



## **Agenda Item 9**

**Education Scotland Inspection  
Report and Action Plan –  
Slamannan Primary School and  
Heathrigg Nursery**

Falkirk Council

**Title:** Education Scotland Inspection Report and Action Plan –  
Slamannan Primary School and Heathrigg Nursery  
**Meeting:** Scrutiny Committee  
**Date:** 7 June 2018  
**Submitted By:** Director of Children's Services

**1. Purpose of Report**

- 1.1 The purpose of this report is to present the findings of Education Scotland's inspection of Slamannan Primary School and Heathrigg Nursery together with the school's action plan.
- 1.2 Appendix 1 details the findings and points for action arising from the Inspection.

**2. Recommendations**

- (1) That the Scrutiny Committee is invited to note findings of Education Scotland's inspection of Slamannan Primary School and Heathrigg Nursery and associated action plan; and**
- (2) To note that the Director of Children's Services will monitor progress towards meeting the areas for improvement contained in the inspection report.**

**3. Background**

- 3.1 The Inspection of Slamannan Primary School and Heathrigg Nursery was undertaken in January 2018 as part of Education Scotland's inspection programme.
- 3.2 The Inspectorate published the report on 24<sup>th</sup> April 2018, which is in the form of a high level, parent friendly summary of the inspection findings. The report included evaluations of the key aspects of the work of the school measured against Quality Indicators. A number of strengths were noted as well as key actions for improvement.

Areas of Improvement

- Develop more effective strategic leadership and self-evaluation approaches which lead to improved outcomes for all children across the nursery and primary school. This should include a focus on continuing to

develop effective partnerships, with parents and the local community, which will enhance and support children's learning.

- Improve learning and teaching across the school, ensuring an appropriate level of pace, challenge and differentiation. Children should be given opportunities to lead their own learning and be more involved in evaluating their own progress and next steps.
- Review the approaches that support children's learning across the school. In doing this, the school needs to improve the planning of learning, teaching and assessment for children requiring additional support in their learning.
- Raise attainment for all children. Approaches to raising attainment should include making effective use of relevant data, and robust tracking and monitoring of children's progress in learning and achievement.

3.3 The Inspectorate's Summary of Findings (SIF) report also provided Children's Services and the school with greater information on the areas of strength and areas for improvement. This information was shared confidentially with Officers and has been used in conjunction with the inspection report to compile the school's action plan.

#### **4. Considerations**

4.1 As a result of the Head Teacher and Depute Head Teacher being absent for an extended period of time, the priority for the school was to establish a strong and consistent Leadership Team to begin the journey for improvement. The following actions have been taken to provide this leadership capacity in the interim period:

- Assigned a very experienced Head Teacher to Slamannan and Limerigg Primary Schools and Heathrigg Nursery School to provide immediate leadership and work intensively with the assigned local authority Team Manager. The Head Teacher has evidenced improvement in their own setting and in their previous role in a shared headship.
- Within the school the Principal Teacher and the Early Years Officer have been given additional temporary responsibility arrangements as Acting Depute Headteacher and Acting Senior Early Years Officer respectively with their new remits clearly focussed on the development areas identified in the inspection.
- To further increase the capacity of the Senior Leadership Team to address the improvements required, the Service and School Improvement Team have temporary seconded a centrally based education officer to provide additional support. This will give quality and consistency over the course of the improvement journey and is supernumerary to the core staffing allocation.

- The Team Manager has been working with, and will continue to work with, the Head Teacher and the Leadership Team on a direct and intensive basis to effect change. This work involves regular review and evaluation of the action plan, to challenge and drive the improvements from the authority perspective.
- The Team Manager provides regular updates to the Service Manager and Head of Service on continuous planning and progress to date.

4.2 In addition to the action plan and rigorous ongoing support the Team Manager will arrange an interim validated self-evaluation visit from the School Improvement Team to evaluate the progress of improvement 6 months from the date of publication of the Summary of Inspection Findings. An additional support visit from HMle has been requested by the Team Manager to monitor progress so far. Education Scotland's Area Lead Officer for Falkirk Schools will support the School Improvement Team where requested and appropriate.

## **5. Consultation**

5.1 The Supporting Head Teacher has worked closely with the school and nursery teams and Parent Council to produce the action plan. The Quality Improvement Team will provide ongoing support, advice and challenge to the school, as the plan is progressed.

## **6. Implications**

### **Financial and Resources**

6.1 With any long term absence of front line school staff there are additional costs associated with the subsequent backfilling arrangements.

In this case the backfilling arrangement are:

- Seconded Headteacher
- Principal Teacher acting up to Depute Headteacher
- Early Years Officer acting up to Senior Early Years Officer

Whilst these arrangements are temporary the cost of them over a 6 month period will be c £10k. This cost will be met from Education Division budgets.

6.2 In additional to the backfill arrangements a number of centrally employed education officers will be providing additional support to the school management team as required.

### **Legal**

6.3 No legal implications are envisaged.

### **Risk**

6.4 None

## **Equalities**

- 6.5 No equality and poverty impact assessment was required.

## **Sustainability/Environmental Impact**

- 6.6 No sustainability assessment was required as part of compiling this report and the main findings.

## **7. Conclusions**

- 7.1 Education Scotland's evaluation of some aspects of Slamannan Primary School and Heathrigg Nursery as Weak. Children's Services has provided additional support to the school.

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Director of Children's Services

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## **Appendices**

- Appendix 1: Inspection Report: Slamannan Primary School and Heathrigg Nursery Evaluations, Strengths and Points for Action  
Appendix 2: Slamannan Primary School and Heathrigg Nursery Class – Action Plan

## **List of Background Papers:**

The following papers were relied on in the preparation of this report in terms of the Local Government (Scotland) Act 1973:

- None



24 April 2018

Dear Parent/Carer,

In January 2018, a team of inspectors from Education Scotland visited Slamannan Primary School and Heathrigg Nursery School. During our visit, we talked to parents/carers and children and worked closely with the headteacher and staff.

The inspection team found the following strengths in the school's work:

- Friendly children who are eager to learn and ready to take more responsibility for their own learning.
- Staff in the nursery and primary school who work well as teams. They are keen to engage in the process of change and improvement to secure positive outcomes for all children.
- The focus on providing opportunities for and recognising participation in wider achievements which is helping to increase children's confidence and self-esteem.

The following areas for improvement were identified and discussed with the headteacher and a representative from Falkirk Council.

- Develop more effective strategic leadership and self-evaluation approaches which lead to improved outcomes for all children across the nursery and primary school. This should include a focus on continuing to develop effective partnerships, with parents and the local community, which will enhance and support children's learning.
- Improve learning and teaching across the school, ensuring an appropriate level of pace, challenge and differentiation. Children should be given opportunities to lead their own learning and be more involved in evaluating their own progress and next steps.
- Review the approaches that support children's learning across the school. In doing this, the school needs to improve the planning of learning, teaching and assessment for children requiring additional support in their learning.
- Raise attainment for all children. Approaches to raising attainment should include making effective use of relevant data, and robust tracking and monitoring of children's progress in learning and achievement.

We gathered evidence to enable us to evaluate some quality indicators from *How good is our school?* (4<sup>th</sup> edition). Quality indicators help schools, education authorities and inspectors to judge what is working well and what needs to be improved. Following the inspection of each school, the Scottish Government gathers evaluations of quality indicators to keep track of how well Scottish schools are doing.

## Here are Education Scotland's evaluations for Slamannan Primary School and Heathrigg Nursery School

Quality indicators primary stages	Evaluation
Leadership of change	weak
Learning, teaching and assessment	satisfactory
Raising attainment and achievement	weak
Ensuring wellbeing, equality and inclusion	satisfactory
Descriptions of the evaluations are available from <a href="#">How good is our school? (4<sup>th</sup> edition)</a> , Appendix 3: The six-point scale.	

Quality indicators nursery	Evaluation
Leadership of change	weak
Learning, teaching and assessment	satisfactory
Securing children's progress	Satisfactory
Ensuring wellbeing, equality and inclusion	Satisfactory
Descriptions of the evaluations are available from <a href="#">How good is our school? (4<sup>th</sup> edition)</a> , Appendix 3: The six-point scale.	

A more detailed document called summarised inspection findings will be available on the Education Scotland website for Slamannan Primary School at <https://education.gov.scot/inspection-reports/falkirk/5744822> and Heathrigg Nursery School at <https://education.gov.scot/inspection-reports/falkirk/5759013>

### What happens next?

As a result of our inspection findings we think that the school needs additional support and more time to make necessary improvements. We will liaise with Falkirk Council regarding the school's capacity to improve. We will return to carry out a further inspection of the school within one year of the publication of this letter. We will discuss with Falkirk Council the details of this inspection. When we return to inspect the school we will write to you as parents/carers informing you of the progress the school has made.

Dennise Sommerville  
HM Inspector



## Slamannan Primary School and Heathrigg Nursery Action Plan

Priority	Actions and Supports	Responsibility	Timescale
<b>Leadership</b>	Add capacity and experience to SLT Leadership and responsibility to be distributive and at all levels Intensive support from centre staff	R Jay, L Watson HT R Jay, C Turnbull, A Robertson (Nursery)	Feb-Jun 2018 Jun-Sep 2018 Jun-Jun 2019
<b>Professional Learning</b>	<b>Safeguarding :</b> Immediate action to improve record keeping Support to establish more robust processes and recording systems GIRFEC and Practitioner Pages to be refreshed with all staff Online data management and information sharing support to all staff <b>Tracking and Monitoring :</b> Twilight sessions for all staff Review and update tracking meeting protocols Support with digital solutions to tracking, monitoring and data literacy  <b>Leadership :</b> Access to local authority leadership programmes for all staff Targeted exposure to external leadership development programmes for key staff	L Watson All Staff A Stewart A Stewart G Robertson HT HT SLT L Watson, C Milford R Jay, C Turnbull	Jun 2018 Feb 2018 Sep 2018 Sep 2018 Dec 2018 Ongoing Ongoing Ongoing Sept 2018  Ongoing
<b>HR Processes</b>	Engage support from Human Resources to ensure absence protocols are adhered to Continue to progress through the absence management protocols : Head Teacher Depute Head Teacher	L Watson R Jay, D Mackay, A Reid L Watson, M Dalziel	Mar 2018 Ongoing Ongoing
<b>School Improvement Plan</b>	SLT and school staff identify priority areas from the SIF for School Improvement Plan 2018/19 <b>Vision, Values and Aims</b> – revisit with staff, pupils and parents <b>Reading</b> – progression, strategies, differentiated resources, variety of genres <b>Reading for Enjoyment</b> – Library re-design, FM's reading Challenge, Monthly reading events e.g. books for boys, family reading together <b>Numeracy/Maths</b> – progression, mental maths, wholes school approach, research pedagogy, learning and teaching, application in context.	HT HT and Leadership Team with support from centre staff	May 2018 Session 2018/19

	<p><b>Health and Wellbeing</b> – safeguarding procedures review, agreed and implemented. ASN/Staged Intervention process to be reviewed and amended. Implementation of Ice Pack (PSD Programme).</p> <p>The following cross-cutting themes will be developed across all aspects of learning and teaching :</p> <ul style="list-style-type: none"> <li>• Planning</li> <li>• Assessment</li> <li>• Recording</li> <li>• Reporting</li> <li>• Outdoor Learning</li> </ul>		
<b>Evaluation</b>	<p>Ongoing and regular evaluation of short term targets</p> <p>Validated Self-Evaluation Visit</p> <p>HMle C2 Support Visit</p> <p>HMle Follow Up Visit</p>	<p>HT, L Watson</p> <p>L Watson</p> <p>L Watson, ALO</p> <p>HMle ALO</p>	<p>Ongoing</p> <p>Nov 2018</p> <p>Jun-Aug 2018</p> <p>Jan 2019</p>