

## Appendix D – Staff & Pupil Consultation Meetings

Meetings were held with staff in the Spectrum support bases in Wilton Primary and St Ronan’s Primary and with mainstream staff and pupils in Earlston Primary. A summary of the discussions is detailed below.

- All of the Spectrum staff spoke very positively about the new school. They think the facilities it will provide are going to be excellent and are very excited about being able to work in this environment. During the consultation period, the staff were able to make a visit to the building site and were all very happy with the design and product.
- The class teachers are looking forward to the opportunity to working with a bigger team, particularly having the opportunity to work alongside the other teaching staff. Having all the staff located in one school will bring strong benefits where everyone can work flexibly, support each other, cope better on the difficult days and share the achievements and the additional spaces provided in the new school will be a huge help in supporting the pupils when they are experiencing difficulties.
- Staff identified that many of the pupils will benefit from shorter journeys although they are all accustomed to travelling to school. For many the shorter day will help pupil tiredness levels. Being in a more central location may encourage older pupils who currently do not travel from Hawick to Innerleithen due to distance to continue in Spectrum Support. Bringing the children back together will have benefits however staff are aware that there may need to be some planning around this to help pupils cope.
- The staff from St Ronan’s would prefer if all staff and pupils from both provisions were to start at the same time. The need was identified to have time to work together to ensure that everything is set up very carefully so the pupils arrive to familiar organisation and resources. It was highlighted that the need for extended transition work and visits in advance was not seen to be priority for the pupils needs and it was proposed that if the move could be early (e.g. February) then there would be longer time leading up to Summer holidays to become used to the school.
- The Spectrum staff were all keen that in naming the building, that the identity of the Spectrum Service not be lost. An email was received from the St Ronan’s class teacher following their meeting highlighting this further: *“The reason we are all keen to have Spectrum in the school name because we feel like it would give us some ownership of the school. As we discussed (at length!), we are all immensely proud of our service and the strong identity it gives us.”*
- The Principal Teacher of Spectrum sees clear benefits in being able to undertake her role in one setting with the 2 existing teams working as one. This will allow more effective delivery of the service and more effective use of her time. There will be more effective and consistent management of staff cover and staff development and training will be more accessible to the full team. She highlighted the need to bring the existing teams together and to build positive relationships with Earlston Primary School early in the move period.
- Staff in both existing provisions raised some specific queries relating to the HR processes and policies around transfer. These have been collated and passed to the HR advisor attached to the service. Staff groups will have meetings with HR advisors starting in October and this will be in to format of both group and individual consultations about the mechanics of transferring bases.
- The pupils at Earlston Primary School are looking forward to the new provision opening. During a question and answer session, they could appreciate that it would be much better for anyone to learn in a purpose built, pleasant environment. They see an opportunity to make new friends and

also to learn about some difficulties that other children experience as well as how to interact with and even support them.

- Earlston Pupils identified opportunities to share resource such as the library and ICT suite and experiences such as trips out and eating lunch together. They wanted to know what opportunities there would be for the pupils in the new school to join classes in the Primary for parts of the week and also asked whether the new school pupils would go to High School in Earlston.
- Staff in Earlston Primary describe the great opportunity to share both ways with colleagues in the new setting. They highlighted the opportunity to access expertise and development as well as the opportunity to access some high quality and specialised facilities for mainstream pupils who may not otherwise have that opportunity.