

To: James McKinstry  
 Head of Educational Resources  
 Learning and Leisure Services  
 North Lanarkshire Council

From: Parent Council  
 Our Lady's High School  
 Motherwell

Dear Mr McKinstry

Re: Council Budget Savings Consultation

Thank you for providing a copy of Savings Options 2013-14 to 2015-16 for Learning and Leisure Services. We welcome the opportunity to input to North Lanarkshire Council's consultation regarding these budget savings options.

We have consulted with our Parent Forum regarding the proposed savings options and although we agree that none of these is particularly agreeable, we do understand that some of these will need to be implemented to enable NLC achieve overall budget savings.

We have considered all of the options which effect secondary education and the impact each of these will have on the educational experience and attainment of the young people in our school. We have also considered the impact of these proposals on the most vulnerable pupils, families and staff within our school community.

Having done this, we would like to highlight for you those options which we wholly object to and some of the reasons for these objections:

Saving Ref.	Key Description	Summary of Objection
L&L13	Reconfiguration of Janitorial Services to primary, special and secondary schools	Increased health and safety risks; Risk of teaching resources diverted to pick up the slack resulting from having less ancillary staff; Poorer quality learning environment impacts educational performance; Inequalities impact on lower paid workers.
L&L15	Reduction in catering costs to primary, special and secondary schools	
L&L18	Review of cleaning costs	
L&L20	Review of Grounds Maintenance	Lower standard learning environment impact performance; School estate requires upgraded maintenance as opposed to lower maintenance: already challenges in delivering due to substandard outside sports facilities limiting physical activity opportunities for learners.
L&L46	Review of administration and financial support staff within schools	Risk of teaching resources diverted to pick up the slack resulting from having less support; Inequalities impact on lower paid workers.

L&L48	Review functions of Classroom Assistants and ASN Assistants	No objection to review in order to utilise this resource with more flexibility and effectiveness.
L&L62	Review ASN Assistants	Wholly object to reduction of 136 FTE (121 and 15 respectively) as a cut on this resource transfers responsibility for additional support required for pupils to class teachers, reducing teaching effectiveness and efficiency. High risk of reducing educational experience and attainment. Reduced support for the most vulnerable; Essential teaching time reduced for all pupils; Inequalities impact on lower paid workers.
L&L64	Review of Alternative provision	Supports CfE for a small cost; Impacts most vulnerable.
L&L66	Psychological Services and Support Staff	Delayed access to these services due to insufficient resources available currently within this resource resulting in delays in putting the right support package in place for pupils; Legislative risk: Equalities Act
L&L70	Review of Technician Support	Risk losing experience and expertise if moved to 39 week contract; Risk to preparedness of schools to deliver aspects of the curriculum.
L&L74	Review Range of Community Learning and Development Service	Loss of learning opportunities outwith curriculum delivered by teaching staff is detrimental to meeting the diversity of learning needs; Supports CfE; Risks increased pupil disengagement
L&L76	Reduced and remodelled deprivation allocation	Already reduced over the last few years; It is unfair and unequal to use data zones to determine deprivation as proposed as this excludes equally deprived young people due solely to their address.
L&L82	Secondary Transport per statutory requirement	Safety issues for young people walking to school, particularly in winter when they will set out in the dark; Creates inequality: families unable to afford alternative transport unable to access catholic education; Possible change to 33 period week presents challenges for parents, eg.

		childcare; transporting children to school at different times, etc and retention of buses for those 2 miles or more from school would further complicate this.
L&L98	Reduced delivery of Princes Trust and Skillforce	Supports CfE for a small cost; Impacts most vulnerable.
L&L100	Vocational Educational programme (30% savings)	Unless alternative funding can be identified for this, to allow this to continue, eg ILA then this restricts learning opportunities for young people and limits opportunities for some young people to obtain qualifications; Risk to delivering CfE
L&L117	Cease Attendance Officers	This is a relatively small cost currently yet the outcomes of this service provide a duty of care to young people; highlights risks to the health and safety of young people; promotes inclusion
L&L123	Nurture Groups- cessation	This service is new to our school therefore the benefits have yet to be realised; Ceasing this service early in it's implementation is damaging for those only starting to benefit; Risks to the attainment of those most vulnerable.
L&L141	Review of music instruction service delivery and charging policy	Extensive evidence to support the benefits of music instruction to improved outcomes in a young person's learning and achievement therefore music instruction should be provided at no additional cost. Charging creates division with learning based on parents/carer's ability to pay, a challenge for some who do not qualify for free school meals but may have limited disposable income.
L&L147	Targeted review of probationer allocations to school vacancies	This is key to ensuring probationer development is supported to ensure a competent teaching workforce for the future. Risks associated with progression planning for schools

In addition to considering the proposed savings options we oppose we have consider those which we find reasonable and although some will not be without challenge, we are supportive of:

- L&L38 Non Delegated Teachers
- L&L40 Absence Management
- L&L42 Procurement and other Savings in delivery of ASN Transport
- L&L50 More efficient purchasing: service-wide
- L&L52 HQ Resource Support Staff
- L&L68 Review of HQ Support Services
- L&L72 Review of School Librarians
- L&L78 Review devolved continuous professional development to schools
- L&L94 Quality Improvement Service Reconfigured
- L&L104 Implementation of Cultural Trust
- L&L106 Reduction in North Lanarkshire Leisure Management fee
- L&L151 Review of permanent supply employees within secondary teaching sector
- L&L153 Review ratio of management posts to unpromoted posts in both primary and secondary sectors

We would welcome the opportunity to discuss our thoughts and negotiate proposals with you further, in order to support you to make the best decisions for Learning and Leisure services and particularly for our school.

Please contact me if you would like to meet with our Parent Council/Parent Forum to discuss this matter further.

Yours Sincerely

Suzanne Graham  
Chair