**Parent Council Meeting – 27 January 2022**

Agenda – discuss the council consultation on Collective Leadership Model

Attendees – Charlotte Vellam

Hilary Epps

Lucy Martin

Tom Skinner

Alasdair Soussi

Maggie McLellan

Apologies Evie Evans

Emma Crawford

Lorraine Gillies

Lizzy Wiggins

Laura MacAffer

Reason for this meeting?

**Charlotte Vellam** - The A&B education department have asked all parent councils to engage with parents to gauge their thoughts regarding this proposal and also to encourage all parents to complete the consultation form by 4th March 2022. (not discussed at this meeting but other parent councils on separate meetings/discussion have indicated the council will perceive no response as in favour of the proposal – so if you have even slight reservations/concerns please complete form – we as a parent council are willing to help anyone who may struggle to complete the form or are unsure what to do)

Original the council only gave us until the 4th Feb 2022 to respond but this has been extended now until **04 March 2022** which we have found out recently is the minimum amount of time which should be given for people to responded in a consultation (12 weeks is minimum for best practice)

Are we signing the petition requesting a Halt to the consultation process?

Charlotte Vellam – All parents who have responded on Facebook are in support of this petition so I will be emailing Tracy Mayo (Wise4All) who is collating school names to be added to petition and requesting our school parent council to be added. Update – I emailed Tracy Mayo on 29th January, and she has emailed back confirming receipt.

What Port Charlotte Parent council have been doing since start of consultation in Beginning Dec 21?

**Charlotte Vellam** –

* We have been working closely together with the other parent councils on Islay and Jura to pull our thoughts together on how we as an island parent council perceive the effect this proposal could have on all schools.
* We have been having group meetings with local councillors (Alastair Redman, Robin Currie and Ann Horn) as well as our MSP Jenni Minto, who has been helping us to access information on the national proposals for education (to date she is still waiting on a response from the education minster but is chasing).
* We have also been contacting the A&B education department to get clarification on some areas we perceive we needed further information on before we could engage with yourself (a lot of the responses have been un-satisfactory)

Timeline for the proposal old and new one?

**Charlotte Vellam** - Previous proposal was not passed in June 2021 by councillors as they wanted a consultation with community at large to gauge our views. Below is the old and new timeline to compare.

**Old Timeline**

Councillors authorise a trial of the proposal in certain areas of Argyll and Bute

Trial to commence (this I believe included Dunoon, Campbeltown)

Once trial period complete then phased implementation would be created for the rest of Argyll and Bute

Consultation with individual areas to decide on the structure and clusters for their area

Implement new structure

**New timeline**

Consultation with the larger community to gauge thoughts on the proposal

Put to councillors to authorise phased implantation

Phased implantation structure decided upon and decision on clusters of schools

Consultation in individual cluster groups to decide final details for the areas

Phased implantation begins

The main point we have picked up from this timeline is that they have removed any form of trial before implementing in the whole of Argyll and Bute. This is one of the many concerns as a parent council we have regarding this proposal as there is no data or analysis given on how effective this change will be, but they are removing the trial which would at least give a chance to test it and going with a implantation across the whole of Argyll and Bute straightaway.

What extra information/details we have been able to get so far?

1. The trial is completely removed from proposal – concerning as this feels they are going to try and push through this process no matter what the consequences
2. No other options have been looked at, considered and analysed. They did state that if we have any alternative solutions then we should state them in our feedback form. This personal made me very angry as it is not the job of parent councils or parents to do this as we don’t have the appropriate training or knowledge. We are here to analysis and challenge where appropriate the information they have given out and comment on what the best option is for our own children and school.
3. Apparently if the Headteacher decides they don’t want to change their role to head of school or go for the executive head they will not be forced to. No information has been given on how this would affect the school and what would be expected of our head teacher to do within the cluster group if they are not heads of schools. Please also be aware that if a head teacher retired or handed there notice in, we would have no choice to retain a head teacher within our school we would then transition to Head of School post.
4. They haven’t taken the proposal/vision from any other council or asked for any feedback from any other council area who have trialled anything similar. We felt as a parent council that this is very dubious that this proposal is something complete new so they can’t compare it. We have found a few council areas which have implemented similar systems (on a much smaller scale) using the exact same terminology i.e. Executive head, cluster groups etc

**Tom Skinner** did point out that when Port Charlotte, Keills and Small Isles had a joint head teacher it was a complete disaster as the Head Teacher was spread too thin and spent a lot of time traveling around to the different schools and that the executive head would have a much larger geographical area to cover.

1. We have requested details of what National government reform and how this proposal would achieve those aims.

* no information given for either
* Jenni Minto hasn’t seen any document and is chasing this up with Minister of Education
* The council are stating the reason for starting before all details are available from government is that the proposal is a phased implementation and that they will adapt if required.

This does not make sense to us as a parent council as it’s like putting the cart before the horse.

1. They have not completed the Island Impact Assessment which they have to do by law. This means at the moment we have no idea how this proposal will impact our island life. They are stating that they have the document now to complete but this is a very short amount of time before end of consultation.
2. They have stated most heads of school (which from there example would include our school) will not teach in class. So, for us that would mean we would need another 2 1/2-day teaching post to cover Maggie’s teaching time at the moment. The council have indicated they will be working within the budget constraints we have now and there is no extra money to spend. They have not explained how they will provide the schools with extra teachers if they have no extra money to spend. They have stated the budget will be looked at once the initial proposal is authorised, this to us does not make sense as we need to understand the budgeting of the structure to understand the impact on the running of our school.

Questions asked to Maggie McLellan

What help and improvements do you as the head teacher and your staff want/need

* Have Education officer reinstated – the council have restructured the higher management and removed the Education officers who was there to advise and support. They have replaced with a similar post, but this person covers a much larger number of schools so concern that it will be harder to get the support and advise when needed.
* Maggie stated that she feels she has a fantastic team behind her and that they work really well together to provide a good education environment for the pupils and does not feel they need any change within the school staffing structure.

What is the biggest problem/ stress at the moment within the school environment?

* The only concern she has is the stress this proposal is having on her team. All her team are worried about this as they don’t know what is going to happen in the future, as very little information and data has been provided.

Question to parent council?

**Lucy Martin** asked as parents what can we do to support the school and parent council?

**Charlotte Vellam** – We ask all parents to engage with the consultation and voice their concerns regarding this proposal. We as a parent council will complete a form on behalf of school as a whole but we are strongly advising parents to complete the form as well. You can access it on the council web page <https://empoweringoureducators.co.uk/have-your-say/> we ask you to be careful when completing the form if you do not believe there is any positives to this proposal please state other on this box section and then state you cannot see any benefit without further evidence proving the claims of the proposal. We are stating this as it does not appear to us you can skip this question and leave it blank, and we are concern the council will twist the data if they can to make it seem we are in favour of this proposal even if we aren’t.

Lucy Martin – asked if we can break the proposal down for parents to understand better on how it will affect our school in particular.

**Charlotte Vellam** did explain that we will try and give examples on Facebook page but as we are given very little exact detail regarding the proposal, we cannot guarantee how this new structure will affect us on the ground but will try and give as good examples as we can summarise from the details, we are given but some of this is very much guess work.

Update

Hilary Epps and Charlotte Vellam would like to thank all parents who are engaging with this proposal and want to literate again that if any parents have any questions or need clarification on this proposal please come and speak to us. We are here to support parents in understanding this proposal and understand how daunting and confusing this process is. We will keep you informed on any changes that might be happening through Facebook and email but please ensure you have completed the response form by 4th March 2022 unless we tell you otherwise.