas. They should now do some further work with parents to achieve the best possible arrangement. The council should also discuss further with parents their intentions for effective arrangements for same placing of siblings; convenient provision of early learning and childcare through total immersion and parity across the city's schools for Gaelic Medium in accessing opportunities for music, culture and sports.
- 3.3 Almost all of the consultees, with whom HM Inspectors discussed the proposal, were positive about the council's approach to having a short-life working group to jointly strategically plan for Gaelic Medium Education. One of the short-life working group's outcomes was the proposals set out in this consultation. The short-life working group, it was felt, was representative of parents and enabled them to participate very effectively in making decisions.
- 3.4 A number of consultees expressed concerns about staffing challenges in the Gaelic sector. With new schools and expansion planned, parents reiterated the importance of having sufficient high-quality fluent staff. HM Inspectors fully appreciate parents' concerns. The proposal paper outlines the council's intention to continue to work with the Scottish Government to ensure that their workforce planning meets the council's staffing requirements.
- 3.5 A few parents who use the council's Gaelic Medium Education provision, but reside in another local authority, expressed some concerns. Their concerns focused on possibly losing their much appreciated access to Glasgow City Council's Gaelic Medium provision as the council prioritises meeting its own parental demands first and foremost. The current provision supports the national aspiration to increase the numbers of speakers of Gaelic. Parents were concerned that 3-18 Gaelic Medium provision would not be available to learners out with the city, including to provide continuity from primary to secondary. Commendably, the council has involved all surrounding local authorities in the consultation on their proposals. Some of these parents report that the secondary provision at Sgoil Ghàidhlig Ghlaschu, which delivers the curriculum through Gaelic as far as possible, is what they want for their child. Bòrd na Gàidhlig did not respond to this consultation as a statutory consultee. It would be helpful to stakeholders and the council to hear Bòrd na Gàidhlig's views of this as the proposal is progressed.

4. Summary

HM Inspectors agree that the council's proposals will bring further educational benefits to the Gaelic sector. The proposal will help the council meet increased demand for Gaelic Medium

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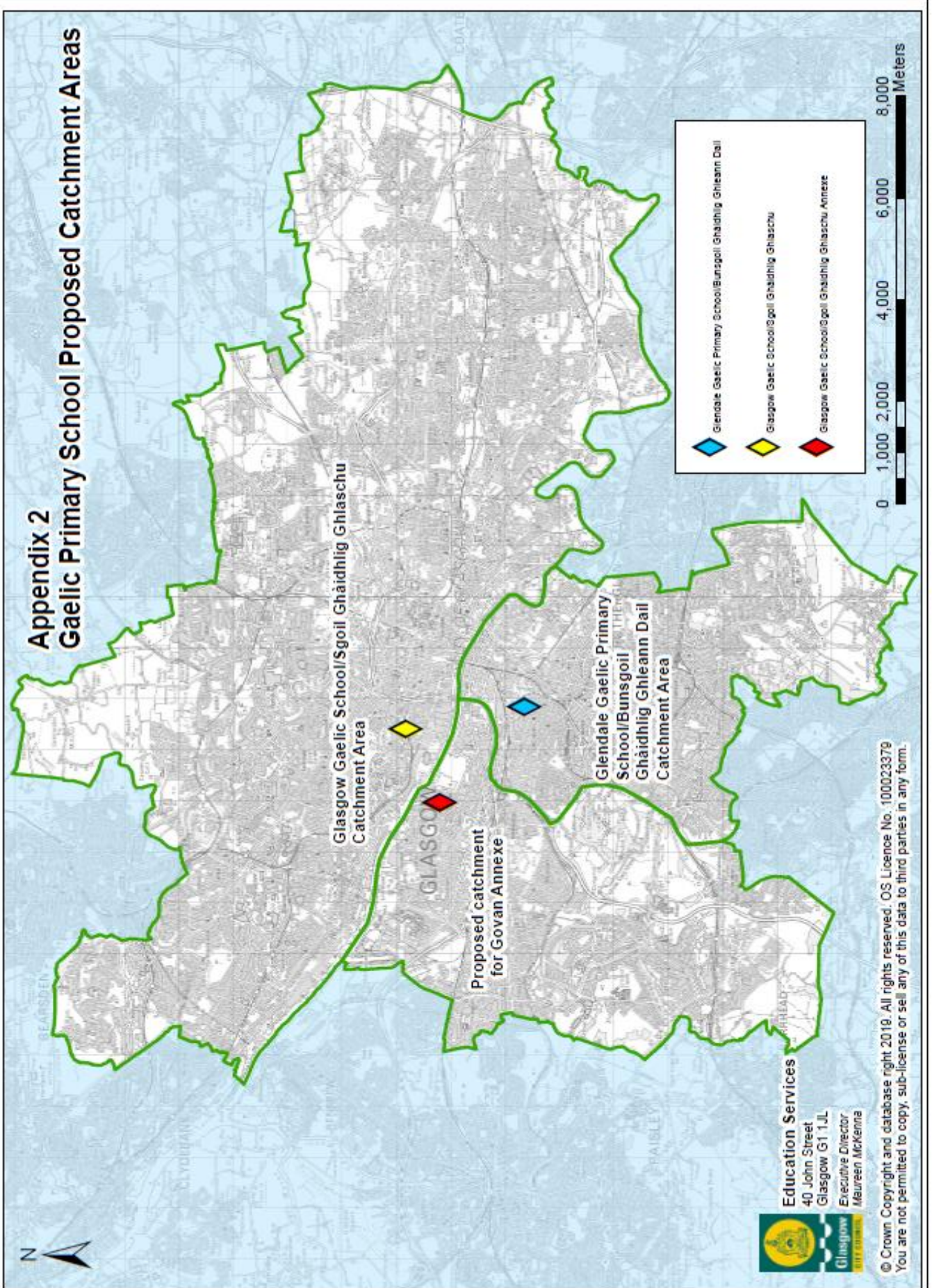
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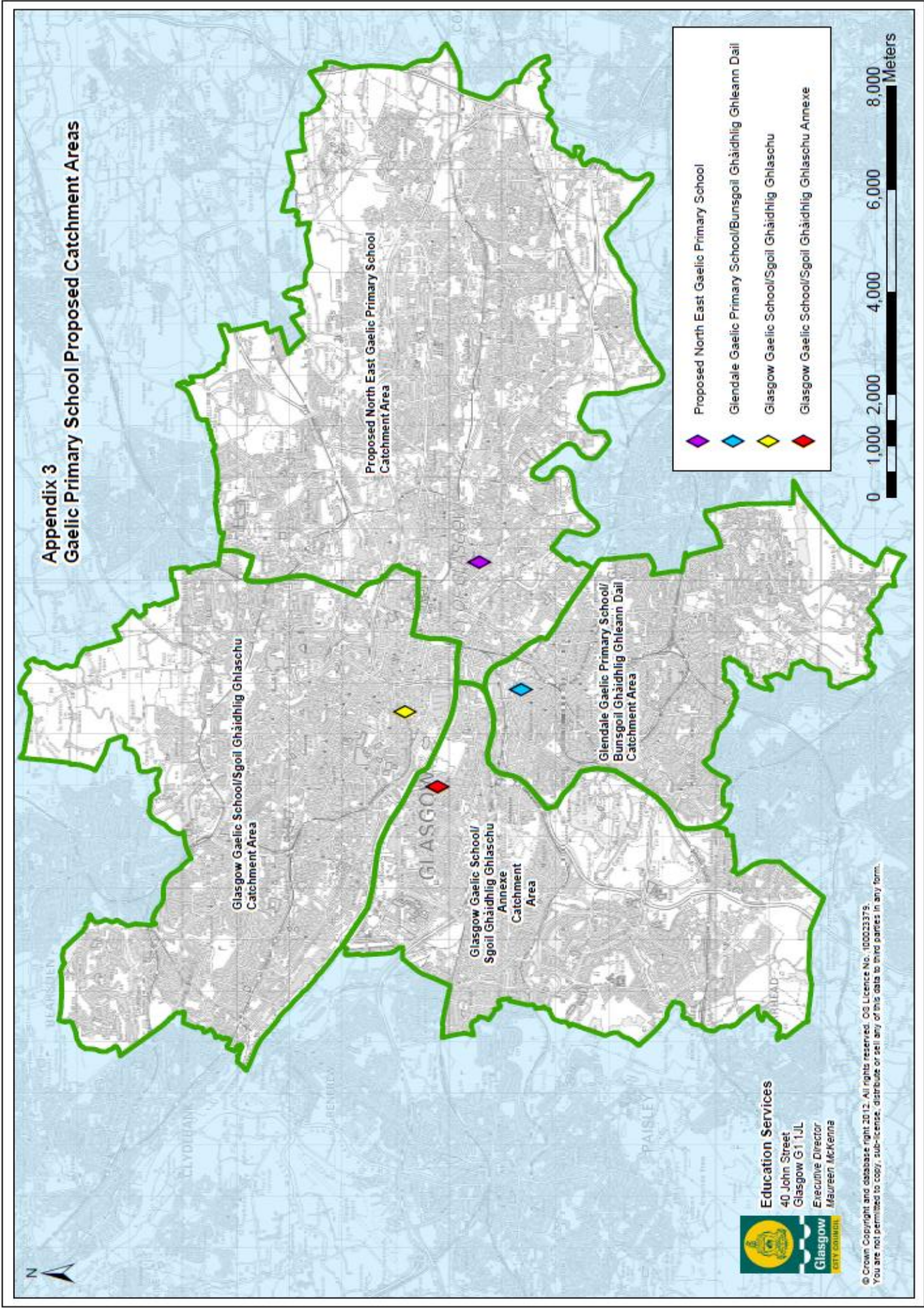
Education. Consultees raised a few concerns as outlined in section two and three of this report. Going forward, the council should continue to work with parents in addressing these.

HM Inspectors
February 2020

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Appendix 2 Gaelic Primary School Proposed Catchment Areas





Equality Impact Assessment (EQIA): Screening Form for GME Provision

Introduction to the EQIA screening process

A successful EQIA screening will look at 5 key areas:

1. **Identify the Policy, Project, Service Reform or Budget Option to be assessed**
A clear definition of what is being screened and its aims
2. **Gathering Evidence & Stakeholder Engagement**
Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups)
3. **Assessment & Differential Impacts**
Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level
4. **Outcomes, Action & Public Reporting**
Develop an action plan to make changes where a negative impact has been assessed. Ensure that both the assessment outcomes and the actions taken to address negative impacts are publically reported
5. **Monitoring, Evaluation & Review**
Stating how you will monitor and evaluate the **Policy, Project, Service Reform or Budget Option** to ensure that you are continuing to achieve the expected outcomes for all groups.

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1. IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION:

a) Name of the Policy, Project, Service Reform or Budget Option to be screened

Public Consultation on Gaelic Medium Education Provision in Glasgow

GCC consultation to propose the establishment of the Govan Annexe of Glasgow Gaelic primary school as a school, in its own right with a defined catchment area, and to propose the establishment of another Gaelic Medium Education primary school in the north east of the city. This is in line with the City Administration's commitment to undertake a public consultation under the Schools (Consultation) Scotland Act 2010.

b) Reason for Change in Policy or Policy Development

There is an increase in demand for Gaelic Medium Education across city. This increase and the existing primary provision is putting pressure on the secondary school which also needs to grow. Therefore, in order to achieve this, there is a need to reduce the numbers of pupils in the primary school on the Berkeley Street Campus.

c) List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option

The main focus was to propose:

- Establish the existing Glasgow Gaelic Primary School annexe in Govan as a school in its own right and with its own catchment area
- To establish a new Gaelic primary school in the north east of the city

In considering these proposals the physical limitations/capacities of buildings, the practicalities of operation and the educational benefit/s of options for the children and young people affected were taken in to account.

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d) Name of officer completing assessment (signed and date)

Mandie Running, Service Development Officer	25.02.2020
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e) Assessment Verified by (signed and date)

Maureen McKenna, Executive Director of Education	25.02.2020
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2. GATHERING EVIDENCE & STAKEHOLDER ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. You should list below any data, consultations (previous relevant or future planned), or any relevant research or analysis that supports the Policy, Project, Service Reform or Budget Option being undertaken.

Please name any research, data, consultation or studies referred to for this assessment:	Please state if this reference refers to one or more of the protected characteristics: ➤ age ➤ disability, ➤ race and/or ethnicity, ➤ religion or belief (including lack of belief), ➤ gender, ➤ gender reassignment, ➤ sexual orientation ➤ marriage and civil partnership, ➤ pregnancy and maternity,	Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation.
A public consultation was conducted and ran for 10 weeks from 18 November 2019 to 26 January 2020.	No. Views were sought from all members of the public including staff, pupils, residents and others regardless of the above characteristics.	No
Emails with details of the consultation and link to the consultation webpage were issued to: <ul style="list-style-type: none"> • All relevant schools • All elected members • All MSPs in area • All MPs in area 	No. Views were sought from all members of the public including staff, pupils, residents and others regardless of the above characteristics	No

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<ul style="list-style-type: none"> • All religious members of the Education, Skills and Early Years City Policy Committee • All Directors and Executive Directors of GCC Services and ALEOs • Strathclyde Passenger Transport • Democratic Services (to cascade to Community Councils) • GCC Chief Executive • Trade Unions • Glasgow Council for Voluntary Sector(GCVS) • Executive Director for Education Services in neighbouring authorities. • Education Scotland • Bòrd na Gàidhlig • Comann nam Pàrant • Details of the consultation were published in the press <p>Details of the consultation were published via GCC social media channels</p>		
<p>Public Meetings</p> <p>Three public meetings were facilitated during the consultation period:</p> <ul style="list-style-type: none"> • 25 November – Govan Annexe • 3 December – Glasgow Gaelic School • 11 December – Glendale Gaelic Primary <p>In addition to the above meetings, the Executive Director for Education met with the Area Partnerships for both Govan and Calton.</p>	<p>No.</p> <p>Views were sought from all members of the public including staff, pupils, residents and others regardless of the above characteristics</p>	<p>No</p>
<p>Additional Support</p> <p>All consultation documents in the public domain were translated into Gaelic and available in both English and Gaelic.</p>	<p>No</p>	<p>No</p>
<p>Hard Copy Documents</p>	<p>No</p>	<p>No</p>

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Hard copies in both English and Gaelic were made available on request.		
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3. ASSESSMENT & DIFFERENTIAL IMPACTS

Use the table below to provide some **narrative** where you think the **Policy, Project, Service Reform or Budget Option** has either a positive impact (contributes to promoting equality or improving relations within an equality group) or a negative impact (could disadvantage them) and note the reason for the change in policy or the reason for policy development, based on the evidence you have collated.

Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
SEX/ GENDER	Women	No impact	No impact	No impact
	Men	No impact	No impact	No impact
	Transgender	No impact	No impact	No impact
RACE*	White	No impact	No impact	No impact
<i>Further information on the breakdown below each of these headings, as per census, is available here. For example Asian includes Chinese, Pakistani and Indian etc</i>	Mixed or Multiple Ethnic Groups	No impact	No impact	No impact
	Asian	No impact	No impact	No impact
	African	No impact	No impact	No impact
	Caribbean or Black	No impact	No impact	No impact
	Other Ethnic Group	No impact	No impact	No impact
DISABILITY	Physical disability	No impact	No impact	No impact
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)	No impact	No impact	No impact
	Mental Health	No impact	No impact	No impact

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	Learning Disability	No impact	No impact	No impact
LGBT	Lesbians	No impact	No impact	No impact
	Gay Men	No impact	No impact	No impact
	Bisexual	No impact	No impact	No impact
AGE	Older People (60 +)	No impact	No impact	No impact
	Younger People (16-25)	No impact	No impact	No impact
	Children (0-16)	No impact	No impact	No impact
MARRIAGE & CIVIL PARTNERSHIP	Women	No impact	No impact	No impact
	Men	No impact	No impact	No impact
	Lesbians	No impact	No impact	No impact
	Gay Men	No impact	No impact	No impact
PREGNANCY & MATERNITY	Women	No impact	No impact	No impact
RELIGION & BELIEF** A list of religions used in the census is available here .	See note	No impact	No impact	No impact

*

reasons of brevity race is not an exhaustive list, and therefore please feel free to augment the list above where appropriate; to reflect the complexity of other racial identities.

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** There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts. A list of religions used in the census is available [here](#).

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Summary of Protected Characteristics Most Impacted

Nil

Summary of Socio Economic Impacts

Nil

Summary of Human Rights Impacts

Nil

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4. OUTCOMES, ACTION & PUBLIC REPORTING

Screening Outcome	Yes /No Or / Not At This Stage
Was a significant level of negative impact arising from the project, policy or strategy identified?	N
Does the project, policy or strategy require to be amended to have a positive impact?	No
Does a Full Impact Assessment need to be undertaken?	No

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Actions: Next Steps (i.e. is there a strategic group that can monitor any future actions)		
Further Action Required/ Action To Be Undertaken	Lead Officer and/or Lead Strategic Group	Timescale for Resolution of Negative Impact (s) / Delivery of Positive Impact (s)
None.	Maureen McKenna	NA

Public Reporting

All completed EQIA Screenings are required to be publically available on the [Council EQIA Webpage](#) once they have been signed off by the relevant manager, and/or Strategic, Policy, or Operational Group. (See [EQIA Guidance](#): Pgs. 11-12)

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5. MONITORING OUTCOMES, EVALUATION & REVIEW

The Equalities Impact Assessment (EQIA) screening is not an end in itself but the start of a continuous monitoring and review process. The relevant Strategic, Policy, or Operational Group responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been take to mitigate impacts.

Individual services are responsible for conducting the impact assessment for their area, staff from **Corporate Strategic Policy and Planning** will be available to provide support and guidance.

Legislation

Equality Act (2010) - the Equality Act 2010 (Specific Duties) Scotland Regulations 2012

The 2010 Act consolidated previous equalities legislation to protect people from discrimination on grounds of:

- race
- sex
- being a transsexual person (transsexuality is where someone has changed, is changing or has proposed changing their sex – called 'gender reassignment' in law)
- sexual orientation (whether being lesbian, gay, bisexual or heterosexual)
- disability (or because of something connected with their disability)
- religion or belief
- having just had a baby or being pregnant
- being married or in a civil partnership, and
- age.

Further information: [Equality Act Guidance](#)

As noted the Equality Act 2010 simplifies the current laws and puts them all together in one piece of legislation. In addition the **Specific Duties (Scotland Regulations 2012)** require local authorities to do the following to enable better performance of the general equality duty:

- report progress on mainstreaming the general equality duty
- publish equality outcomes and report progress in meeting those
- impact assess new or revised policies and practices as well as making arrangements to review existing policies and practices
- gather, use and publish employee information
- publish gender pay gap information and an equal pay statement
- consider adding equality award criteria and contract conditions in public procurement exercises.

Further information: [Understanding Scottish Specific Public Sector Equality Duties](#)

Fairer Scotland Duty

Authorities should also consider Socio-Economic Impacts where appropriate. Further information: [Fairer Scotland Duty Interim Guidance](#)

Enforcement

Judicial review of an authority can be taken by any person, including the Equality and Human Rights Commission (EHRC) or a group of people, with an interest, in respect of alleged failure to comply with the general equality duty. Only the EHRC can enforce the specific duties. A failure to comply with the specific duties may however be used as evidence of a failure to comply with the general duty.

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Appendix 5

Notes from Public Meetings

MEETING FOR:	GME Provision
DATE OF MEETING	Monday 25 November 2019
VENUE	Glasgow Gaelic School
NAME OF OFFICER	Maureen McKenna
NAME OF SUPPORT OFFICER	
HEAD TEACHER(s)	Donalda McComb, Glasgow Gaelic Primary School Donna Bowman, Head of School, Glasgow Annexe
APPROX No IN ATTENDANCE	24
COUNCIL REPRESENTATIVES IN ATTENDANCE (if known)	na
EDUCATION SCOTLAND REPRESENTATIVES (if known)	na
ELECTED MEMBERS IN ATTENDANCE (if known)	Cllr Chris Cunningham
RELIGIOUS REPRESENTATIVES IN ATTENDANCE (if known)	na
RECORD	Caroline Rickard

Ms McKenna opened the meeting with a presentation on two proposals for GME in the city:

- To establish the Govan Annexe as a school in its own right with a defined catchment area.
- To establish another Gaelic Medium Education primary school in the north east of the city with a defined catchment area.

Ms McKenna passed to the floor for questions:

QUESTIONS ASKED / AREAS OF CONCERN RAISED: -

- Q. A note of thanks for the work Glasgow City Council has done to date for GME. In terms of the Govan Annexe being a school on its own merit, what are the pros and cons of becoming a standalone school as against being part of the campus of the Berkeley Street School?

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- A. Not much change in terms of teaching however there would be a stronger sense of identity of being a standalone school.
There are challenges in terms of management capacity if the school stays part of the campus.
There was a vision that all GME schools would work together and develop the curriculum.
In terms of budget, a standalone school can make its own decisions and have its own parent council.
- Q. Likes the idea of the uniform of the Glasgow Gaelic School. Identifies children who are in Gaelic School. Wouldn't necessarily know the uniform for pupils in Glendale, for example. Emphasis on the point regarding being part of the Glasgow Gaelic School.
- A. Reiterated the advantages of a staff team for a separate school.
- Q. Agreed with the idea of a separate school and noted that this meant they would be able to access external funding to do additional work that would not be available as part of a campus.
- A. It was an idea to look at GME as a learning community, similar to that as other learning communities across the city.
GME would have three primaries with the potential of four. This could be considered and what this might mean for GME to be a learning community in its own right.
- Q. If it was a standalone school – would it be easier or more difficult to replace staff?
- A. It would not make a great deal of difference. When Ladywell was open, staff had the choice of where they wanted to teach. The Headteacher also added that as a standalone school, it would provide more opportunity to build staff capacity in terms of succession planning for senior posts.
- Q. The catchment areas, are they fixed?
- A. Absolutely not fixed. These are proposals.
Catchment areas/borders more difficult to determine than general mainstream schools, i.e. everyone automatically goes to their local school.
- Q. Could the border for the south be moved for ease?
- A. Happy for parents to submit alternative proposals in relation to the proposed boundaries.

Ms McKenna thanked everyone for attending and the meeting was closed.

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MEETING FOR:	GME
DATE OF MEETING	Tuesday 3 December 2019
VENUE	Glasgow Gaelic Primary – Govan Annexe
NAME OF OFFICER	Maureen McKenna
NAME OF SUPPORT OFFICER	
HEAD TEACHER(s)	Donalda McComb, Glasgow Gaelic Primary
APPROX No IN ATTENDANCE	11
COUNCIL REPRESENTATIVES IN ATTENDANCE (if known)	na
EDUCATION SCOTLAND REPRESENTATIVES (if known)	na
ELECTED MEMBERS IN ATTENDANCE (if known)	Cllr Chris Cunningham
RELIGIOUS REPRESENTATIVES IN ATTENDANCE (if known)	na
RECORD	Caroline Rickard

Ms McKenna opened the meeting with a presentation on two proposals for GME in the city:

- To establish the Govan Annexe as a school in its own right with a defined catchment area.
- To establish another Gaelic Medium Education primary school in the north east of the city with a defined catchment area.

The presentation included information on:

- Timelines and future capacities
- Input from Education Scotland
- The proposed new school in the North East of the city would be the former St James's Primary School
- Benefits of Govan Annexe being a school in its own right:
 - staffing including its own management structure
 - succession planning for senior posts
 - own budget
 - allow GME to grow in the city
 - being part of a potential GME learning community
- Open to ideas for catchment areas, not fixed.

Ms McKenna passed to the floor for questions:

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QUESTIONS ASKED / AREAS OF CONCERN RAISED: -

Q. Growth in the GME sector is to be welcomed however how will the schools be staffed? Often challenges in Berkeley Street.

A. The Council have been pro-active in looking at pathways to assist with shortages including offering support to parents who may want to become teachers. Unfortunately Glasgow City Council is unable to put additional people through university.

There is a challenge in teaching Gaelic Medium non-native speakers. Particular issue in secondary sector as Berkeley Street is the only Gaelic secondary school in the Central and Lowland belt.

The Scottish Government have given a huge commitment to support Gaelic Medium Education but they are aware of the staff challenges.

It was highlighted that full immersion in GME may not always be available and some parents have asked for their children to have their exams in English.

A teacher who was a former pupil of the school noted that not all of her teaching was in Gaelic at the time, Gaelic was part of the curriculum. She provided reassurance that pupils' Gaelic education would not be affected.

Q. If there were high numbers of PGDE funded places, would they be taken up?

A. It was felt that there was a demand.

Q. How were locations chosen?

A. Locations have been chosen taking into consideration parents' views from the last consultation, transport links and where we could develop Gaelic language.

Ms McKenna thanked everyone for attending and encouraged people to respond to the consultation. The meeting was closed.

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MEETING FOR:	GME
DATE OF MEETING	Wednesday 11 December 2019
VENUE	Glendale Gaelic Primary
NAME OF OFFICER	Maureen McKenna
NAME OF SUPPORT OFFICER	
HEAD TEACHER(s)	Elsbeth McCoull, Glendale Gaelic Primary
APPROX No IN ATTENDANCE	16
COUNCIL REPRESENTATIVES IN ATTENDANCE (if known)	Nil
EDUCATION SCOTLAND REPRESENTATIVES (if known)	Nil
ELECTED MEMBERS IN ATTENDANCE (if known)	Nil
RELIGIOUS REPRESENTATIVES IN ATTENDANCE (if known)	Nil
RECORD	Mandie Running

Ms McKenna opened the meeting with a presentation on two proposals for GME in the city:

- To establish the Govan Annexe as a school in its own right with a defined catchment area.
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 - own budget
 - allow GME to grow in the city
 - being part of a potential GME learning community
- Open to ideas for catchment areas, not fixed.

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QUESTIONS ASKED / AREAS OF CONCERN RAISED: -

Q & A

Q Until the new school is open, how will the current schools cope with capacity. Will there not be a problem?

A - No, we are comfortable that we can manage the demand.

Q Do you envisage concerns about the finances?

A Scottish Government is providing funds but we are confident we can get further funding from other areas.

Q Glendale parents are concerned re the catchment area and is there an issue of a sustainable catchment area? Does the border with East Renfrewshire/South Lanarkshire need to change?

A - There is no fixed view on the catchment areas but certainly make suggestions on your response. It is so hard to gauge interest in the future.

Q Surely there has to be a greater emphasis on the Early Years provision first before building a new primary?

A We looked at that re Glendale but a building could not be found. Again, we do not know if parents want wrap around or daytime. And we need staff. Hopefully partnership with private providers will help.

Q Can we revisit Early Years provision in this catchment area?

A GCC is looking for the private provider to help us but we cannot meet the demand.

Q I have a son in Glendale and a daughter going into P1 but have received a local school full letter. How does this link in with placing request process?

A The Local School Full criteria will be placed on all placing requests in all schools.

Q Berkeley St – you said you may ‘peel back’ - how will this affect pupils already there?

A It will not affect current pupils at all. We will talk to parents when that occurs.

Q If the intake to Berkeley St is reduced, will this put pressure on Govan and Glendale?

A No – we have room for movement but we have a desire to reduce down but not a necessity yet. We hope to be able to maintain and manage this.

Q Is the reduction to 66 to be achieved by 2025?

A This is the aspiration.

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- Q Glendale Catchment – are catchment areas based on population? The area on the map seems a big area?
- A No – the map shows natural boundaries. We are open to alternative suggestions on the catchment areas. As we cannot predict the demand it is almost impossible to know. Demographs are continually changing. There is no way to accurately estimate.
- Q Is £16m a standard amount for a new school?
- A Yes
- Q Has grant capital increased?
- A No. However, the Scottish Government is very supportive. They recognise that GME is a success in Glasgow.
- Q If a new catchment is created but St James is a few years away, how will it work?
- A The map shows catchment areas pre and post St James' opening. It will work.

There were no further questions and Ms McKenna thanked everyone for their attendance and input and closed the meeting.

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