

# North Lanarkshire Council Report

## Education, Children and Families Committee

Does this report require to be approved?  Yes  No

Ref JMcP/AH

Date 23/03/26

## Proposal to Establish Permanent Enhanced Support Provision – Holy Cross Primary School

**From** James McParland, Chief Officer (Education South)

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### Executive Summary

In November 2025 Education, Children & Families Committee granted permission for the Service to undertake a statutory consultation on five Enhanced Primary Classes.

Furthermore, in March 2026 a report entitled Strengthening Inclusion: Next Steps, was approved by Education, Children and Families Committee. This paper set out six key strategic priorities and how the service will build on initial successes achieved since 2019, which included the approval of further pilot Enhanced Primary Classes.

This report provides an update for Elected Members on the outcome of the statutory consultation process regarding the proposal to permanently establish an Enhanced Support Provision in Holy Cross Primary school in Croy.

This report provides:

10. Formal feedback report from His Majesty's Inspectors of Education (HMIE) addressing the educational aspects of the proposal. (Appendix 1)
11. The Service response to the key points raised by His Majesty's Inspectors of Education (HMIE)
12. Clear next steps for this proposal, should final approval to proceed be granted.

### Recommendations

It is recommended that the Education, Children and Families Committee –

- (1) Recognises the positive feedback derived from the statutory consultation for a permanent Enhanced Classroom at Holy Cross Primary, from a wider range of stakeholders including parents, carers, staff and pupils
- (2) Acknowledge the largely positive findings of His Majesty's Inspectors of Education (HMIE) regarding the Holy Cross Primary Enhanced Classroom proposal.
- (3) Approves that the pilot Enhanced Classroom at Holy Cross Primary school is approved as a permanent provision effective from August 2026

## The Plan for North Lanarkshire

Priority	Support all children and young people to realise their full potential
Ambition statement	(9) Invest in early interventions, positive transitions, and preventative approaches to improve outcomes for children and young people
Programme of Work	Brighter Futures

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### 1. Background

- 1.1 Since 2021, there has been a significant increase in placing requests being submitted for ASN and LCSC provisions, rising from 48 in 2021/22 to 222 in 2024/25.
- 1.2 North Lanarkshire has also experienced a significant rise in pupils identified as having Additional Support Needs, increasing from 31% in 2021 to a current total recorded at 43%.
- 1.3 To address this increase, and to strengthen the mainstream provision of education for all pupils, five enhanced provisions were piloted across the council, effective from August 2025 for the whole of the academic session 2025/2026.
- 1.4 As identified in various papers taken to Education, Children and Families Committees, the exponential growth in ASN within North Lanarkshire reflects national trends. The proposed development of several Enhanced Primary Classes across clusters aims to improve inclusive practice by enabling pupils with ASN to be educated alongside their peers. The model focuses on early intervention, positive behavioural support, and inclusive, accessible learning environments, in line with legislative duties and the core principles of inclusion.
- 1.5 The development of Enhanced Primary Classes is underpinned by Scottish educational priorities, encompassing inclusion, the realisation of children's rights, and the statutory duties of local authorities. *Education (Additional Support for Learning) (Scotland) Act, The Standards in Scotland's Schools etc. Act 2000, as amended GIRFEC (Scottish Executive, 2006) and the Education (Scotland) Act 2016*.
- 1.6 This approach supports children's rights under the UNCRC (Incorporation) (Scotland) Act 2024 and aligns with national policy and review findings, including the Verity House Agreement, the Morgan Review, and Audit Scotland's ASN report, all of which highlight the need for more effective, sustainable, and well-resourced ASN provision.

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### 2. Report

#### 2.1 Consultation Process

The statutory consultation was carried out under the schools (Consultation) (Scotland) Act 2010.

The consultation opened on 8 December 2025 with the closing date of 9 February 2026. The formal public consultation was held on 22 January 2026 within Holy Cross Primary School with affected stakeholders (staff, parents and pupils). A representative from His Majesty's Inspectorate for Education (HMIE) attended the public consultation meeting.

These meetings were publicised extensively through various media platforms including the NLC webpage. Messages sent included a link directly to NLC consultation webpage to encourage all stakeholders to participate in the process.

## **2.2 Feedback from parents, staff, pupils, and stakeholders was overwhelmingly positive. (Stakeholder Feedback: Appendix 4)**

Key themes across the Holy Cross Primary Enhanced Support Provision consultations are noted below:

- Planned duration of placement P1-7
- Environmental considerations internal/external
- Transport
- Staffing arrangements / ratios
- Opportunities for working with mainstream peers
- Ongoing provision of resources
- Transition considerations

## **2.3 Educational Benefits**

In the report presented to the Education, Children and Families Committee in November 2025, the Service reported on several anticipated and clear educational benefits of this proposal.

In respect of the proposal to establish an enhanced support provision within Holy Cross Primary, the Service highlighted the benefits as follows:

- Enhanced staffing ratios, providing flexibility and enabling personalisation and choice for young people to access their daily routine
- Local provision reduces travel and disruption for families
- Inclusive and welcoming environment to foster effective partnership working and improve outcomes for children, young people and their families
- Improved emotional wellbeing, resulting in positive outcomes, increased attendance and engagement.
- Bespoke resources to support a solution focused approach to meet the individual needs of the young people
- Clearer pathways to mainstream for pupils who can access inclusive opportunities with their peers
- Strengthening whole school practice in pedagogy and learning and teaching to support ASN learners
- Increased opportunities for coaching and mentoring through collaboration with colleagues in the ASN sector.
- Support from the Diocese.

## **2.4 Summary of response from His Majesty's Inspectorate for Education (HMIE)**

In reporting on their evaluation of this proposal in March 2026, HMIE recognised the key potential educational benefits within the proposal including strengthened leadership, transition, learning and teaching practice and integrated planning with partners. HMIE also acknowledged the benefits of appropriately designed spaces for learning, the use of technology and an appropriately personalised curriculum. It was

highlighted in the report from HMIE that the enhanced provision within Holy Cross Primary school will allow children to remain within their local communities and attend school with their local peers.

HMIE made specific recommendations to North Lanarkshire Council as part of their review process, which are to:

- Communicate clearly to stakeholders how the enhanced support provision will meet the needs of all children who require intensive support.
- The Council should clarify its long-term, authority-wide strategy for meeting rising ASN demand across early years, primary, and secondary education.

As per the statutory requirements, the Service has published the full HMIE report for stakeholders to view on the Council website and provided the full report for members in *Appendix 1*.

## 2.5 Next steps

If Committee grant the approval for the permanency of the Enhanced Support Provision in Holy Cross Primary School, the next steps will be:

- Service to communicate the outcome of the decision to all stakeholders
- Headteacher to proceed with the permanent recruitment for all affected posts
- Service to review the learning environment and resources within Holy Cross Primary
- Service to continue to communicate clearly with all stakeholders how the enhanced support provision will meet the needs of all children who require intensive support.
- Service to continue to highlight long term strategic approach for meeting rising ASN demand across all sectors.

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## 3. Measures of success

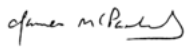
- 12.1 Improved access to high-quality local provision
- 12.2 Strengthened inclusion and transitions
- 12.3 Reduced pressure on specialist ASN placements
- 12.4 More pupils will be educated within their local community
- 12.5 Reduction in ASN transport costs.
- 12.6 The number of placing requests and ASN tribunal references would be reduced.
- 12.7 An increase in staff development and experiences within both the enhanced provision and mainstream setting.

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## 4. Supporting documentation

- 4.1 Appendix 1 - Formal feedback from HMIE in relation to the proposal for an Enhanced Primary Class in Holy Cross Primary School. [04 North Lanarkshire Council - School Consultation - Make permanent enhanced provisions at Holy Cross PS - Publication - Final report.pdf](#)

- 4.2 Appendix 2 – Statutory Consultation Final Outcome Report in relation to the proposal for an Enhanced Primary Class in Holy Cross Primary School. [FOR Enhanced Pilot P1 Holy Cross.docx](#)
- 4.3 Appendix 3 – Slide pack showing the materials presented to stakeholders to establish educational benefits [Holy Cross Primary Enhanced Provision consultation presentation.pptx](#)
- 4.4 Appendix 4 - Stakeholder comments submitted during the statutory consultation process [Holy Cross Stakeholder Feedback](#)



**James McParland**  
**Chief Officer (Education South)**

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## 5. Impacts

<p><b>5.1 Public Sector Equality Duty and Fairer Scotland Duty</b> Does the report contain information that has an impact as a result of the Public Sector Equality Duty and/or Fairer Scotland Duty? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If Yes, please provide a brief summary of the impact?</p> <p><b>An equality impact assessment has been completed and will underpin planning for these proposals.</b></p> <p>If Yes, has an assessment been carried out and published on the council's website? <a href="https://www.northlanarkshire.gov.uk/your-community/equalities/equality-and-fairer-scotland-duty-impact-assessments">https://www.northlanarkshire.gov.uk/your-community/equalities/equality-and-fairer-scotland-duty-impact-assessments</a> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>
<p><b>5.2 Financial impact</b> Does the report contain any financial impacts? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If Yes, have all relevant financial impacts been discussed and agreed with Finance? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If Yes, please provide a brief summary of the impact?</p> <p><b>Finance have been consulted and approval sought for ongoing staffing, resources and adaptations in line with statutory requirements</b></p>
<p><b>5.3 HR policy impact</b> Does the report contain any HR policy or procedure impacts? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If Yes, have all relevant HR impacts been discussed and agreed with People Resources? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If Yes, please provide a brief summary of the impact?</p> <p><b>Staffing ratios have been agreed in line with SNCT guidance and all posts have been to Workforce Steering Group for approval.</b></p>
<p><b>5.4 Legal impact</b> Does the report contain any legal impacts (such as general legal matters, statutory considerations (including employment law considerations), or new legislation)? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If Yes, have all relevant legal impacts been discussed and agreed with Legal and Democratic? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If Yes, please provide a brief summary of the impact?</p> <p><b>Legal Services have been consulted. Statutory Consultation has been undertaken and all legislative requirements have been adhered to.</b></p>
<p><b>5.5 Data protection impact</b> Does the report / project / practice contain or involve the processing of personal data?</p>

Yes  No

If Yes, is the processing of this personal data likely to result in a high risk to the data subject?

Yes  No

If Yes, has a Data Protection Impact Assessment (DPIA) been carried out and e-mailed to [dataprotection@northlan.gov.uk](mailto:dataprotection@northlan.gov.uk)

Yes  No

**5.6 Technology / Digital impact**

Does the report contain information that has an impact on either technology, digital transformation, service redesign / business change processes, data management, or connectivity / broadband / Wi-Fi?

Yes  No

If Yes, please provide a brief summary of the impact?

Where the impact identifies a requirement for significant technology change, has an assessment been carried out (or is scheduled to be carried out) by the Enterprise Architecture Governance Group (EAGG)?

Yes  No

**5.7 Environmental / Carbon impact**

Does the report / project / practice contain information that has an impact on any environmental or carbon matters?

Yes  No

If Yes, please provide a brief summary of the impact?

**Enhanced Support Provisions will ensure that ASN Education can be offered in more localities, reducing the distance learners have to be transported to school, reducing emissions from vehicles.**

**5.8 Communications impact**

Does the report contain any information that has an impact on the council's communications activities?

Yes  No

If Yes, please provide a brief summary of the impact?

**Corporate Communications will be consulted and the outcome shared on the council website and social media.**

**5.9 Risk impact**

Is there a risk impact?

Yes  No

If Yes, please provide a brief summary of the key risks and potential impacts, highlighting where the risk(s) are assessed and recorded (e.g. Corporate or Service or Project Risk Registers), and how they are managed?

**5.10 Armed Forces Covenant Duty**

Does the report require to take due regard of the Armed Forces Covenant Duty (i.e. does it relate to healthcare, housing, or education services for in-Service or ex-Service personnel, or their families, or widow(er)s)?

Yes  No

If Yes, please provide a brief summary of the provision which has been made to ensure there has been appropriate consideration of the particular needs of the Armed Forces community to make sure that they do not face disadvantage compared to other citizens in the provision of public services.

**5.11 Children's rights and wellbeing impact**

Does the report contain any information regarding any council activity, service delivery, policy, or plan that has an impact on children and young people up to the age of 18, or on a specific group of these?

Yes  No

If Yes, please provide a brief summary of the impact and the provision that has been made to ensure there has been appropriate consideration of the relevant Articles from the United Nations Convention on the Rights of the Child (UNCRC).

**Children who attend the Enhanced Support Provision will be positively impacted – see article 28.**

If Yes, has a Children's Rights and Wellbeing Impact Assessment (CRWIA) been carried out?

Yes  No