

The Educational Institute of Scotland
New School and Refurbishment Projects

1. Introduction

- 1.1 The following resolution was carried by the Institute's Annual General Meeting in June 2014.

"This AGM calls for staff to be involved in meaningful consultation at planning stages of New School and Refurbishment Projects in the areas with the greatest impact on their future working practices".

- 1.2 In September 2014 a letter was written to all Heads of Education, the Cabinet Secretary for Education and Lifelong Learning and ADES.
- 1.3 A summary of responses from the Local Authorities is appended as Appendix I and a copy of the substantive response from the Cabinet Secretary is attached as Appendix II.

2. Recommendation

The Executive Committee is asked to note the content of this paper.

NEW SCHOOL AND REFURBISHMENT PROJECTS**Appendix I**

Local Authority	Comments on Consultation with Staff on New School/Refurbishment Projects
Aberdeen City	N/R
Aberdeenshire	Meaningful consultation has taken place with staff.
Angus	N/R
Argyll & Bute	Staff are provided with opportunities to contribute to the consultation process.
Clackmannanshire	N/R
Dumfries & Galloway	Key stakeholder engagement and useful discussion with Unions take place.
Dundee	All new school/refurbishment projects involve regular consultation/planning meetings with school staff.
East Ayrshire	It has been practice within the Council for many years.
East Dunbartonshire	Robust consultation process is in place.
East Lothian	We consult appropriately with all respective stakeholders.
East Renfrewshire	Consultation takes the form of "design charettes" with stakeholders in workshops.
Edinburgh	No specific policy in place but the Council does comply with statutory consultation requirements.
Falkirk	No agreed policy but there is engagement with Headteachers and Parent Councils.
Fife	N/R
Glasgow	"Council has an excellent track record of consultation with staff".

Highland	N/R
Inverclyde	Meaningful consultation with all stakeholders take place.
Midlothian	No specific policy in place but it is practice to engage in meaningful consultation.
Moray	No policy in place but extensive consultation take place particularly in relation to "new build".
North Ayrshire	"I would expect that your members would be consulted at various stages".
North Lanarkshire	A major consultation exercise took place in 2010 and was particularly involved in the "design stage".
Orkney Islands	N/R
Perth & Kinross	All proposals covered by Schools Consultation (Scotland) Act 2010. This deals specifically with closures.
Renfrewshire	Staff involved in meaningful consultation at all stages of planning for new school and refurbishment projects.
Scottish Borders	N/R
Shetland Islands	HT and DHT currently involved in current Anderson High School project.
South Ayrshire	Council committed to full and meaningful engagement with all stakeholders in relation to school projects.
South Lanarkshire	HTs are essential members of the design team and share information with their staff
Stirling	Council fully involves staff in consultation over new school and refurbishment projects.
West Dunbartonshire	Long standing policy of consulting staff in all stages of the design process.
West Lothian	Council has a well developed framework for consultation on school building projects in which "staff are key".
Western Isles	Reference groups established as part of the Western Isles School Project (WISP).

