



## **EDUCATION & CHILDREN'S SERVICES**

### **PROPOSAL DOCUMENT June 2016**

#### **ABERDEENSHIRE SCHOOLS ENHANCED PROVISION**

#### **THE ESTABLISHMENT OF AN ENHANCED PROVISION CENTRE AT MILL O' FOREST SCHOOL, STONEHAVEN**

##### Definition of Enhanced Provision:

The term enhanced provision refers to a designated primary and secondary school in each cluster which has enhanced levels of expertise and staffing to meet a wide range of additional support needs. The learning environment includes facilities such as quiet/study areas, sensory spaces, physical access and life skills/nurture areas.

The primary and secondary enhanced provision centre for each cluster and the area community resource hub (akin to special school provision) can offer outreach support and advice, short term assessment placements, flexible placements and access to a variety of therapies.

The booklet "Right Support, Right Place, Right Time" provides additional information and can be accessed using the link below –

<http://www.aberdeenshire.gov.uk/media/16803/right-support-right-place-right-time-a-guide-for-parents.pdf>

## **Proposal for Statutory Consultation**

### **THE ESTABLISHMENT OF AN ENHANCED PROVISION CENTRE AT MILL O' FOREST SCHOOL, STONEHAVEN**

#### **SUMMARY PROPOSAL**

**Enhanced provision across Aberdeenshire has been reviewed and a nine area model is currently being implemented during 2014-16. Each cluster will have a primary and a secondary enhanced provision centre and each area will have a community resource hub. The aim is to provide support for all learners in the local schools through universal and targeted support and to ensure that enhanced provision is located where the need is greatest.**

**The new enhanced provision model aims to increase capacity at a school and cluster level for all learners to ensure greater consistency of, and equity of access to, an improved quality of provision across the authority.**

**At present the enhanced provision centre for the Portlethen and Stonehaven clusters is located at Newtonhill School, Newtonhill.**

**The only cluster without primary enhanced provision is Stonehaven and the proposal is to develop a new primary enhanced provision centre at Mill O' Forest School, Stonehaven.**

**The provision of additional support for learning in the Authority's schools is underpinned by a strategic approach to career long professional learning and training for all the workforce to ensure the Council provides the right support, in the right place, at the right time.**

This document has been issued by Aberdeenshire Council in accordance with the Schools (Consultation) (Scotland) Act 2010.

## DISTRIBUTION

A copy of this document is available on the Aberdeenshire Council web-site:

[www.aberdeenshire.gov.uk](http://www.aberdeenshire.gov.uk)

Or by e-mailing:

[Enhancedprovisionproject@aberdeenshire.gov.uk](mailto:Enhancedprovisionproject@aberdeenshire.gov.uk)

This document will be provided to:

- Parent Council of Mill O' Forest School
- Parent Councils of all schools within the Stonehaven cluster
- Parents of the pupils of Mill O' Forest School
- Parents of pupils attending the enhanced provision centre at Newtonhill School
- Pupils at Mill O' Forest School
- Pupil Councils of all schools within the Stonehaven cluster
- Staff of all schools within the Stonehaven cluster
- All schools within the Stonehaven cluster
- Educational Psychology Team
- Community Child Development Team
- Quality Improvement Officers for the Stonehaven cluster
- Teaching and ancillary staff at Newtonhill School
- Trade union representatives of the above staff – teaching and non-teaching
- Business Support Officer
- Area Manager
- Local Area Councillors (North Kincardine, Stonehaven & Lower Deeside and Mearns Wards)
- Community Council Chairs
- Education Learning and Leisure Committee
- Education Scotland

A copy of this document is also available from:

**Council Headquarters, Woodhill House, Westburn Road, Aberdeen, AB16 5GB**

**Mill O' Forest School and all other schools in the Stonehaven cluster**

**Stonehaven Library**

**Newtonhill School and Newtonhill Library**

## **1. Introduction**

- 1.1 Aberdeenshire Council strives to allocate its resources in a way that ensures the quality of all of its services. It attaches particular importance to providing the best possible educational experience for all of the pupils in its schools to ensure they receive the right support, in the right place, at the right time.
- 1.2 Aberdeenshire Council's vision is to create the best area for its citizens to live in by being the best council in Scotland. As part of the council's team to deliver this vision, the Education & Children's Service aims to build an Aberdeenshire community in which everyone is able to develop the skills and confidence needed for learning, life and work, and where children and families receive the support they need, when they need it within their local community.
- 1.3 In October 2013, it was agreed by Aberdeenshire Council's Education, Learning and Leisure Committee to conduct an audit of enhanced provision across Aberdeenshire.
- 1.4 In August 2014 the findings from the enhanced provision informal engagement events were presented to Aberdeenshire Council's Education, Learning and Leisure Committee.
- 1.5 The key themes from the informal engagement events were:
  - 1.5.1 The need for clarity with regard to staffing implications of the model including Early Years provision;
  - 1.5.2 The development of a comprehensive staff training program based on a training needs analysis;
  - 1.5.3 The development of an evidence based evaluation process to measure the impact of the new model on all learners including pupils without additional support needs;
  - 1.5.4 The development of guidance on the management of the enhanced provision with detailed timeline for implementation including property adaptations.
- 1.6 In Aberdeenshire the Council are committed to providing the right support, in the right place, at the right time. The aim is to support children and young people to remain with their own families and, as far as possible, to educate them in their local schools within their own communities. Presumption of mainstreaming means that every effort will be made to accommodate the needs of learners within mainstream classes with their peers.

Some children within the mainstream environment may require access to support from teachers with additional expertise (additional support for learning), or to sensory rooms to support development, and/or to life skills areas within schools. These resources are referred to as 'enhanced provision centres', they are not a place but they are a variety of supports. Children will access these supports according to their needs for as long or short a time as would be appropriate. When

a child / young person is attending a school that does not have a designated enhanced provision centre, outreach may be available from the nearest school with enhanced provision. In some circumstances it may be appropriate for an assessment placement to be offered to a child/young person at a school with enhanced provision, or for a time a blended placement may be offered between the mainstream school that a child/young person was attending and the nearest enhanced provision centre. This degree of flexibility ensures that a child/young person's needs can be met fully under the GIRFEC principles (Getting it right for every child).

The enhanced provision centres and community resource hubs complement the provision within the Authority's mainstream schools and together they provide a continuum of support across Aberdeenshire. A community resource hub is a resource for pupils with significant and complex needs, these are children who are in primary or secondary school but learning within the early level of the Curriculum for Excellence. These young people require access to teachers with higher levels of expertise than those in enhanced provision centres, and may need to access sensory areas and work on a curriculum based strongly on practical life skills: personal self-help skills, communication and self-regulation. Outreach from community resource hubs will be available to support children/young people in enhanced provision centres, and some in-reach in the form of assessment placements or blended placements may be appropriate for a period of time. Placements in community resource hubs and enhanced provision centres will be reviewed regularly, and if/when appropriate youngsters will increase their time or return to a mainstream environment.

Learners have the opportunity to access this flexible support structure, making appropriate use of both mainstream opportunities and targeted and specialist support.

## **2. Reason for Revised Proposal**

- 2.1 A formal statutory consultation took place between August-October 2015 and a report was sent to Education Scotland.

Education Scotland issued a report on the statutory consultation process in November 2015 finding the proposal had the potential to be of educational benefit but the proposal paper did not provide sufficient specific detail on the intended educational benefits. It should be noted that Mill O' Forest is not a rural school subject to the Rural Schools legislate.

It was agreed to take stock and prepare a revised statutory consultation proposal for the ELL Committee in May 2016 incorporating Education Scotland's comments to undertake a fresh formal statutory consultation process in June 2016. The projected timeline would be over 6-12 months. This option would ensure the Authority can incorporate Education Scotland's recommendations into a fresh formal statutory consultation process, whilst progressing the process to completion in a more timely manner.

The ELL Committee on 24 March 2016 agreed the following actions:

- to prepare a revised proposal for statutory consultation for the May 2016 ELL Committee including further detail on the proposal's educational benefits as per Education Scotland's report recommendations and to reflect the revised Scottish government's guidance.

- subject to approval of the proposal by ELL Committee in May 2016, initiate formal statutory consultation proposal from June 2016.

- 2.2 Almost all learners are supported in their local mainstream schools through recognised supports and strategies aligned to national policy and guidance and to Aberdeenshire's Staged Intervention framework which includes universal support and targeted support.
- 2.3 Pupils from Stonehaven currently access Newtonhill School enhanced provision centre which results in them being educated outwith their own community which has implications for social inclusion and transportation needs.
- 2.4 Our aim is to support children and young people to remain with their own families and, as far as possible, to educate them in their local schools within their own communities. Presumption of mainstreaming means that every effort will be made to accommodate the needs of learners within their local schools with their peers, with appropriate support from staff and access to resources. All schools are working towards being autism and dyslexia friendly, and with an emphasis on nurturing approaches: this is the universal level of support to which the Authority aspires.
- 2.5 In addition to the universal support available in all schools across Aberdeenshire, children and young people will receive targeted and specialist support through Staged Intervention. For most children this support will be provided in their local school. However, some children and young people will require a level of provision to meet significant additional support needs. Within each cluster, the academy and one of the associated primary schools are designated enhanced provision centres. Within these schools, a higher level of targeted provision is available, either on a part-time, full-time or outreach basis.
- 2.6 Some children and young people with the most complex needs may require a more specialist provision available through nine community resource hubs which cover all of Aberdeenshire, either on a part-time, full-time or outreach basis.
- 2.7 The enhanced provision centres and community resource hubs complement the provision within the Authority's mainstream schools and together they provide a continuum of support across Aberdeenshire. Learners have the opportunity to access this flexible support structure, making appropriate use of both mainstream opportunities and targeted and specialist support.

### **3. Details of the Proposal**

- 3.1 A new primary enhanced provision centre to be established at Mill O' Forest School in accordance with the new model of enhanced provision.
- 3.2 Staff and expertise to be allocated as appropriate within the proposed enhanced provision staffing model. A comprehensive training program is underway which is open to all schools to increase staff confidence, skills and competencies. The following areas of professional learning and training have been identified for staff at Mill O' Forest School – autism, sensory profiling, total communication, Individual Education Plans and moving and handling.

### **4. Educational Benefits Statement**

- 4.1 The nine area model of enhanced provision will provide a fair, transparent and equitable service across Aberdeenshire and allows all children with additional support needs to be educated in their own communities. The new model will improve support for children and young people with additional support needs and extend existing effective inclusive practice.

<https://www.aberdeenshire.gov.uk/media/16925/education-enhanced-provision-nine-area-model.pdf>

- 4.2 The model will establish a continuum of provision in the Stonehaven cluster, in line with the authority-wide model and increase capacity to meet needs.

<https://www.aberdeenshire.gov.uk/media/16924/enhanced-education-provision-portlethen-stonehaven-laurencekirk.pdf>

- 4.3 Children living in the Stonehaven cluster and requiring enhanced provision will be able to access it locally rather than having to travel to Newtonhill. The bulk of the population within the cluster reside in the town of Stonehaven thereby reducing the travel distance.
- 4.4 Parents of existing pupils with significant additional support needs from the Stonehaven cluster who currently access enhanced provision at Newtonhill School will have the option to continue to be supported at Newtonhill or transfer to Mill O' Forest.
- 4.5 The phased implementation of the proposed changes will require a robust planning process in partnership with parents for each individual pupil attending Newtonhill School enhanced provision centre to ensure their needs continue to be met in the most appropriate location and via their Individual Education Plan.
- 4.6 The learning environment at Mill O' Forest School already has a nurture space which includes a life skills area. A designated quiet space / sensory space will be created during session 2016 - 2017. The enhanced provision centre will be used flexibly to meet the needs of learners and has access to an outdoor learning environment.
- 4.7 Resources will be used and deployed flexibly to meet a range of needs.

- 4.8 A mainstream setting will continue to support children to develop resilience and be active participants in the wider world, through understanding their emotions, learning coping strategies and a gradual planned supported exposure to a range of life's experiences. The social and emotional needs of individual pupils will continue to be supported through the effective transition planning process. Staff will be confident, equipped and supported to meet these needs.
- 4.9 Pupils will feel more supported as a result of increased investment in staff training and professional development as all schools become more autism and dyslexia friendly with an emphasis on nurturing approaches. Schools will be better able to support a child's language, literacy, numeracy and communication needs; along with their social and emotional development. Training will be provided on a regular ongoing basis to all staff.
- 4.10 On-going investment in training and professional development will ensure that staff continue to further develop the competencies and skills to effectively support pupils' needs and thereby increase capacity of all staff groups. Equalities and Respecting Diversity Council-wide training has been completed which includes all categories of staffing.

## **5. Alternatives to the Proposal**

- 5.1 Alternative possibilities considered are:

- 5.1.1 Retention of the status quo with Newtonhill School as enhanced provision centre.

## **6. Sustainability**

- 6.1 The proposal offers a sustainable solution that will provide equity of access to support across Aberdeenshire and enhance existing provision. The introduction of enhanced provision in Stonehaven will address population growth and the potential increase in numbers of children with additional support needs in the Stonehaven cluster.
- 6.2 The proposal will help to reduce travel and improve the environmental impact.

## **7. Equal Opportunities**

- 7.1 An Equality Impact Assessment (EIA) is a statutory requirement of the Council to assess the policies and practices necessary to meet the requirements of anti-discrimination and equalities legislation. It also affords an opportunity for the Council to consider the impact on the education service. In addition an EIA can provide more information to develop and deliver services that meet the needs, in this case, of children and parents.
- 7.2 The aim of an EIA is to examine policies and practice in a structured way to make sure that adverse effects on equality target groups are avoided. It is also a tool to enable the Council to assess what positive steps it can take to promote equality of opportunity and measure the results of the actions that have been taken.

- 7.3 Having regard to the nine area model of enhanced provision, the negative impact identified for a small number of pupils can be mitigated by the transition arrangements detailed in the report.
- 7.4 As part of the consultation process the Council will consult with a range of stakeholders, including staff, parents/carers and children, and will address comments about equality during this consultation.
- 7.5 Under the Equality Act 2010 education providers must not treat disabled pupil less favourably and should take reasonable steps to avoid putting disabled pupils at a substantial disadvantage.

## **8. Implications for Staff**

- 8.1 Teaching staff will be allocated as appropriate within the proposed enhanced provision staffing model and pupil support assistant resource via the agreed formula allocation. Any changes to staffing will be very carefully planned and phased. Aberdeenshire Council's HR policies and procedures will be followed at all times and in consultation with unions.
- 8.2 Projected staffing for enhanced provision at Mill O'Forest School is 2.1 full time equivalent. In addition additional cluster allocation to be confirmed through the Local Management Group. Staffing allocations are dependent on formulaic calculations based on school roll and deprivation factors and does not include cluster Intervention and Prevention Teacher and cluster Nurture teacher, Area Language and Literacy teacher, etc)
- 8.3 The implementation in terms of planning for the establishment of enhanced provision at Mill O' Forest will take place during session 2016- 2017. In terms of delivery it will take place from August 2017 subject to approval/agreement.
- 8.4 In general, staff contracts will not be affected by the proposals. Additional Support for Learning (ASL) teachers and Pupil Support Assistants have contracts to school clusters, not to individual schools and so the proposal does not affect the majority of staff contracts or job remits. Where individual staff do not have a contract to a school cluster, implementation of any changes will be carried out in line with HR policies and procedures as part of an overall mapping exercise relating to new job profiles agreed at the Local Negotiating Committee for Teachers (LNCT). Any changes to staffing will be very carefully planned and phased to ensure that there is minimum impact on children.

## **9. Arrangements**

- 9.1 This document was considered by Aberdeenshire Council's Education, Learning and Leisure Committee on 26 May 2016 when it was agreed that it should be issued as a basis for consultation. No decision will be taken by the Council on the proposal contained in the paper until after the end of the consultation process. For further information on the consultation process use the link:

[http://www.legislation.gov.uk/asp/2010/2/pdfs/asp\\_20100002\\_en.pdf](http://www.legislation.gov.uk/asp/2010/2/pdfs/asp_20100002_en.pdf)

9.2 A copy of this document will be issued free of charge to all of the consultees listed on the first page of this document and it will also be published on the Council's website:

[www.aberdeenshire.gov.uk](http://www.aberdeenshire.gov.uk)

9.3 Officers will engage with staff of Mill O' Forest School and all other cluster schools to ensure they are informed of the proposal and possible impact and are aware of the Statutory Consultation process.

9.4 The period for consultation will extend from Friday 10 June 2016 until Friday 16 September 2016 covering a period in excess of 30 school days.

9.5 A public meeting will be held at the following venue at 6.30 pm on the date stated:

- Mill O' Forest School, Stonehaven on Wednesday 22 June 2016

9.6 Anyone wishing to attend the meetings is welcome. The meetings will be convened by the Council and the Council will present the reasons for bringing forward the proposal. There will be an opportunity for questions and comment. A note will be taken so that comments can later be summarised and considered.

9.7 A meeting will be organised for the Pupil Council of Mill O' Forest School to engage in the consultation process. An online pupil questionnaire will be available to all pupils within the Stonehaven cluster.

9.8 The public will be able to access an online survey via the Aberdeenshire Council web-site:

[www.aberdeenshire.gov.uk](http://www.aberdeenshire.gov.uk)

or via the direct link:

[www.surveymonkey.co.uk/r/Enhanced\\_Provision\\_Stonehaven\\_2](http://www.surveymonkey.co.uk/r/Enhanced_Provision_Stonehaven_2)

[www.surveymonkey.co.uk/r/Stonehaven\\_Pupils](http://www.surveymonkey.co.uk/r/Stonehaven_Pupils)

9.9 Written comments can be emailed to:

[Enhancedprovisionproject@aberdeenshire.gov.uk](mailto:Enhancedprovisionproject@aberdeenshire.gov.uk)

or posted to:

Rhona Jarvis, Quality Improvement Manager: Enhanced Provision  
Woodhill House  
Westburn Road  
Aberdeen AB16 5GB

9.10 A copy of this document will also be sent to Education Scotland (ES). ES will also receive a copy of any relevant written representations that are received by

the Council during the consultation period or, if ES agree, a summary of them. ES will further receive a copy of any oral representations made at the public meeting and a copy of any other relevant documentation. ES will then prepare a report on the educational aspects of the proposal. In preparing their report, ES may visit the school and make such reasonable enquiries as they consider appropriate.

## **10. Consideration of Consultation Responses**

- 10.1 Aberdeenshire Council will review the proposal having regard to the Education Scotland Report, written representations that it has received and oral representations made to it by any person at the public meetings. It will then prepare a report on the consultation. This report will be published in electronic and printed formats. It will be available on Aberdeenshire Council web-site and from Council Headquarters, as well as at all schools identified within the Stonehaven Cluster, free of charge. Anyone who has made written representations during the consultation period will also be informed about the report. The report will include a record of the total number of written representations made during the consultation period, a summary of the written representations, a summary of the oral representations made at the public meeting, the Authority's response to the Education Scotland Report as well as any written or oral representations it has received, together with a copy of the Education Scotland Report and any other relevant information, including details of any alleged inaccuracies and how these have been handled. The report will also contain a statement explaining how the Council has complied with the requirement to review the proposal in light of the Education Scotland Report and representations (both written and oral) that it received. The Consultation Report will be published at least 3 weeks prior to the Council making a decision.

## **11. Decision Making**

- 11.1 In the event that the Council approves the reallocation and relocation of services, it is required to notify the Scottish Ministers within 6 working days of that decision and provide them with a copy of the Proposal Document and Consultation Report in accordance with the Schools (Consultation) (Scotland) Act 2010.

## **12. Conclusion**

- 12.1 The new enhanced provision nine area model aims to increase capacity at a school and cluster level for all learners to ensure greater consistency of, and equity of access to, an improved quality of provision across the authority.
- 12.2 The Council believes that the measures proposed in this revised proposal document will enhance the provision of education across Aberdeenshire.

## Appendix A - Frequently Asked Questions

### Frequently Asked Questions

**Q1 How can you predict potential increased levels of need based on projected population growth, given the proposed housing developments for the area?**

Predictions are based on data collected over the last 3 years and on projected school rolls which include any proposed housing developments.

To access School Roll Forecasts on Aberdeenshire Council's website please use the link:

<https://www.aberdeenshire.gov.uk/schools/parents-carers/school-info/school-roll-forecasts/>

**Q2 Will there be lots of new pupils with additional support needs moving to Mill O' Forest School? How will this affect pupils already at Mill O' Forest School?**

At present the only cluster without primary enhanced provision is Stonehaven. The Stonehaven Cluster consists of Mackie Academy, Arduathie, Dunnottar, Mill O' Forest, Lairhillock, Catterline, Kinneff, Glenbervie, Bervie, Gourdon, Johnshaven and Carronhill Special School. In the Stonehaven Cluster, Mill O' Forest will be the primary school providing enhanced provision and so a small number of children from other schools may need to access outreach support, short term assessment placements, blended or full time placements.

Pupils who are already at Mill O' Forest School will continue to have their needs met through a staged intervention model which provides greater flexibility within a range of support. There is no expectation that there will be an influx as all schools within the cluster are inclusive and have historically met the needs of all learners effectively.

**Q3 What is the process for identifying pupils who may need to access enhanced provision support?**

Aberdeenshire Council's staged approach to assessment and intervention means that every pupil's needs are thoroughly assessed and addressed in their current learning context. When this ongoing process of thorough assessment, adjustment, intervention and review indicates that flexibility in provision may be required beyond that available in the local school, the team around the pupil will consider whether he/she may benefit from access to enhanced provision.

A Multi Agency Action Planning meeting provides the opportunity for everyone involved in supporting the pupil to discuss educational options with parents/carers and the pupil. The group may consider that a referral to the local enhanced provision centre / community resource hub should be explored. This might involve outreach support, short term assessment placements, blended or full time placements

**Q4 How will pupils with additional support needs, who require to access the enhanced provision, get transport to Mill O' Forest? Who will organise and pay for this?**

Each school provides information to the Public Transport Unit who organises transport for children either on a group or individual basis. School transport will be organised and paid for by Aberdeenshire Council.

**Q5 Will additional school transport dropping off and collecting pupils at Mill O' Forest cause congestion and impact on pupils' safety. How will this be addressed?**

The number of children who may require school transport is very small and therefore issues are not expected to arise. Education & Children's Services will work with Infrastructure Services to explore cost effective solutions to address any issues that may arise.

**Q6 Why should pupils from schools within the Stonehaven cluster have to travel to Mill O' Forest School to access enhanced provision?**

The Authority will work closely with individual parents and pupils to ensure that pupils would only have to travel to Mill O' Forest School if it was agreed that this was where their needs were best met.

**Q7 How will children be kept safe in the outdoor learning environment at Mill O' Forest School?**

Options are being explored to develop the outdoor learning environment to ensure the safety of all pupils. Children also have access to the shared Grounds for Learning facility on the Carronhill site.

**Q8 What is the nine area model?**

There are 17 clusters (groups) of schools across Aberdeenshire. A cluster includes one academy and all the feeder primary schools.

Each cluster will have a primary and a secondary enhanced provision centre and each area will have a community resource hub.

Enhanced provision across Aberdeenshire has been reviewed and a nine area model is currently being implemented during 2014-16. The nine area model was developed to improve access to services at a local level for children with complex additional support needs. Full consideration was given to pupil needs, geography, travel distances, existing practice and efficient deployment of resource via a comprehensive stakeholder consultation and engagement process.

The model increases capacity from four all-through special schools to nine community resource hubs. This includes five primary and five secondary community resource hubs plus the four remaining all-through special schools now renamed community resource hubs.

Information regarding each of the nine areas can be accessed using the link:

<http://www.aberdeenshire.gov.uk/media/16803/right-support-right-place-right-time-a-guide-for-parents.pdf>

Areas may comprise of one, two or three clusters. Portlethen and Stonehaven clusters are part of one area along with Laurencekirk cluster as shown in the diagram below.

#### Provision in your area

Cluster	Primary enhanced provision	Secondary enhanced provision	Community resource hub
Laurencekirk	Laurencekirk School	Mearns Academy	Carronhill School
Portlethen	Newtonhill School *Portlethen Primary School	Portlethen Academy	
Stonehaven	*Mill O'Forest School	Mackie Academy	

\*subject to agreement following completion of the formal consultation process

<http://www.aberdeenshire.gov.uk/media/16924/enhanced-education-provision-portlethen-stonehaven-laurencekirk.pdf>

The aim is to provide support for all learners in their local schools and to ensure that enhanced provision is located where the need is greatest.

#### **Q9 What is a cluster?**

A cluster includes one academy and all the feeder primary schools.

#### **Q10 What is enhanced provision?**

Enhanced provision means that a local primary and secondary school has an enhanced level of resources, such as access to sensory room and life skills area; and support for learning staff who have an enhanced level of expertise to meet a range of needs.

Further enhancement is available through the community resource hub.

The booklet "Right Support, Right Place, Right Time" provides additional information and can be accessed using the link above.

**Q11 What is a community resource hub?**

Further enhancement is available through the community resource hub, for a small minority of children with severe and complex needs, who regardless of chronological age are making very small steps in learning and are at the early levels of learning.

The enhanced provision centres and community resource hubs can offer outreach support to mainstream schools, short term assessment placements, flexibility (e.g. blended places) and access to a variety of therapies.

**Q12 Will there be a designated quiet space for my child to go to? Will there be a sensory space and a life skills area?**

Considerable financial investment has already taken place in enhancing the learning environment in Mill O' Forest School e.g. nurture space,

**Q13 What adaptations will be required and where will the enhanced provision be located within Mill O' Forest School? What effect will this have on the existing space within the school?**

Enhanced provision is about using space and resources flexibly to meet needs. Pupils at Mill O' Forest School already have access to a nurture / life skills area. Plans are in place to further enhance the learning environment by designing an existing space to provide a sensory room.

**Q14 How will my child be supported with lunchtime routines?**

Pupil Support Assistants (PSAs) provide support to pupils with lunchtime routines.

**Q15 How are children's needs met?**

In Aberdeenshire the Council is committed to providing the right support, in the right place, at the right time. Children's needs are met through a staged intervention model approach which means firstly at classroom level, secondly through a whole school approach and thirdly at a wider community level. This continuum of support creates the flexibility to meet needs more appropriately. If your child requires additional support, the Authority will work in partnership with you to identify, assess and meet his/her needs.

**Q16 If my child loses his/her friendship group how will he/she be supported?**

Children need to be resilient to be active participants in the wider world, and this develops through understanding their emotions, learning coping strategies and a gradual planned supported exposure to a range of life's experiences. The social and emotional needs of individual pupils will be carefully considered throughout the transition planning process. Staff will be confident, equipped and supported to meet these needs.

**Q17 How will all pupils be able to feel included?**

All schools are working to become more autism and dyslexia friendly with an emphasis on nurturing approaches. This means that all schools will support your child's language, literacy, numeracy and communication needs; along with their social and emotional development. Training will be provided on a regular ongoing basis to all staff.

**Q18 Why can't there be enhanced provision in all schools?**

In Aberdeenshire the Council is committed to providing the right support, in the right place, at the right time. The Council's aim is to support children and young people to remain with their own families and, as far as possible, to educate them in their local schools within their own communities. Presumption of mainstreaming means that every effort will be made to accommodate the needs of learners within mainstream classes with their peers, with appropriate support from staff and access to resources. The enhanced provision centres and community resource hubs complement the provision within the Authority's mainstream schools and together they provide a continuum of support across Aberdeenshire. Learners have the opportunity to access this flexible support structure, making appropriate use of both mainstream opportunities and targeted and specialist support.

**Q19 Will staff contracts be affected?**

In general, staff contracts will not be affected by the proposals. Additional Support for Learning (ASL) teachers and Pupil Support Assistants have contracts to school clusters, not to individual schools and so the proposal does not affect the majority of staff contracts or job remits. Where individual staff do not have a contract to a school cluster, implementation of any changes will be carried out in line with HR policies and procedures.

**Q20 It is already difficult to recruit staff. How will these proposals affect this?**

It is acknowledged that recruitment is an issue in Aberdeenshire and measures are being taken to address this. The Additional Support Needs Career Long Professional Learning & Training Strategy aims to provide staff with an enhanced level of training and expertise to meet a range of needs. This creates opportunities for career development and progression.

**Q21 How will children be affected by changes to staffing?**

Any changes to staffing will be very carefully planned and phased to ensure that there is minimum impact on children.