

<p style="text-align: center;"><b>COMHAIRLE NAN EILEAN SIAR</b> Department of Education &amp; Children's Services <b>Minute/Note of Meeting</b></p>		<b>TITLE</b>	<b>Parent Council Meeting</b>		
		<b>DATE</b>	<b>Monday 21<sup>st</sup> September 2020</b>	<b>TIME</b>	<b>6.30pm</b>
		<b>VENUE</b>	<b>Gym Hall Sir E Scott School</b>		
		<b>DISTRIBUTION</b>	<b>All Members &amp; MC Ferguson, SEO.</b>		
<b>Present:</b>	Aileen MacSween (HT), Bruce Jardine, Mr Malcolm Burr (CNES), Pauline Macleod (DHT), Kirsty Donnelly (DHT), Rhoda Campbell, Gordon Macleod, Lucy Toor, Ruth Miller, Anna Morrison, Finlay Macleod.				
<b>Apologies:</b>	Andrew Coghill, Rebecca Passmore, Donna Macleod, Alison Macdonald, Donella Barker.				
<b>Agenda Item</b>			<b>Action</b>	<b>Who?</b>	<b>When?</b>
<b>1</b>	<b>Welcome</b>	B Jardine welcomed everyone to the meeting.			
<b>2</b>	<b>Apologies</b>	As noted above.			
<b>3</b>	<b>Minute of 7<sup>th</sup> September 2020</b>	The minute was agreed to be an accurate record – proposed: L Toor, seconded: F Macleod..	Email to MC Ferguson Upload on website.	MCM	ASAP
<b>4</b>	<b>Meeting with Mr M Burr, Chief Executive. CNES.</b>	<p>BJ met with Mr Malcolm Burr on Friday 18<sup>th</sup> September and was invited to the meeting to provide information regarding the Executive Head/Head of School posts and answer any questions by members.</p> <p>MB thanked Parent Council for the invitation. He provided clarification regarding the strategy and procedures followed in order to implement the model of the Executive Head Posts. Elected members voted unanimously on this proposal. MB said it was unfortunate this information had not been passed onto Parent Councils.</p> <p>Mr B Chisholm requested in March 2020 if he could implement the model on a temporary basis due to Covid19. Panel agreed to this, subject to proper procedures being followed for the permanent post.</p> <p>MB provided details of the Draft Job Descriptions for both Head of School and Executive Head Posts, highlighting their main duties/responsibilities. They have been approved by CNES, they will be sent to the Local Negotiating Committee for Teachers for approval in two weeks' time.</p> <p>MB explained the changing roles of Head Teachers with increasing demands from Scottish and Local government. Mr B Chisholm has sought and confirmed there are expressions of interest from Head Teachers for these posts.</p> <p>Informal consultation with Mr B Chisholm and Parent Council has been undertaken. Once job descriptions for these posts have been finalised with LNCT, formal consultation with the Parent Council will take place immediately.</p> <p>MB stated the view of CNES is that this is the right model for school management, therefore it has to be considered and implemented across the Western Isles. He provided details of the Council's financial position, possibility of having to reduce budgets by 10%. This proposed management model will save £400,000 across the Western Isles.</p>	Email job descriptions to all members.	MCM	22.09.20

4	<p><b>Meeting with Mr M Burr, Chief Executive. CNES.....</b>  <b>...continued</b></p>	<p>AMS remains in post until October 2020. She is happy to assist in any way she can. No details of an alternative management plan have been provided. MB apologised for not responding to the letter from the Parent Council dated Thursday 10<sup>th</sup> September. He will address the following points and provide feedback to the Parent Council within the next week.</p> <ul style="list-style-type: none"> <li>• Parent Council have not received a response from Mr B Chisholm regarding a list of objections from parents sent to him in July 2020.</li> <li>• Recommendation in the Western Isles 2020 Curriculum Report is for Executive Heads in Primary schools. This is not the model currently being proposed.</li> <li>• <b>Western Isles 2020 Curriculum Report mentioned 4 Learning Community Areas, this bears no resemblance to the proposed model which covers 4 completely different Learning Community Areas and leaves out Barra completely.</b></li> </ul> <p>Survey was shared with MB, which clearly states parents' opposition to this proposal. He apologised on behalf of the department, stating there should have been better communication with the Parent Council. Posts should have been explained to members in a better way.</p> <p>Executive Headship pilot scheme in Uist was discussed briefly. MB will send the report of this pilot to BJ. It was noted this was undertaken with primary schools, not a primary, secondary and a combined 2-18 school.</p> <p>Education Scotland have approved this proposed model for Education in the Western Isles.</p> <p>The role of Executive Head and Head of School was discussed at length and the following points were raised.</p> <ul style="list-style-type: none"> <li>• Community empowerment and decentralisation was raised as a concern as this is contrary to what is being proposed for Harris.</li> <li>• This proposal is damaging any work being undertaken by community groups to address the de-population and regeneration of the area. A school with a good reputation and performance is vital to encourage families to move to Harris.</li> <li>• Consultation with school staff was queried. AMS stated Executive Head posts have been mentioned at Area Head Teacher Meetings.</li> <li>• Elected members were informed Executive Heads would be for Harris or Lewis, not both areas being combined.</li> <li>• Confirmation is required regarding senior management in the school. Will we retain two Depute Head Teacher posts?</li> <li>• Members feel another layer of bureaucracy at senior level is not the most effective way to improve the management of the school.</li> <li>• Management structure of the Education Department was discussed and the increasing demands on staff i.e., Director, Head of Service, Senior Education Officers., as stated in the WI Curriculum 2020 Report.</li> </ul> <p>BJ thanked MB for his input. He assured members he would respond to the points raised. MB left the meeting at 7.35pm.</p>	<p>Provide PC with responses to points previously raised with BC.</p> <p>Send Report of Pilot Scheme to BJ, to be shared with parent members.</p> <p>Confirmation required regarding DHT posts.</p>	<p>MB</p> <p>MB</p> <p>MB</p>	<p>Before 29.09.20</p> <p>ASAP</p> <p>ASAP</p>
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5	<b>Results of Parent Survey</b>	<p>The results of the recent Parent Survey were shared with members. 142 Parents responded to the Survey.</p> <p>Question 1 - <i>Do you agree with the appointment of an Executive Head role in place of an on-site full time Head Teacher?</i> <b>No 121 Yes 21</b></p> <p>Question 2 - <i>Do you have any concerns regarding the post of Executive Head?</i> <b>Yes 122 No 20</b></p> <p>Clear response from parents regarding their views. BJ mentioned the same issues are being raised in parent's comments. Survey results to be emailed to parents. BJ has contact details for Chairperson of the Parent Council in the Nicolson Institute and is awaiting confirmation of the new Chairperson of the Parent Council in Leverhulme Memorial School.</p> <p>Following main points were raised</p> <ul style="list-style-type: none"> <li>• Members queried as to how this model will save £400,000 in the Western Isles.</li> <li>• Time scale is an issue, do not want to be left in the same position as in June 2020.</li> <li>• Covid19 remains a serious concern. Parents acknowledge safety procedures implemented by Head Teacher. Also acknowledge regular parent updates regarding government guidelines.</li> <li>• Stability for pupils, parents and staff is crucial at this time.</li> <li>• Huge difference between the Head of School role and Head Teacher. Especially as Head of School is answerable to a more senior member of staff. Will not have the authority to make crucial decisions in the school.</li> <li>• Clarity regarding the role of Senior Education Officers is required alongside the Executive Head post.</li> <li>• Clarification required on the Into Headship Course for the Head of School Post.</li> </ul>	Email survey results to parents.	MCM	22.09.20
6	<b>Reply from Mr Bernard Chisholm</b>	<p>Mr B Chisholm's letter to BJ was shared with all members. This was in response to queries regarding the plan for October 2020, in the event of an Executive Head not being in post and also the reduction in staffing in Sir E Scott School over the past few years. Despite response the situation remains unclear.</p> <p>BJ is awaiting a response from BC regarding the Physics post, as the last round of interviews were unsuccessful.</p>			
7	<b>Next Steps</b>	<p>Await response from Mr M Burr regarding the points raised with him.</p> <p>LNCT views to be sought on this proposal within the next 2 weeks.</p> <p>Parent Council will then have formal consultation with CNES.</p> <p>BJ to get clarification regarding the process involved in objecting to this proposal, will it go back to Elected members for approval?</p> <p>BJ will continue to pass any further information onto members.</p>	Clarify process regarding objecting this proposal..	BJ	ASAP
8	<b>Date of Next Meeting</b>	<p>Parent Council Members will meet again during week beginning Monday 5<sup>th</sup> October in the school to discuss the job descriptions.</p> <p>BJ thanked to everyone for attending and the meeting closed at 8.05pm</p>	Confirm date of next meeting.	BJ	ASAP