

21 January 2020

Dear Colleagues,

Feedback provided by colleagues across all four schools over the course of the development of the plans for the two new colleges has been gratefully received. This includes feedback received at the drop-in sessions held in mid-November at the four schools, feedback received from union representatives and feedback received over the course of a series of workshops with key groups of staff.

The Committee respects the strength and sincerity of the concerns raised by colleagues and is taking direct action to address these issues where it is possible to do so. Although it may be disappointing, particularly to those who wish to see the new colleges extended further, I see no merit in being anything other than upfront about the areas in which change is currently possible, and where it is not.

This letter provides an update of amendments made to the plans following your valuable input. An overview of the suggestions and concerns made most frequently is provided below. A [link](#) is also included to a detailed document outlining all of the matters raised by staff. This document makes clear in which areas plans have been changed following feedback, in which areas change remains possible and will be explored further, and in which areas suggested changes are not possible and the reasons this is the case. Consultation with staff will continue as plans for Lisia School are refined and finalised.

Space concerns

Several successive States have acknowledged the need for investment in the education estate, and the need to reorganise secondary and post-16 education to ensure equality and sufficient curriculum breadth after the removal of selection at 11.

However, several successive plans for rebuilds have been rejected because the costs were judged to be too high. In order to avoid this situation, in which plans were worked up in detail and then rejected by the States, the Committee for Education, Sport & Culture and the Policy & Resources Committee jointly commissioned an independent report to allow a baseline for the space standards to be agreed. The independent report, provided by Peter Marsh Consulting, found that the cost of the extensions required to take the existing schools to the sizes they would be under English space standards approximately £40 million. Various additions to improve the two Colleges were then agreed between the two Committees, bringing the final cost to around £70 million.

As I said in the Assembly this week, if States Members were collectively minded to provide the Committee with more funding then the amount of space could be increased accordingly. However, I believe this is highly unlikely, particularly given that the extensions are already well above national space standards for schools of this size.

The school leadership team, with input from staff, decided how to prioritise space within the total allocation agreed. Several adjustments were made over the course of the design of the plans based on staff feedback. Following the States' decision to delegate the funding required to build the extensions to the new schools, plans are now being adapted and finalised based on further feedback from staff. Some of the key areas in which suggestions or concerns have been raised by staff are detailed below.

Science

Further changes have been made to the layouts of Science areas following a series of additional workshops. Revisions to the existing plans have been agreed by Heads of Science and Science technicians. Science staff will meet later this week to give full sign off on the revised plans.

Library Space and Independent Study Areas for Sixth Form

The possibility of additional mezzanine levels in each of the school libraries are being considered. These would increase the total library space and provide Sixth Form students with a choice of independent study areas. The Committee is committed to including these in the Full Business Case proposals, and further staff involvement will be sought to support the design of these areas.

Outdoor Sports Facilities at de Saumarez Site (LBHS)

PE and Sports facilities will be improved on both sites, with larger multi-use games areas with upgraded surfaces on both sites, as well as covered areas to provide additional flexibility during wet weather. The Committee is keen to provide additional external space at the de Saumarez site if at all possible and has been working with States Property Service to explore all options to secure additional land near the site.

Consultation

A number of engagement events took place last year and informed the Policy Letter. As well as open drop in sessions in each school, meetings took place with key groups of staff, including leaders of subjects with specialised areas, and staff who expressed an interest in discussing a particular policy area. These discussions will continue to take place as the school leadership team develop detailed plans for how Lisia School will work.

Support Staff Voice

Union feedback and Committee drop-ins that took place last term made it clear that support staff do not feel adequately consulted. Since then, Liz Coffey invited all support staff to a choice of two meetings held on the Les Beaucamps and St Sampson's sites to review the student transition arrangements and plan for a dedicated training day for support staff this coming April. Support staff were prioritised in the recent engagement activities to further develop the building plans, including technicians and library staff. SETS membership has been extended to include a support staff representative from each of the four schools.

Staff Consultation

The Executive Leadership Team remains committed to ensuring that staff are involved in developing the plans for the operational management of the new school. The SETS group will remain a key focus for consultation and there will be further consultation with key groups of staff. Staff meetings will also be held which will consider the plans for the new school and offer colleagues the opportunity to feed into those discussions.

Operational Management

The Committee has consistently stated that decisions around the operational management of the school will be made by the Executive Leadership Team. The school leadership team remains committed to ensuring that staff have opportunities to have an input into the way Lisia School will operate. The timings of the school day have not yet been finalised. Delivery of the planned electives programme which extends the day for students on three days per week will be voluntary for staff.

New inspection arrangements for schools

The Committee received feedback from the SETS group that staff were concerned about the implementation of a new inspectorate alongside major transformation. As a result of feedback from staff, the implementation of the new inspection framework has been pushed back by six months to September 2020 to allow for an extended pilot period of inspections.

Uniform

Decisions about the transition into the new school uniform were made based on the recommendation of school leaders, which has sought to optimise the balance between a number of competing priorities. These include starting to build the culture and identity for the new school as part of a smooth transition process for those who will be part of the new Colleges when they are complete in 2022, avoiding unnecessary change for those students who will finish their 11-16 education on their current sites, and ensuring affordability for families along with responsible expenditure of public money.

With kind regards,

A handwritten signature in blue ink, appearing to read 'M Fallaize', written in a cursive style.

Deputy Matt Fallaize
President of the Committee *for* Education, Sport *and* Culture