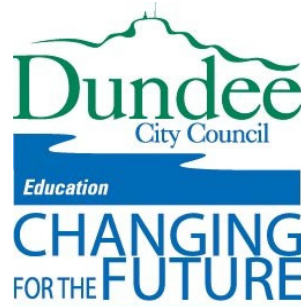


**DUNDEE CITY COUNCIL**  
**EDUCATION DEPARTMENT**



**Proposal Paper**

**The closure of Menzieshill High School and redelineation of the catchment area of Harris Academy to include Menzieshill High School's existing catchment area within Dundee; and to transfer that part of Harris Academy's catchment area, which comprises the catchment area of Rosebank Primary School, to Morgan Academy's catchment area and make Morgan Academy the associated secondary school of Rosebank Primary School; and to make Baldragon Academy the associated Dundee secondary school of Longforan, Inchtute, Abernyte, Auchterhouse, Birkhill and Liff Primary Schools from August 2016.**

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

## **1.0 THE PROPOSAL**

- 1.1 The closure of Menzieshill High School and redelineation of the catchment area of Harris Academy to include Menzieshill High School's existing catchment area within Dundee; and to transfer that part of Harris Academy's catchment area, which comprises the catchment area of Rosebank Primary School, to Morgan Academy's catchment area and make Morgan Academy the associated secondary school of Rosebank Primary School; and to make Baldrigon Academy the associated Dundee secondary school of Longforgan, Inchtute, Abernyte, Auchterhouse, Birkhill and Liff Primary Schools from 15 August 2016.
- 1.2 It is proposed that Menzieshill High School be discontinued at the close of the school session 2015/16. It is proposed that the changes in the rezoning also take effect for all applications for school places at Harris Academy, Morgan Academy and Baldrigon Academy for the school session 2016/17 onwards.
- 1.3 It is proposed that all pupils currently enrolled in Menzieshill High School will be entitled to transfer to the new Harris Academy at the commencement of academic session 2016/17. Any pupils who wish to enrol at another school would be entitled to make a placing request for that school.

The following arrangements will apply from session 2016/17:

- Perth and Kinross primary schools (Abernyte, Inchtute and Longforgan) and Angus primary schools (Auchterhouse, Birkhill and Liff) which were all formerly associated with Menzieshill High School would become associated primary schools of Baldrigon Academy;
- the Dundee associated primary schools of Menzieshill High School, (Gowriehill Primary School, Hillside Primary School and Camperdown Primary School) would become associated primary schools of Harris Academy; and
- Invergowrie Primary School will remain an associated primary school for Harris Academy;
- Morgan Academy will become the associated secondary school for Rosebank Primary School.

## **2.0 BACKGROUND**

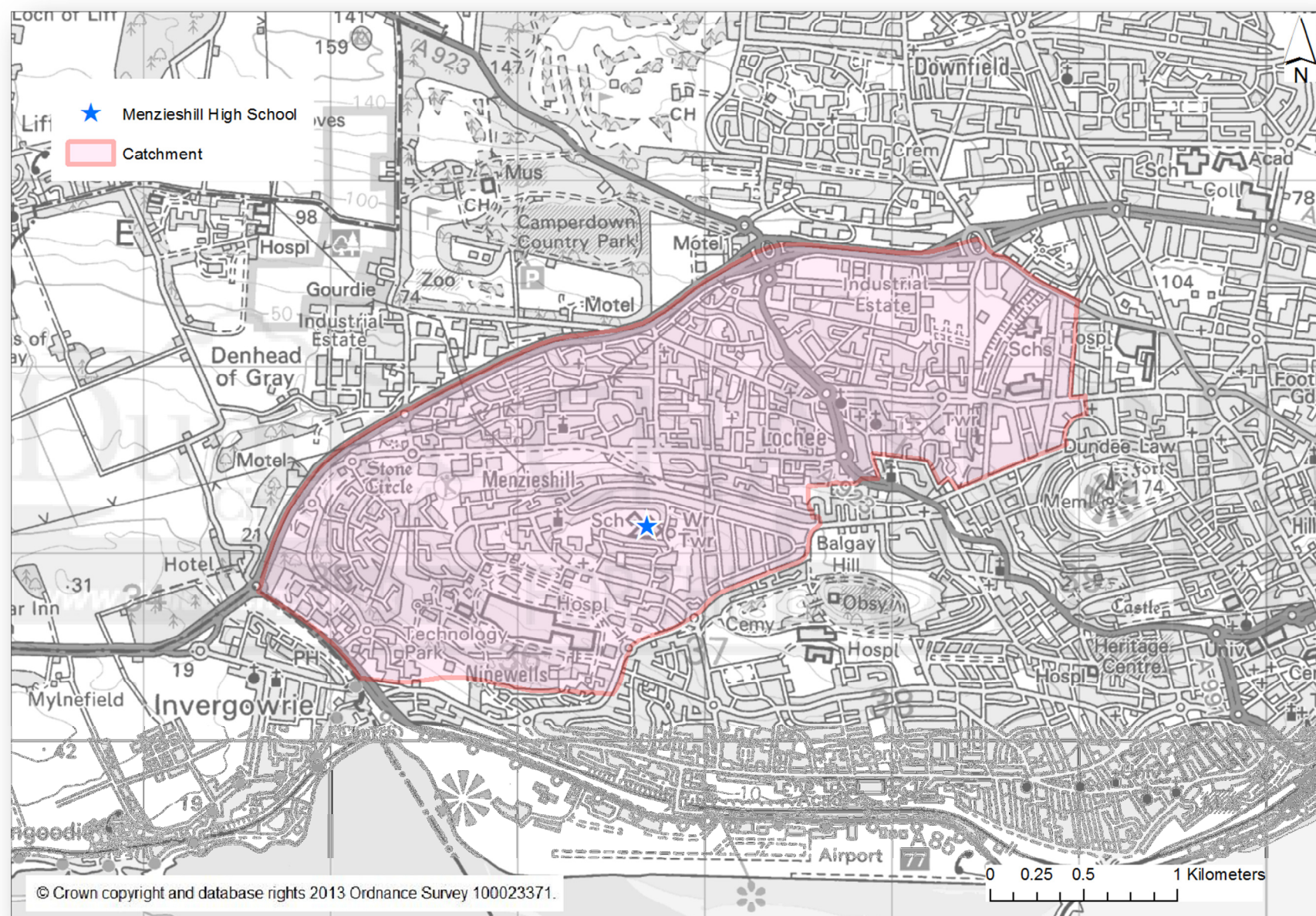
- 2.1 At the meeting of the Education Committee on 24 November 2014 an updated school estate report was agreed (Report No 436-2014 refers) and the Director of Education was instructed to bring details of the consultation process to committee and in line with the Schools (Consultation) (Scotland) Act 2010. On 8 December 2014 the Education Committee agreed the proposal paper in principle and instructed the Director of Education to formally consult on the proposal.
- 2.2 The identified proposals are based on the need to ensure that as many pupils as possible are educated in modern purpose-built learning environments, and that the school occupation levels are optimised to allow the greatest efficiency possible in managing the school estate across the city.
- 2.3 Menzieshill High School is located in the west of the city in the Lochee Ward. The building has a capacity of 995 pupils. In September 2014, the school roll was 487, 48.9% of its capacity. The location of the school and extent of its catchment area are shown on Map 1. Menzieshill High School has three associated primary schools

within Dundee: Camperdown, Gowriehill and Hillside. Gowriehill and Hillside primary schools are in the process of merging and will move into a purpose-built new school building by 2016. Children attending Abernyte, Inchtute or Longforgan primary schools in Perth and Kinross and Auchterhouse, Birkhill and Liff primary schools in Angus have Priority 1 status for admission to Menzieshill High School.

- 2.4 Harris Academy is located in the west of Dundee in the West End Ward. A new school building is currently being constructed for Harris Academy at its site on the Perth Road. Whilst this work is being undertaken, Harris Academy pupils are being accommodated at the site of the former Rockwell High School in Coldside. The new Harris Academy building is due to open in August 2016. It will have a notional capacity of 1309 pupils. The location of Harris Academy and its catchment are shown in Map 2. In September 2014, Harris Academy's school roll was 940. Harris Academy's catchment area comprises the catchment areas of its four associated primary schools in Dundee: Ancrum Road, Victoria Park, Rosebank and Blackness. In addition, pupils from Invergowrie Primary School in Perth & Kinross who live in Invergowrie Primary School's catchment area have Priority 1 status for Harris Academy. As part of this proposal, Rosebank Primary School's catchment area will be redelineated from Harris Academy's catchment area to Morgan Academy's catchment area. Map 3 shows the area that would be lost from Harris Academy's catchment area.
- 2.5 The pupil roll in Menzieshill High School, as outlined in Table 1, has been in steady decline for a number of years and it is operating significantly below the level of capacity.

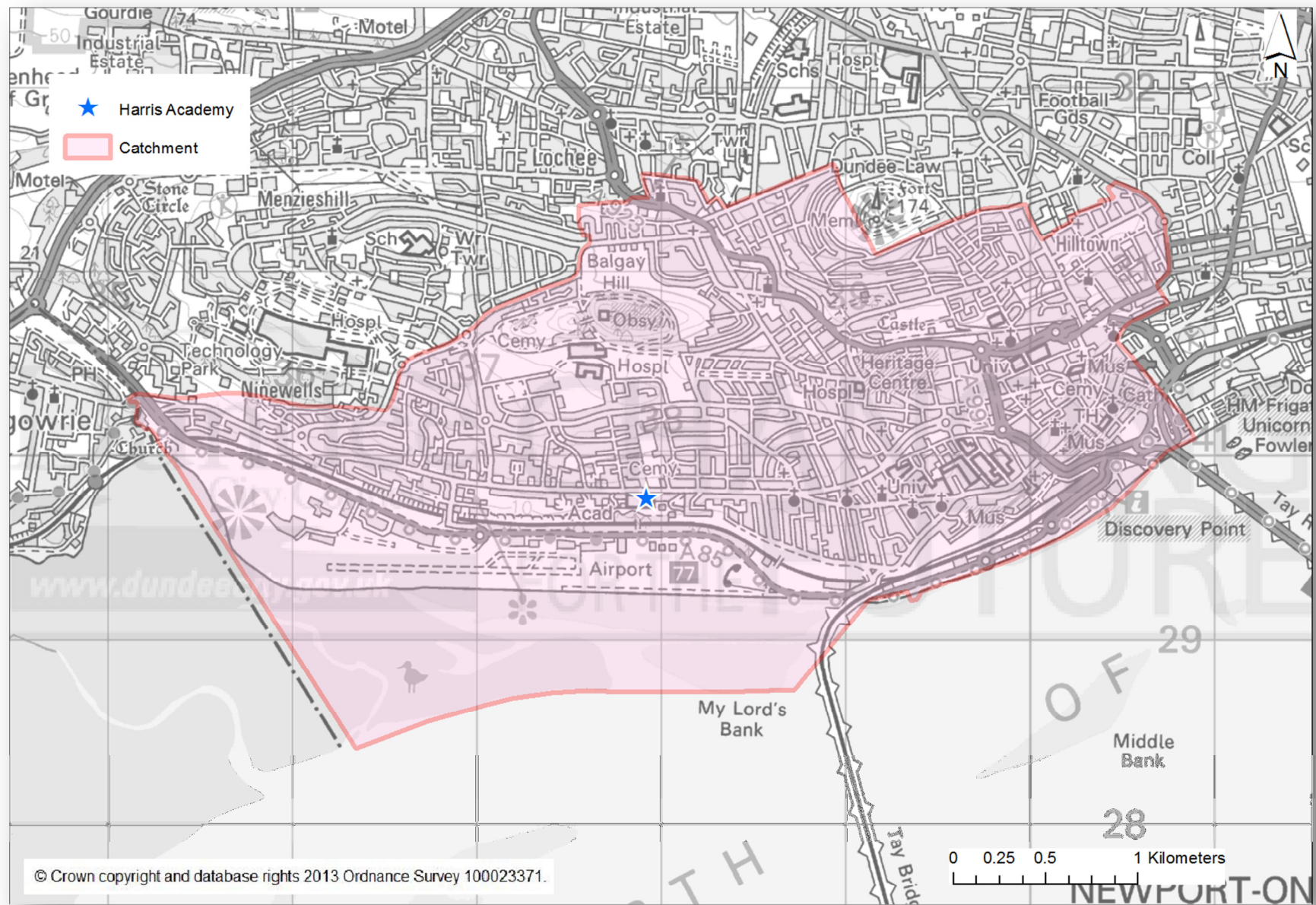
**Table 1: Menzieshill High School Occupancy Levels 2008-2015**

	Academic Year						
	2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
<b>Roll</b>	662	651	635	555	529	497	487
<b>Occupancy</b>	67%	65%	64%	56%	53%	50%	49%

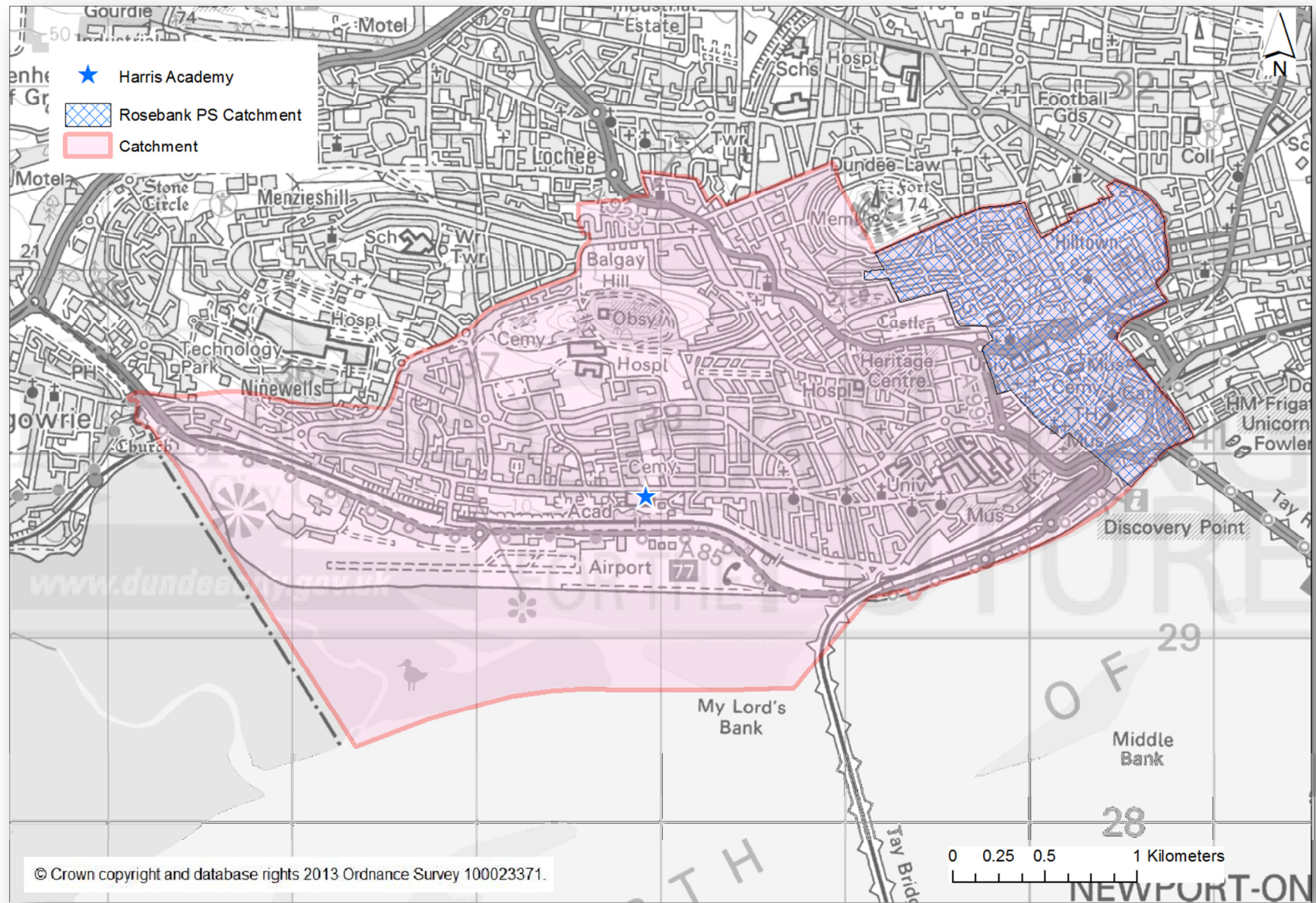


### Map 1: Location of Menzieshill High School and its catchment





Map 2: Location of Harris Academy and its catchment



Map 3: Harris Academy catchment showing Rosebank Primary School catchment



### 3.0 IMPLICATIONS OF MAINTAINING THE STATUS QUO

- 3.1 Table 2 shows the distribution of pupils currently at Harris Academy or Menzieshill High School by the catchment area in which they live. It can be seen that a significant number, 490, of Harris Academy's pupils actually live outside the school's catchment area. Of these 490 non-catchment pupils attending Harris Academy, 150 live in the Menzieshill High School catchment area. In contrast, the vast majority of pupils attending Menzieshill High School live within its catchment area with only 178 pupils who live outside the school catchment area attending Menzieshill High School.
- 3.2 The majority of Harris Academy's non-catchment area pupils will be attending the school as a result of a placing request, either directly to Harris Academy or previously to one of its feeder primary schools. With the opening of a new state of the art building, it is likely that Harris Academy will see a significant increase in the number of placing requests. Where there is spare capacity at Harris Academy, these placing requests will generally be granted. Based on this, and referring to the figures in Table 2, it is likely that there will be an increase in the proportion of families resident in Menzieshill High School's catchment area making placing requests to Harris Academy. Such pupil migration will further reduce Menzieshill High School's roll.

**Table 2: Pupils at Harris Academy and Menzieshill High School, by catchment lived in**

		Catchment lived in*			
		Harris Academy	Menzieshill High School	Elsewhere in Dundee	Outside Dundee*
School Attended	Harris Academy	450	150	184	156
	Menzieshill High School	34	309	51	93

\*Figures are taken from the corporate GIS. This only maps pupils living within Dundee City Council. Figures for Outside Dundee are calculated as school roll minus those recorded as living in Dundee.

- 3.3 The roll of Harris Academy has traditionally been capped at an intake of 220 pupils per year, providing a school roll of between 1150 and 1250 on average. A significant percentage of the Harris Academy roll, as outlined above, is made up through placing requests from both within and outwith the city. Only 590 pupils of the current 940 roll live in the Harris catchment area, or attend Harris Academy through association with Invergowrie Primary School. Although this number will rise as the general pupil population of the city increases, this will still leave the school with a high number of available spaces for placing requests.
- 3.4 Although Harris Academy in the former Perth Road building ran at capacity, or near to capacity, there has been a significant decrease in placing requests due to the required decant of Harris Academy to the temporary Rockwell site. It is fully anticipated that the level of placing requests will return to at least, pre-decant levels when the new building opens.
- 3.5 Given the above, the transfer of the current Menzieshill High School pupil population to Harris Academy is only feasible at this point in time due to the artificially low roll of Harris Academy. In the event of this proposal not going ahead in August 2016 and the Harris Academy roll normalising as anticipated, the possibility of transferring this large number of Menzieshill High School pupils would not be feasible. Furthermore, if in the future Menzieshill High School's roll declines further, any resultant post-closure solutions at a later date would present significant challenges to the Education Department.

- 3.6 Staffing allocation to secondary schools is primarily determined by school roll. The current allocation of teaching staff to Menzieshill High School in session 2014/15 is 43.1 FTE mainstream teaching staff. This level of staffing presents significant challenges to school leaders in providing an S1-S6 curriculum in line with Curriculum for Excellence entitlements.
- 3.7 Menzieshill High School's management team works extremely hard to ensure that the curriculum offered to pupils is as full and broad as possible, providing young people with a range of choices. To facilitate curriculum breadth and pupil choice, the school currently operates a common S4-6 timetable with rotas in every timetable column. Unusually, this means that the school operates a two week timetable to allow choices to be made. In addition, most classes within the S4 – S6 senior phase operate at multi-levels, embracing pupils from National 4, National 5 and Higher courses of study because of the numbers of young people involved. Importantly, any further reduction in school roll would result in additional pressures on curriculum provision typified by a narrower range of subjects and less pupil choice. Any increase in staffing allocation over and above that determined by the staffing formula would adversely impact on all secondary schools across the city.

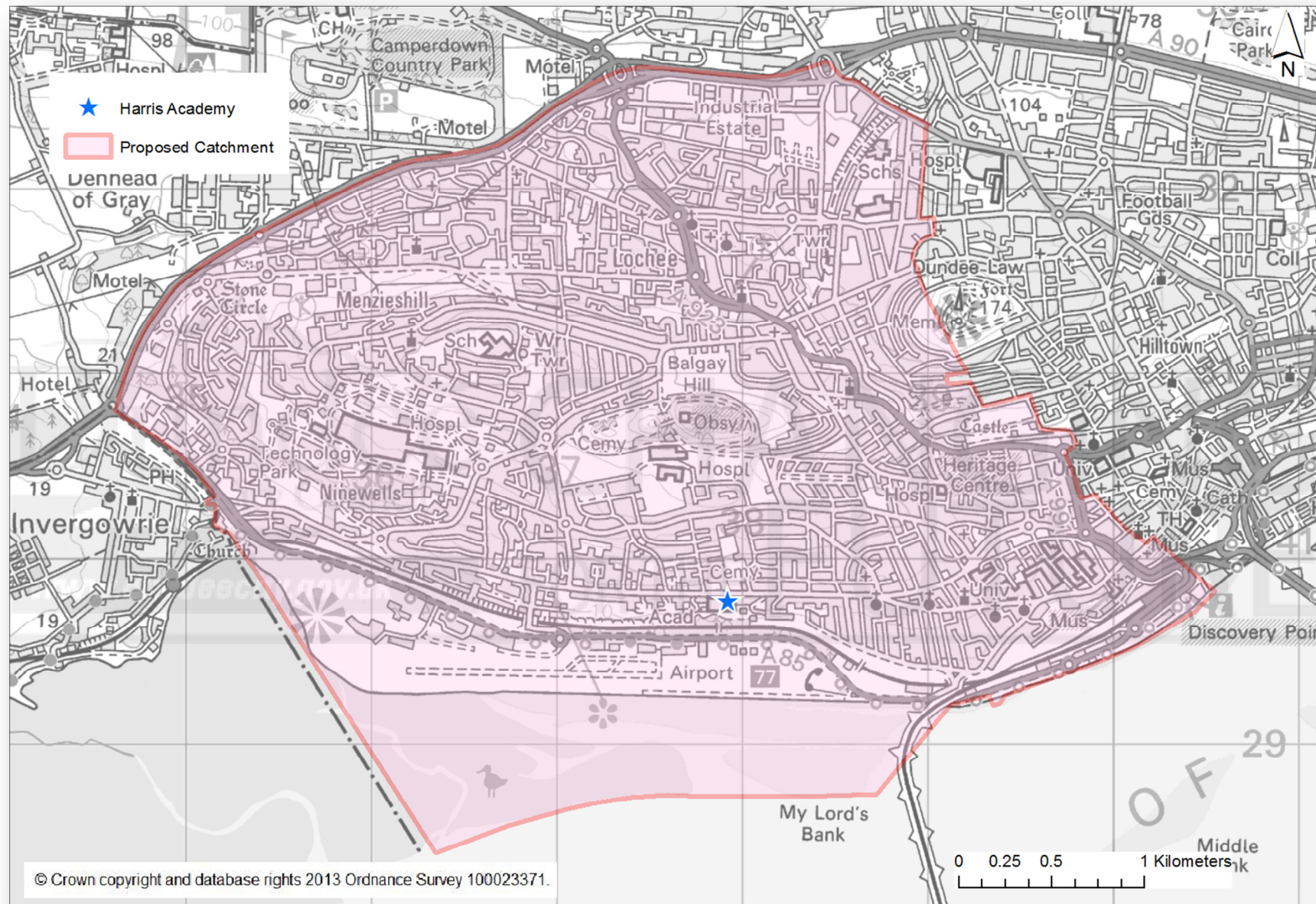
#### **4.0 IMPACT OF THE PROPOSAL ON HARRIS ACADEMY ROLL FROM SESSION 2016/17 ONWARDS**

- 4.1 Map 4 shows the proposed new catchment area for Harris Academy which would be established by closing Menzieshill High School, merging its catchment area with Harris Academy's and removing Rosebank Primary School's catchment area. Harris Academy would continue to offer places to pupils from Invergowrie Primary School living in the Invergowrie Primary School catchment area who will be given Priority 1 status.
- 4.2 The proposed extension of Harris Academy's catchment area, to include what is now Menzieshill High School's catchment, will increase the school roll at Harris Academy. The projected school roll for Harris Academy under this proposal is shown in Table 3.
- 4.3 The following method is used to calculate school roll projections. Secondary school roll projections are calculated based only on priority 1 pupils. This ensures the school has capacity for children living within its catchment area; priority for enrolment at a secondary school is based on the secondary catchment area in which the pupil lives. Existing school rolls for primary and secondary are moved forward year on year. This allows projections until 2021 to be calculated; when the current P1 cohort enters S1. The calculation assumes net migration in and out of a school catchment area balances at zero. It is assumed that children attending a Roman Catholic primary school will go on to attend a Roman Catholic secondary school. Within the current Harris Academy catchment area, 3% of primary school and 13% of secondary school aged children attend private school; it is therefore assumed only 95% of primary aged children living in the current Harris Academy catchment area and attending local authority school go on to attend Harris Academy.

**Table 3: Projected roll for Harris Academy 2016 to 2022. Notional capacity 1309**

	Academic Year					
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Roll	1299	1284	1260	1239	1233	1260





Map 4: Harris Academy proposed new catchment

- 4.5 The Housing Land Audit 2014<sup>1</sup> allows for 687 new residential properties to be built by 2021 within the proposed catchment shown in Map 4.

Existing brownfield housing developments in Dundee have approximately one secondary aged child per eight residences (0.12 per residence).

Within the area covered by the existing Harris Academy and Menzieshill High School catchments, 62% of secondary aged children attend a local authority non-denominational secondary school.

IF all of the following criteria are met:

- all 687 residences are built at the timescale specified
- they are occupied by new families moving into the catchment
- the density of secondary aged children living in the residences follows that of other brownfield developments
- the current ratio of non-denominational to Roman Catholic children is maintained
- existing families stay in the catchment

THEN the projected school roll for Harris Academy could rise to the figures shown in Table 4.

**Table 4: Potential school roll for Harris Academy 2016 to 2021, if all HLA housing is completed**

	Academic Year					
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Roll	1320	1312	1293	1281	1282	1311

## 5.0 IMPACT OF THE PROPOSAL ON BALDRAGON ACADEMY ROLL FROM SESSION 2016/17 ONWARDS

- 5.1 The reallocation of Angus and Perth and Kinross schools from Menzieshill High School to Baldragon Academy may result in an increase in Baldragon Academy's roll. Baldragon Academy's current roll is 720. Baldragon Academy's current building has a capacity of 1126. A new building, with a similar capacity, is planned for Baldragon Academy on the same site.
- 5.2 There are currently 68 pupils at Menzieshill High School who have an associated Angus or Perth and Kinross primary school recorded as their previous school, as outlined in Table 5.

**Table 5: Current pupils by stage at Menzieshill High School from associated primary schools in neighbouring Local Authorities. (Source SEEMiS, the Education Department's management information system)**

LA	Primary School	S1	S2	S3	S4	S5	S6
Angus	Auchterhouse	0	0	0	0	0	0
	Birkhill	0	1	2	2	1	2
	Liff	0	1	0	0	1	0
Perth & Kinross	Abernyte	0	0	0	0	0	0
	Inchtute	6	2	0	7	3	2
	Longforgan	6	8	2	10	9	3

- 5.3 Table 5 indicates that, on average, 12 pupils per year from associated schools in Angus and Perth and Kinross take up a place at Menzieshill High School. If this trend

<sup>1</sup> <http://www.dundee.gov.uk/dundeehousinglandaudit>

continues at Baldrigon Academy, the projected roll for Baldrigon Academy is shown in Table 6. With a capacity of 1126, Baldrigon Academy will have space for these pupils.

**Table 6: Projected school roll for Baldrigon Academy, 2016 to 2021, including Angus and Perth and Kinross primary schools.**

	Academic Year					
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Roll	831	904	956	989	1031	1016

- 5.4 If the proposal is accepted, the Young Mothers' Unit (YMU) currently located in Menzieshill High School will be relocated to the new Jessie Porter Nursery situated within the new Baldrigon Academy campus. This will have a small impact on the roll of the school.

## **6.0 IMPACT OF THE PROPOSAL ON MORGAN ACADEMY ROLL FROM SESSION 2016/17 ONWARDS**

- 6.1 The proposed redelineation of Morgan Academy's catchment area will increase the number of priority 1 pupils eligible for a place at Morgan Academy. Morgan Academy has a capacity of 1050 pupils and its current roll is 946. This figure includes pupils attending the school as a result of parental placing requests. Table 7 shows the projected pupil roll for Morgan Academy including the revised catchment area. Note that projected rolls are based solely on priority 1 pupils living in the catchment area. Based on these figures, Morgan Academy has sufficient capacity to accommodate pupils who live in the catchment area of Rosebank Primary School.

**Table 7: Projected roll for Morgan Academy including Rosebank Primary School.**

	Academic Year					
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Roll	918	916	920	911	922	989

## **7.0 EDUCATIONAL BENEFITS STATEMENT**

### **7.1 Educational benefits for Menzieshill High School pupils and children who would in future be likely to become pupils of Menzieshill High School**

- 7.1.1 Pupils attending the new Harris Academy will benefit from a modern, state-of-the-art school with purpose-built and varied learning environments designed to support a range of teaching and learning approaches. In outlining the proposal, the Education Department believes that pupils will benefit from an improved range of high quality, challenging and enjoyable learning experiences across all curricular areas and learning contexts. Pupils will develop knowledge, skills, attributes and capabilities through courses and experiences aligned with Curriculum for Excellence design principles.
- 7.1.2 Pupils will benefit from the opportunity to access a range of new stimulating learning environments including: drama, dance and recording studios; music performing areas; science teaching zone; photographic studio and dark room; catering standard training kitchen and restaurant; modern swimming pool and indoor physical education and sporting facilities. Such environments will be instrumental in both

bringing life to learning and learning to life for pupils within the new Harris Academy. In addition, the existence of industry recognised learning environments in areas including home economics, will further augment the provision of vocational learning opportunities leading to industry recognised qualifications for young people.

- 7.1.3 Pupil access to the school's walled garden and adjacent woodland area will provide a suitable context for a range of outdoor learning experiences.
- 7.1.4 The inclusion of a bespoke area for pupil support, including enhanced accommodation for pupils with complex additional support needs, will further enhance the integration and quality of pupil support service provision within the school. The inclusion of a number of pupil support interview areas will strengthen existing partnership working between school staff and education services, external agencies and third sector partners.
- 7.1.5 Supported by the adaptability and functionality of such learning environments, pupils will have increased opportunities to work individually, in pairs, groups and teams leading to improved learning experiences and greater pupil motivation and engagement in their learning.
- 7.1.6 The creation of a rich digital learning environment, with the inclusion of wireless technology and hand-held devices, will support learning and further extend related teaching approaches across the school community, inspiring both pupils and staff. This will promote greater pupil engagement and motivation in their learning experiences, ultimately leading to improved outcomes.
- 7.1.7 Within the new Harris Academy, pupils will benefit from increased and improved opportunities for inter-disciplinary learning within bespoke co-located curriculum areas e.g. drama, music, art & design and dance; home economics and physical education; science and technology. Such adjacent learning areas will facilitate natural cross-curricular links for staff and pupils.
- 7.1.8 Consistent with new school buildings, the school environment in its entirety will have a positive impact on the motivation, behaviour, health and wellbeing, aspirations and ultimately outcomes for young people leading to improved post-school positive destinations. It is envisaged that the 'open' ethos of the school design will have a positive impact upon the emotional health and wellbeing of both staff and young people and engender a calm and purposeful environment for learning.
- 7.1.9 The larger school will provide a progressive and coherent S1-S6 curriculum with a more comprehensive range of subject choices available for all pupils at all levels within the S1-S3 broad general education and S4-S6 senior phase. Such curriculum opportunities for pupils will include: the provision of timetabled literacy and numeracy programmes within the broad general education and an extended range of National Qualifications within the senior phase. This will include the availability of National 5 qualifications in Design and Manufacture, Practical Woodworking, English for Speakers of Other Languages, Spanish and Music Technology; and the availability of Higher Qualifications in German, Italian, Spanish, Hospitality and Religious, Moral and Philosophical Studies. Significantly, pupils will now be able to study Higher Physics which has recently, due to staffing restrictions, not been possible.
- 7.1.10 A larger staff population will enable pupils to access curriculum experiences facilitated by a staff team with augmented knowledge, expertise, specialism, skills, talents and interests. The larger staff team will be instrumental in providing greater



personalisation and choice for pupils, both through varied pedagogy and curriculum provision.

- 7.1.11 Increased scope and flexibility in the deployment of staff will result in greater opportunities for pupils to access discrete classes within the senior phase. This will limit the need for bi-level and tri-level teaching, currently a significant challenge within Menzieshill High School. As a result, pupils will be taught within a narrower ability range across subjects, commensurate with pupils' individual needs, abilities and aspirations.
- 7.1.12 The increased pupil population will provide more opportunities for pupils to form a broader range of relationships and friendships and in so doing, support pupils' personal and social development and life skills.
- 7.1.13 Such relationships will be supported within a school at the forefront of local/national 'Getting it Right for Every Child' developments. Pupils will have regular and frequent opportunities, within a caring educational community, to discuss their learning and progress with 'key' others including peer supporters, assigned class advisors and designated Principal Teachers of Guidance.
- 7.1.14 An extended range of opportunities for pupils' achievements will be available through the provision of varied educational, cultural and sporting activities and clubs. Pupils will have increased opportunities to participate as individuals and teams in a variety of local and national competitions and events. Such opportunities, including participation in the Children's University P6 – S3 experience, will have a significant impact on their personal and social development and achievements, resulting in the acquisition of skills for learning, life and work.
- 7.1.15 The provision of a broader range of relevant curriculum experiences and extended opportunities for pupils' achievements, coupled with increased flexibility of staff deployment, will be instrumental in providing an enhanced inclusive learning environment for pupils better to meet their learning needs.
- 7.1.16 In meeting the learning needs of pupils requiring additional support, it is anticipated that the broader range of teaching and specialist staff, including guidance, support for learning and enhanced provision staff, will better meet pupils' additional support needs at all stages of intervention. Pupils will benefit from well-established universal approaches to inclusive practice at classroom level within Harris Academy. In addition pupils will benefit from the school's rich expertise as an Enhanced Provision school in addressing pupils' social and communication barriers to learning and in the provision of bi-lingual support.
- 7.1.17 Continued opportunities will exist for parents and carers to be involved in their child's education through a range of home and school engagement activities aimed at supporting their child's learning. As at present, parents will have opportunities to participate within the school's Parent Council.

## **7.2 Educational benefits for Harris Academy pupils**

- 7.2.1 The establishment of a revised catchment area for Harris Academy, embracing the rezoning of the Menzieshill High School catchment area, will result in improved transition arrangements from Primary to Secondary school as a result of a more inclusive induction experience for Harris Academy pupils. Currently, as outlined in paragraphs 2.4 and 3.2, a large number of pupils who reside outwith the current Harris Academy catchment area are excluded from this process. Specifically, pupils

will benefit from improved progression and continuity in their 3-18 Harris community educational experience.

- 7.2.2 An increased staff and pupil population will further consolidate and enhance existing curriculum provision through increased breadth and depth and additional opportunities for personalisation, choice, challenge and enjoyment.
- 7.2.3 The provision of additional staff to Harris Academy (as a result of the increased pupil population) will extend and improve the existing staff skill set. New staff will contribute to established professional learning and development opportunities for staff. Such opportunities will include planned approaches to the sharing of good practice in learning and teaching which will ultimately benefit pupils' learning experiences.
- 7.2.4 The revised catchment area and increased school roll will afford pupils more chances to widen their network of friends within a West Dundee community. In fostering new relationships and friendships, pupils will enhance their own and others' personal and social development.
- 7.3 **Educational benefits for pupils of Perth & Kinross and Angus primary schools (currently associated to Menzieshill High School, which will be associated with Baldragon Academy) and for pupils of Baldragon Academy**
  - 7.3.1 Pupils currently enrolled in Menzieshill High School from associated Perth and Kinross primary schools (Abernyte, Inchture, and Longforan) and Angus primary schools (Auchterhouse, Birkhill, Liff) will transfer to the new Harris Academy at the commencement of academic session 2016/17.
  - 7.3.2 From session 2016/17, pupils attending Perth and Kinross and Angus primary schools formerly associated with Menzieshill High School will, as an alternative to attending their designated local authority secondary school (Perth High School or Monifieth High School), will have Priority 1 status for Baldragon Academy. In doing so, pupils with similar rural primary school experiences will, in accordance with their needs, receive an appropriate and compatible transition experience to secondary school.
  - 7.3.3 Associated Perth and Kinross and Angus pupils choosing to attend Baldragon Academy from the beginning of session 2016/17 will, from January 2017, attend the new purpose-built Baldragon Academy on the school's existing site.
  - 7.3.4 Pupils attending the new Baldragon Academy will benefit from a modern state of the art school with purpose-built and varied teaching accommodation conducive to the promotion of relevant and engaging educational experiences for young people.
  - 7.3.5 Baldragon Academy facilities will include: a range of stimulating learning environments facilitating flexibility in the delivery of the curriculum; new sports facilities including a new swimming pool; community facilities to support the demand for current and future community use and an opportunity to access a wireless enabled environment. Modern science laboratories and technology facilities will provide pupils with opportunities to experience an up-to-date and relevant curriculum.
  - 7.3.6 An increase in the level of pupil population that this proposal would bring to Baldragon Academy will enhance existing curriculum provision through increased breadth and depth and additional opportunities for personalisation, choice, challenge and enjoyment.

- 7.3.7 The new associations from Perth and Kinross and Angus primary schools and subsequent increased school roll will afford Baldrigon pupils additional opportunities to widen their network of friends both within and outwith the Dundee community. In fostering new relationships and friendships, pupils will enhance their own and others' personal and social development.

**7.4 Educational benefits for pupils who reside in that part of Harris Academy's current catchment area which is to be transferred to Morgan Academy's catchment area (Rosebank Primary School) and for pupils of Morgan Academy**

- 7.4.1 Rosebank Primary School currently sits at the most easterly part of the existing Harris Academy catchment area, 2.1 miles from Harris Academy. Rosebank Primary School will be relocated to a new shared campus site in the Coldside area in Spring 2016. This closer proximity to Morgan Academy and its associated primary schools will further strengthen Rosebank Primary School's natural links and affinity to the Coldside community.
- 7.4.2 As a result of the above, such pupils will have Priority 1 status to attend what is deemed by many Rosebank Primary School parents to be their local community secondary school.
- 7.4.3 Rezoning Rosebank Primary School's catchment area to Morgan Academy's catchment area will enable those pupils to forge associations and friendships with other young people residing in their locality who currently attend Morgan Academy. This will further strengthen young people's links and sense of belonging to their local community in addition to more fully exploiting existing opportunities for the integration of services for children and families.
- 7.4.4 In rationalising the school estate and rezoning Rosebank Primary School to the Morgan Academy catchment area, many pupils will have a shorter distance to travel to secondary school.
- 7.4.5 Under this new proposal, pupils currently residing in the Rosebank Primary catchment area will no longer be required to submit a placing request to attend Morgan Academy.

**7.5 Likely effects and benefits on other users of the schools' facilities**

- 7.5.1 The physical design of the new Harris Academy is a deliberate and practical reflection of the school's philosophy to serve and engage with its wider community. Community access to the school's new facilities lies at the heart of the school's vision and mission. Use of the school's facilities by community groups, such as adult education providers e.g. HERA (Harris Education & Recreation Association), and new groups from within and beyond the revised Harris Academy catchment area will be actively encouraged. In so doing, the school will make a significant contribution to the learning and health and wellbeing of Dundee citizens.
- 7.5.2 In relation to Baldrigon Academy, Morgan Academy and Rosebank Primary School there will be no effect on other users of the schools' facilities.
- 7.5.3 A range of community users currently access facilities within Menzieshill High School. These include:

- Russian School on a Saturday
- Swimming Pool Use 2 nights per week and on a Saturday
- Police Youth Volunteers ( Tuesday evening use of classroom)
- Use of school gym by community football teams (Mon, Tues, Wed, Thu)

Importantly, all groups, including the above, would be able to access new state of the art sports/other facilities at the new Harris Academy.

- 7.5.4 The new build primary school in Menzieshill along with the refurbished local community centre will also provide a choice of facilities in the area for community groups and other users.

**7.6 Likely effects on children and young people in other Dundee City Council schools**

- 7.6.1 These proposals will bring significant financial benefits to the City Council. The closure of Menzieshill High School and the attendance of its pupils at the new Harris Academy building will reduce the financial overheads arising from the maintenance and organisation of two separate establishments. Whilst the proposal will have no adverse impact on children attending other schools in the city, the closure of Menzieshill High School will reduce inefficient operating expenditure thus allowing the necessary redirection of resources to support pupils across Dundee.

**8.0 OTHER LIKELY EFFECTS OF THE PROPOSALS**

- 8.1 Established and effective arrangements for leadership at all levels currently exist within Harris Academy with well embedded arrangements for curriculum planning and delivery, self-evaluation and school improvement. Led by the school's senior management team, such arrangements will continue on transition to the new school in August 2016
- 8.2 From August 2016, senior pupils from the new Harris Academy will have excellent opportunities to develop their leadership skills further through supporting younger pupils during the 'settling in' period and by working collaboratively to encourage a common identity among the newly formed pupil population.

**9.0 HOW THE COUNCIL INTENDS TO MINIMISE OR AVOID POTENTIAL ADVERSE EFFECTS**

- 9.1 In terms of pupils' perceived shared ownership of the 'new' Harris Academy, both current Harris Academy pupils and new Harris Academy pupils will move 'as one' to the new school building on its opening in August 2016. School staff will support the fusion and transition of existing and new Harris Academy pupils to the new school through a range of means including: joint preparatory visits to the new building, careful composition of pupil tutor groups, assiduous approaches to curriculum continuity and transition, and the deployment of carefully monitored whole-school pupil support arrangements.
- 9.2 The early establishment of a curriculum framework for the new school will inform an audit of staff requirements (teaching and support staff) for the effective delivery of the curriculum within the new school. It is anticipated that around 23 FTE teaching staff



of the existing 47 FTE teaching staff currently deployed within Menzieshill High School will be redeployed to the new Harris Academy.

- 9.3 The transition of former Menzieshill High School pupils to Harris Academy will be further supported by a temporary increase in staffing allocation to the new school. Importantly, such enhanced staffing levels will include former Menzieshill High School Principal Teachers of Guidance who, in partnership with existing members of the Harris Academy Guidance Team, will play a lead role in supporting and monitoring the well-being, transition and outcomes of all pupils. The temporary appointment of a number of additional Pupil Support Workers and School Support Workers from Menzieshill High School will further support pupil transition arrangements to the new school.

- 9.4 In preparation for the transition to the new Harris Academy in Session 2016/2017, school leadership teams from both schools will, during school sessions 2014/15 and 2015/16, engage in a joint process of curricular and school improvement planning.

Given the differing prior educational experiences of pupils from both schools, school leadership teams will jointly determine key milestones to monitor the smooth transition of all young people into the new Harris Academy.

- 9.5 Where possible, teaching and support staff from Menzieshill High School will be redeployed to matched permanent vacancies within the new Harris Academy.
- 9.6 Where required, the redeployment of Menzieshill High School teaching and support staff to matched posts outwith the new Harris Academy will be conducted in accordance with agreed Dundee City Council policy and procedures relating to the transfer of teachers (DNCT 9) and support staff.
- 9.7 Following completion of the staffing audit outlined above, a targeted approach to ring fencing vacant permanent secondary school promoted and main grade teaching posts, and permanent support staff vacancies, across all Dundee Secondary Schools including the existing Harris Academy, will be deployed from session 2014/15. Such procedures will include the appointment of temporary staff during the period 2014/15 – 2015/16. Such measures will support the subsequent transfer of Menzieshill High School teaching and support staff to permanent vacancies, within and outwith the new Harris Academy from the beginning of session 2016/17.
- 9.8 It is important to recognise that the redeployment of Menzieshill High School support staff may be influenced by future proposals regarding the allocation, deployment and duties of support staff across Dundee secondary schools.
- 9.9 Teachers who are compulsorily transferred will be protected from further compulsory transfer for a period of two years.
- 9.10 In support of all staff redeployments, school leaders, supported by central officers, will deploy a range of strategies to support the smooth transition of staff to their new schools. Such measures will include, where required, pastoral support visits by link Education Officers to ensure staff wellbeing.
- 9.11 During the period 2016/17- 2017/18 school leaders, with the support of central officers, will complete a review of the school's aims, values and vision. Central to this process will be the active engagement of 'new' Harris Academy pupils, parents/carers, staff and community partners.

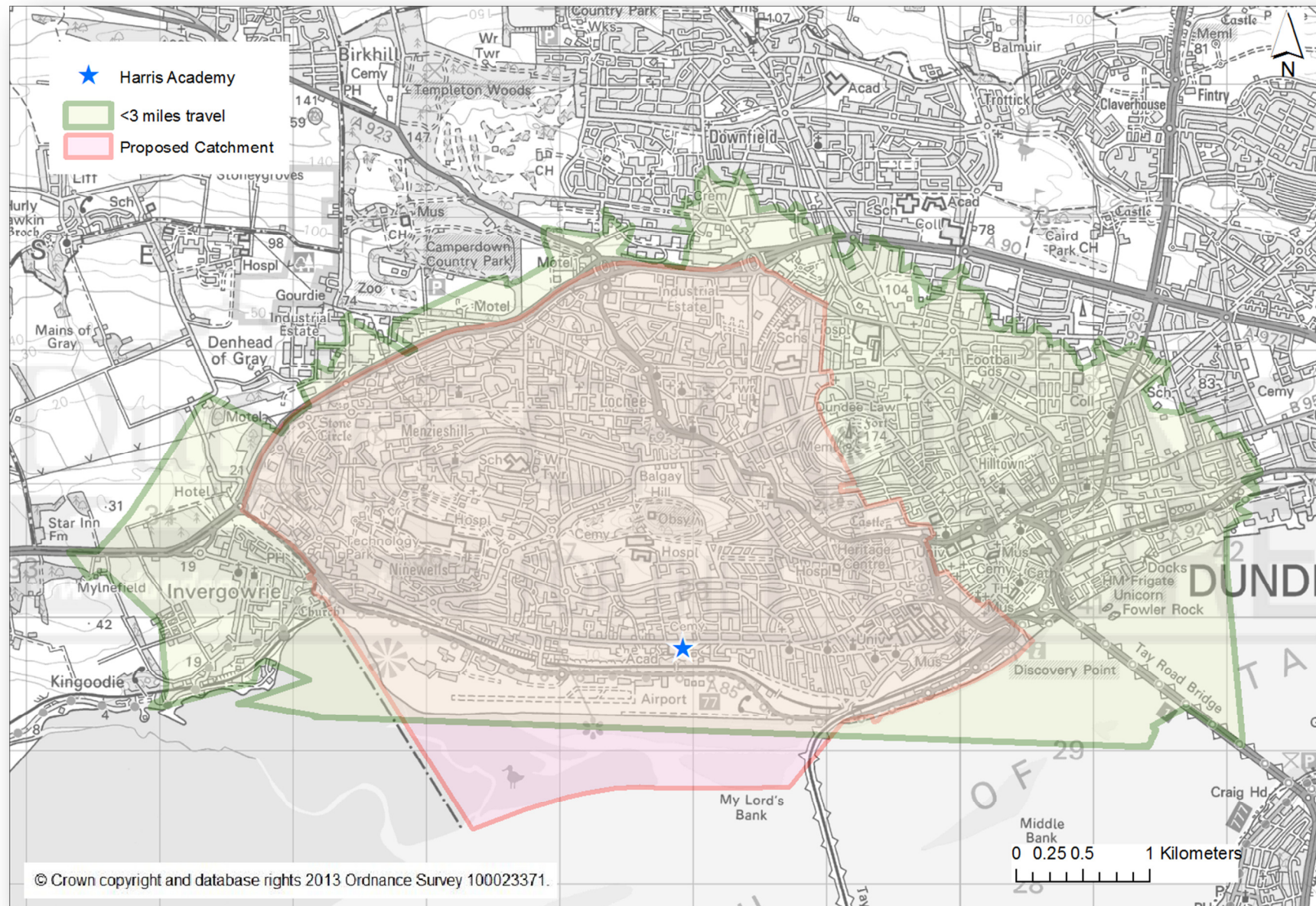
- 9.12 Throughout school sessions 2016/17 to 2018/19, school managers, supported by central officers, will complete a series of monitoring and evaluation activities in relation to the educational benefits for pupils previously outlined. Such activity will include the systematic analysis of pupil attainment and achievement data and the views of pupils, parents and staff in relation to pupil wellbeing.

A local authority extended review of educational provision within Harris Academy will be undertaken in session 2018/19 and its findings shared with all key stakeholders.

- 9.13 Presently, the Young Mothers Unit (YMU) - a local authority level intervention aimed at maintaining young mothers in mainstream education - is located within Menzieshill High School. As a local authority resource, this may be accessed by appropriate female pupils (young mothers) from all Dundee secondary schools. From the beginning of session 2016/17, the YMU will be relocated within the new Jessie Porter Nursery situated within the new Baldrigon Academy campus.

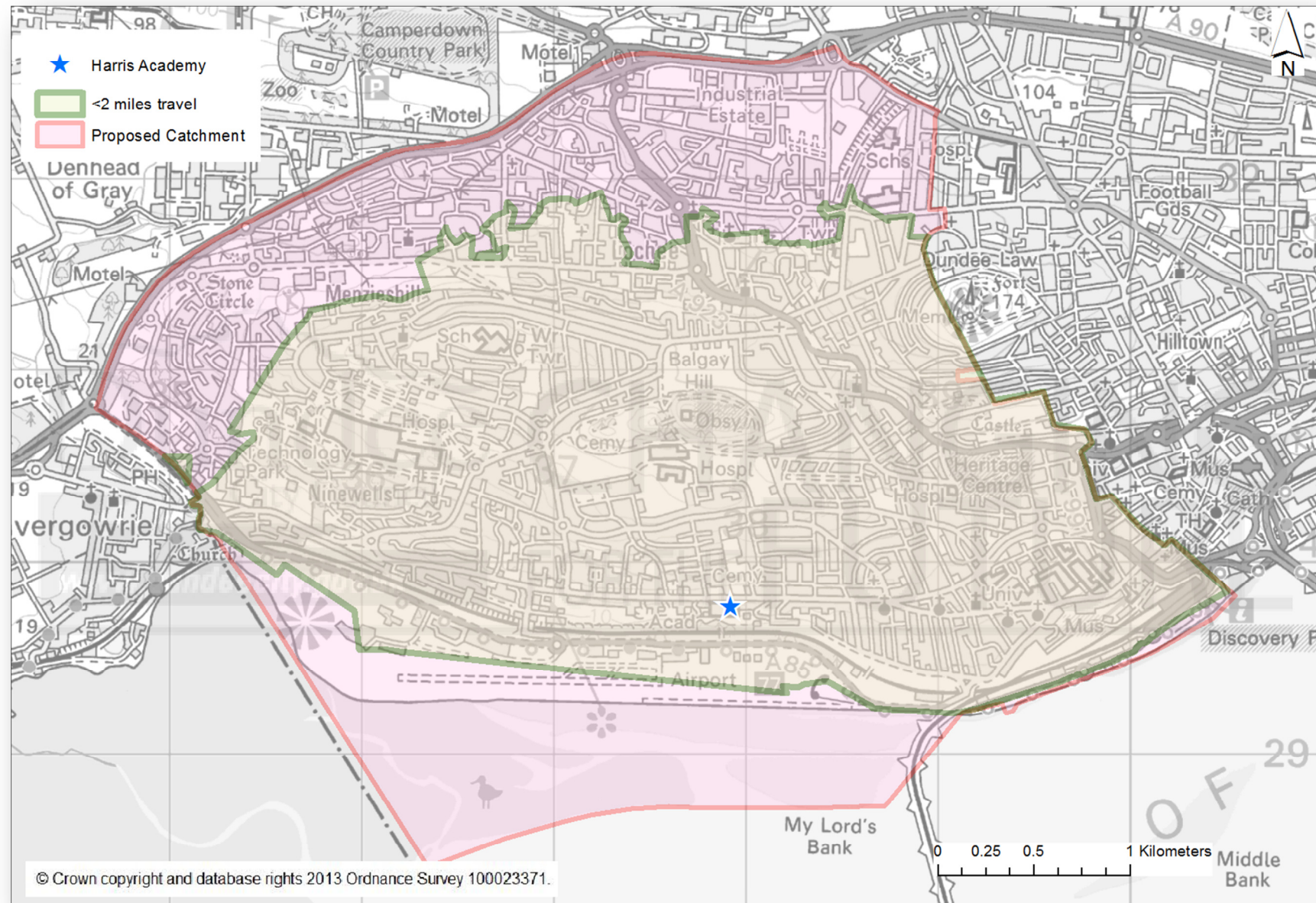
## **10 TRANSPORT ARRANGEMENTS**

- 10.1 Pupils living more than three miles Shortest Safe Walking Distance (SSWD) from their catchment school are entitled to a free bus pass. Pupils entitled to Free School Meals (FSM) and living more than two miles SSWD from their catchment school are also entitled to a free bus pass. Actual SSWDs are calculated manually on a case by case basis by the City Development Department when required. As an approximation, the corporate Geographic Information System (GIS) has been used to calculate two and three mile travel distances from Harris Academy's site along the road network. Map 5 shows that the entire area of the proposed catchment area lies within three miles, via the road network, of Harris Academy. This suggests there will be very few, if any, pupils living in the proposed catchment area who are more than three miles SSWD from the school.
- 10.2 Map 6 highlights an area two miles from the school within the proposed Harris Academy catchment area. Pupils living in this area and registered for FSM, will be entitled to a free bus pass. There are currently 73 such pupils living in this area attending either Harris Academy or Menzieshill High School.
- 10.3 The school is well serviced by bus routes to and from its immediate locality. These include bus routes that stop on Perth Road outside Harris Academy (as outlined on Map 7) and others within a short walking distance from the school e.g. routes along Blackness Road.
- 10.4 Harris Academy is not directly connected by bus with the northern portion of the proposed catchment area. It is, however, well connected to and from the city centre by bus routes. Some pupils wishing to travel by bus from this northern area may need to take two buses, travelling via the city centre. The Education Department will be entering into discussions with National Express Dundee to look at the possibility of extending current services, particularly in light of the increased number of young people who would require a bus service from this part of the catchment area and, in particular, the larger group that would be receiving a free bus pass.



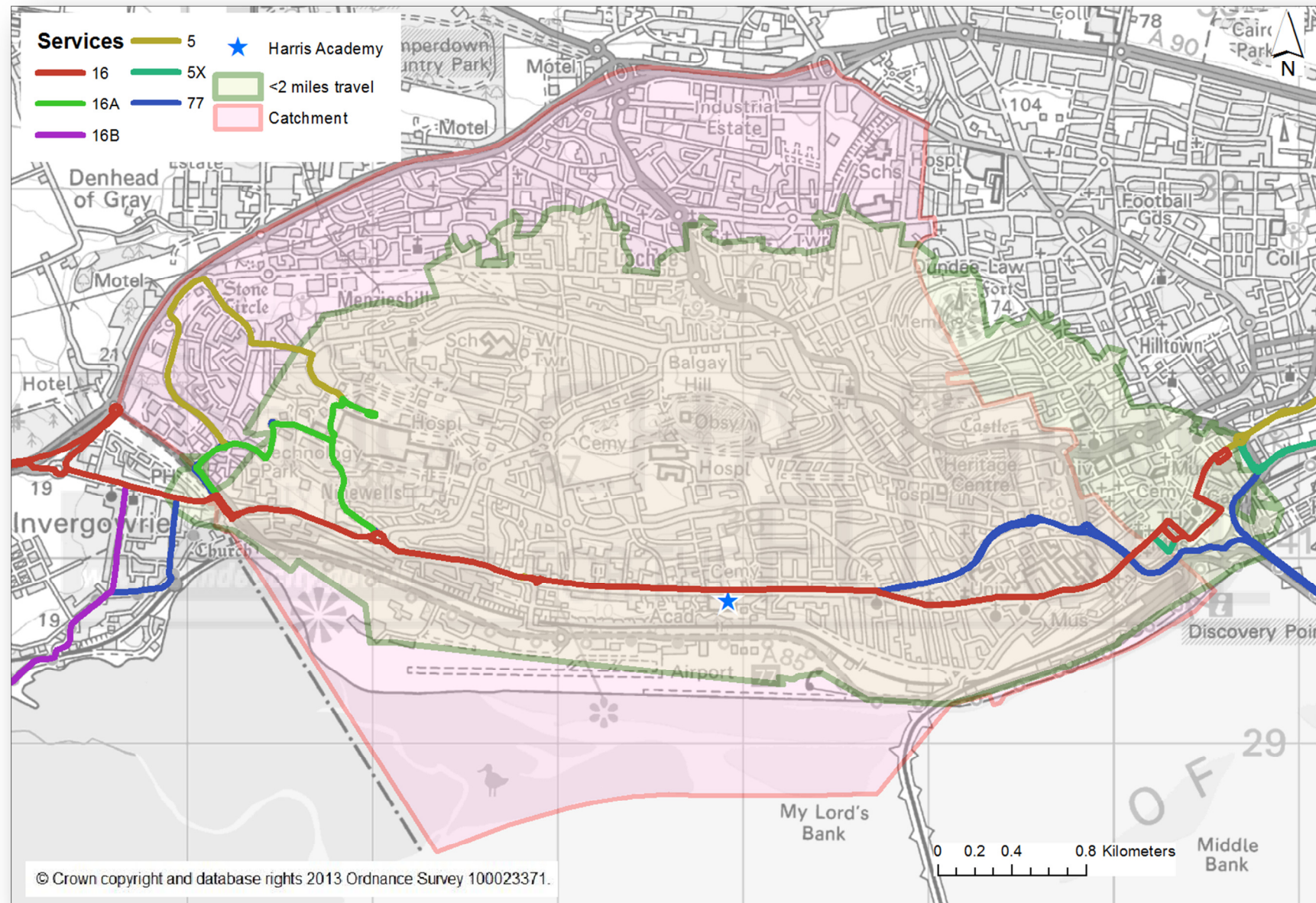
Map 5: Harris Academy proposed catchment and area within 3 miles travel distance of Harris Academy





Map 6: Harris Academy proposed catchment and area within 2 miles travel distance of Harris Academy





Map 7: Bus routes that stop outside Harris Academy (note: routes overlaid each other – all routes shown pass along Perth Road)

## **11.0 BENEFITS RESULTING FROM IMPLEMENTATION OF THIS PROPOSAL**

11.1 The benefits highlighted in the preceding paragraphs can be summarised as follows:

- i. By far the most important driver of the proposal is the educational benefits derived by all pupils who will attend the new Harris Academy.
- ii. Dundee City Council will make significant financial savings at a time when the need for these is acute.
- iii. The realisation of significant financial savings will facilitate the redirection of resources to support pupils across Dundee.

11.2 In delivering these broad benefits, the authority is confident that it is discharging its duty to secure best value through continuous improvement in the performance of its functions, as required by the Local Government in Scotland Act 2003.

## **12.0 FINANCIAL IMPLICATIONS**

12.1 If the proposal is accepted, the revenue savings which will be generated will amount to approximately £591,000 in financial year 2016-17 rising to approximately £1,883,000 by 2019-20. A financial template with full details is included as appendix 1.

## **13.0 THE CONSULTATION PROCESS**

13.1 Formal consultation will end on 27 February 2015.

13.2 Formal consultation includes:

- preparation and publication of this proposal paper including the educational benefits statement
- giving notice of the proposals to the Parent Council of the affected schools
- giving notice of the proposals to the parents of pupils at the affected schools, and the parents of pupils expected to attend the affected schools within two years of the date of publication of the proposal paper
- giving notice of the proposals to the pupils at the affected schools (in so far as they are considered to be of a suitable age and maturity)
- giving notice of the proposals to the staff at the affected schools
- giving notice of the proposals to Trades Unions representing staff at the affected schools
- giving notice of the proposals to relevant Community Councils
- giving notice of the proposal to {any body established to assist the Council under Pt 2 of 2003 Act} Local Community Planning Partnerships
- giving notice of the proposals to Angus and Perth and Kinross Councils
- giving notice of the proposals to Leisure and Culture Dundee {and any other users of the affected schools}
- placement of the proposal on the Education Department's website
- an announcement of the proposal in the local press, inviting any person to make written representation to the Director of Education
- public meetings in the local area, highlighted below

- meetings with Parent Councils
- meetings with staff
- meetings with pupils

- 13.3 At the end of the consultation period, the Director of Education will draft a report, incorporating copies of written representations and a summary of oral representations from key stakeholders. These will then go to Education Scotland for consideration and comment in the report outlined in 13.4. A maximum of three weeks will be set aside for this part of the process.
- 13.4 On receipt of the Education Scotland report, it will be necessary to review the proposal, and thereafter, the Director of Education, on behalf of the local authority, will prepare and publish a consultation report, containing the views of Education Scotland and including an explanation of how the Council proposes to deal with any issues raised. After a period of no less than three weeks, the Education Committee will consider the consultation report and decide whether or not to approve the proposal.
- 13.5 It is hoped that the Education Committee will be able to take a final decision to approve or reject the proposal at its meeting in May 2015.
- 13.6 Formal Public Consultation Meetings are arranged as follows:

<b>Date</b>	<b>Venue</b>	<b>Time</b>
22 January 2015	Menzieshill High School	7.00pm
27 January 2015	Harris Academy	7.00pm
28 January 2015	Rosebank Primary School	7.00pm
2 February 2015	Baldragon Academy	7.00pm
3 February 2015	Morgan Academy	7.00pm

## Appendix 1

## Financial Template for Proposed Closure of Menzieshill High School

Table 1

Current revenue costs for school proposed for closure				
	Costs for full financial year (projected annual costs)	Additional financial impact on receiving school [Harris Academy]	Additional financial impact on receiving school [Baldrigon Academy]	Annual recurring savings (column 2 minus column 3)
<b>Menzieshill High School</b>				
<b>School costs</b>				
<i>Employee costs</i>	£3,022,529	£1,279,352	£378,183	£1,364,994
teaching staff	£2,438,662	£1,026,423	£298,496	£1,113,743
support staff	£539,033	£218,108	£69,674	£251,251
teaching and support staff training (CPD etc)	£3,439	£3,439		£0
Supply costs	£41,395	£31,382	£10,013	£0
<i>Building costs:</i>	£698,985	£114,916	£43,069	£541,000
non domestic rates	£151,830			£151,830
water & sewerage charges	£23,795			£23,795
energy costs	£128,624			£128,624
cleaning (contract or inhouse)	£148,910			£148,910
building repair & maintenance	£118,682	£55,596	£17,700	£45,386
facilities management costs	£84,689	£59,320	£25,369	£0
other - Health and safety /maintenance contracts	£42,455			£42,455
<i>School operational costs:</i>	£130,014	£99,186	£30,828	
learning materials	£55,977	£42,704	£13,273	£0
catering (contract or inhouse)	£65,616	£50,058	£15,558	£0
SQA costs	£3,537	£2,698	£839	£0
other school operational costs (e.g. licences)	£4,884	£3,726	£1,158	£0
<i>Transport costs:</i>	£52,828	£57,128	£18,700	(£23,000)
home to school	£45,000	£49,300	£18,700	(£23,000)
other pupil transport costs	£3,000	£3,000		£0
staff travel	£4,828	£4,828		£0
<b>SCHOOL COSTS SUB-TOTAL</b>	£3,904,356	£1,550,582	£470,780	£1,882,994
<i>Income:</i>				
Sale of meals	(£30,677)	(£23,250)	(£7,427)	£0
Lets	(£7,800)	(£5,912)	(£1,888)	£0
Other	(£1,523)	(£1,154)	(£369)	£0
<b>SCHOOL INCOME SUB-TOTAL</b>	(£40,000)	(£30,316)	(£9,684)	£0
<b>TOTAL COSTS MINUS INCOME FOR SCHOOL</b>	£3,864,356	£1,520,266	£462,096	£1,882,994
<b>UNIT COST PER PUPIL PER YEAR</b>	£7,968	£4,243	£3,948	

<b>Table 2</b>		
<b>Capital costs</b>	<b>School proposed for closure</b>	
Demolition costs	£1,100,000	

**Table 3**

<b>Annual Property costs incurred (moth-balling) until disposal</b>	
property insurance	
non domestic rates	£136,000
water & sewerage charges	£5,000
energy costs	£15,000
security costs	£84,000
<b>TOTAL ANNUAL COST UNTIL DISPOSAL</b>	<b>£240,000</b>

**Table 4**

<b>Non-recurring revenue costs</b>	
Removal and decommissioning costs	£100,000
Boarding property and anti vandalism costs	£65,000
<b>TOTAL NON-RECURRING REVENUE COSTS</b>	<b>£165,000</b>

**Table 5**

<b>Impact on GAE</b>	
<b>GAE IMPACT</b>	Nil