

EAST RENFREWSHIRE COUNCILEDUCATION COMMITTEE12 JUNE 2025Report by Director of EducationTHE CLOSURE OF GLEN FAMILY CENTRE AND FUTURE EARLY LEARNING AND
CHILDCARE PROVISION FOR CHILDREN AGED 0 – 3 YEARS RESIDING IN THE EAST
OF THE AUTHORITY FOR SCHOOL SESSION 2026/27 AND BEYOND**PURPOSE OF THE REPORT**

1. To seek approval to undertake a statutory education consultation on the proposal to rationalise the education estate by closing Glen Family Centre and introducing 0 to 3 year old services, (currently provided at Glen Family Centre), to Glenwood Family Centre before the commencement of the 2026-27 academic year.

RECOMMENDATIONS

2. Education Committee is asked to approve that the Director of Education proceeds with a consultation on the proposal to:
- a. rationalise the education estate by closing Glen Family Centre and introducing 0 to 3 year old services (currently provided at Glen Family Centre) to Glenwood Family Centre before the commencement of the 2026-27 academic year; and,
 - b. instruct the Director of Education to report on the consultation at the re-arranged Education Committee of 13 November 2025, on 18 December 2025.

BACKGROUND

3. The Council is required to consult formally on a proposal to close an early learning and childcare establishment. How this is carried out and who must be consulted is clearly set out in the Schools Consultation (Scotland) Act 2010 which came into force in April 2010 and amended in 2014.

4. In Scotland, local authorities have a statutory duty, mandated by the Children and Young People (Scotland) Act 2014, to secure a specified amount of funded early learning and childcare for eligible children, currently set at 1140 hours per year.

5. Eligible children are defined as all 3 and 4-year-olds and some 2-year-olds, if their household receives certain benefits, or if the child has been looked after by a local authority, is the subject of a kinship care order or has a parent-appointed guardian.

6. Almost all early learning and childcare settings across East Renfrewshire accommodate children from 3 years of age until the date at which they start primary school,

with a small number of settings offering spaces for 2-year-olds. Additionally there are two family centres which provide provision solely for children aged 0 – 3 years of age; Glen Family Centre and McCready Family Centre in the east and west of the Council area respectively.

7. The ambition of East Renfrewshire Council is to ensure that all of our children are educated in an estate which is fit for purpose and ensures that they are provided with the optimum conditions in which to thrive.

8. Ensuring sufficiency of early learning and childcare places in facilities which are optimum for learning, teaching and play, whilst rationalising the estate of older inefficient buildings, will support the wider council by ensuring a best value approach, through the most effective and efficient use of Council resources, and supports its wider objectives such as being net carbon neutral by 2045.

REPORT

9. The Giffnock / Thornliebank early learning and childcare neighbourhood is served by four settings catering for children aged 3-5 years of age at Braidbar Primary School Nursery Class, Giffnock Primary School Nursery Class, Thornliebank Primary School Nursery Class and Glenwood Family Centre; with Glen Family Centre offering provision for children aged 0-3 years of age, and being the only centre in the east of the Council to offer 0 to 2 places.

10. At present Glen Family Centre is registered with the Care Inspectorate to provide care to a maximum of 50 children aged between 6 weeks and 3 years old at any one time, whilst Glenwood Family Centre is registered with the Care Inspectorate to provide care to a maximum of 180 children, aged between 3 and 5 years old at any one time.

11. As detailed in paragraphs 27 to 30 of appendix 1 (the consultation proposal), the Education Department is confident that Glenwood Family Centre would be able to accommodate 0-2 year old children who would attend Glen Family Centre in future years.

12. Analysis by the Education Department demonstrates that as Glen Family Centre is the only establishment in the east of the authority to offer 2 to 3 year old places, around three quarters of children who attend on this basis do not reside within the Giffnock and Thornliebank community, as detailed in table 1 in paragraph 32 of appendix 1. As noted in paragraph 36, the Education Department is aware that there are a number of families who may be eligible for 2 to 3 year old provision who are not accessing this. This suggests that families may be encountering logistical challenges and further costs associated with travel, dissuading them from accessing the service, which is at odds with the accessibility objective of early learning and childcare in Scotland.

13. The Education Department continually reviews early years provision for those entitled children and families, including 2-year-old places, and adjusts accordingly. Considering the data presented in table 1, the department has plans to align and distribute more widely the provision of 2-3 year old places with the community model, allowing for: more effective and efficient use of the estate and increased accessibility of places in each locale.

14. The Education Department's analysis concludes that based on the proposed maximum places (at any one time) at each age range, and the ability to increase the number of distinct places through the various models which can be employed, that Glenwood Family Centre

would comfortably continue to have sufficient capacity to accommodate the demand for 3-5 year old provision in the area.

15. Providing 0 to 5 year old places at Glenwood Family Centre will improve experiences for children by reducing the number of transitions for children and aligns strongly with parental choice as detailed in paragraph 37 and table 2 appendix 1.

16. Glen Family Centre is the second oldest stand-alone early learning and childcare building having been built in 1980, whilst Glenwood Family Centre was built in 2021. As may be expected for a building of its age, Glen Family Centre is less energy efficient and more costly to operate with regards to utilities, maintenance and compliance costs. In addition there is a need for major maintenance at Glen Family Centre to be undertaken to ensure the long term ongoing appropriate conditions for service users, which is detailed in paragraphs 39 to 45 in appendix 1.

17. It is proposed that Glen Family Centre would close prior to the commencement of the 2026-27 academic term, and that 0-5 year old provision would be provided at Glenwood Family Centre from the commencement of the 2026-27 academic year.

18. Children and their families will be able to record their preference for the location of early learning and childcare which best suits their needs in advance of the closure of Glen Family Centre. Given transition trends it is likely that many will opt for Glenwood.

19. Parents who have already applied, or apply during the consultation period, for a nursery place in Glen or Glenwood family centres, would be informed of the consultation and that the process of allocating places may be delayed as a consequence

20. The educational benefits and implications of the proposal are set out in paragraphs 50 to 67 of the attached appendix 1.

FINANCIAL AND EFFICIENCY IMPLICATIONS

21. It is estimated that there would be potential savings to the early learning and childcare revenue budget of circa £197k per annum for property, utilities, other running costs and staffing.

22. Any potential savings in relation to staffing costs will be dependent on the ability to redeploy staff to other appropriate vacant posts at the time of the closure of Glen Family Centre which is dependent on natural attrition and any required re-evaluation of posts.

23. In all matters staffing, the Council's HR policies and procedures will be followed at all times and guidance and support sought from HR colleagues with affected staff supported appropriately.

24. It is anticipated that the projected costs of the adaptations to Glenwood Family Centre to enable accommodation of children aged 2 and under could be met from the year 1 savings from the closure of Glen Family Centre.

25. Should the proposal be approved, the current Glen Family Centre establishment and grounds will require to be managed. Details of the options for the site are provided in paragraphs 49 and 77 of appendix 1.

26. This proposal supports a local authority's duty in accordance with the Local Government in Scotland Act 2003, "...to secure best value by continuous improvement in performance of the authority's functions, while maintaining an appropriate balance between quality and cost and having regard to economy, efficiency, effectiveness, equal opportunities and the achievement of sustainable development."

27. Further information is included in the section on Financial Considerations in paragraphs 73 to 81 in the attached consultative proposal document.

CONSULTATION

28. The purpose of this paper is to seek elected member approval to undertake a consultation exercise as is required by the Schools Consultation (Scotland) Act 2010.

29. Note on Corrections: If any inaccuracy or omission was discovered in the Proposal Document either by the Education Department, or any person, the department would determine if relevant information has been omitted or, if there had been an inaccuracy. The Education Department would then take appropriate action which may include the issue of a correction or the reissuing of the proposal paper or the revision of the timescale for the consultation period as appropriate. In that event, relevant consultees and Education Scotland would be advised.

30. The operational detail and timescales of the consultation are also set out in the consultative document in paragraphs 84 to 105.

31. The consultation period will last from Wednesday 13 August 2025 until midnight on Friday 25 September 2025.

32. The legislative timescales required for the various elements of statutory consultation as defined by the Schools (Consultation) (Scotland) Act 2010, means that it is difficult to align the process of consultation with planned local governance processes and timelines such as Education Committee. As a consequence of the required timescales, the report on the results of the proposal will not be available for consideration by the next Education Committee (13 November 2025), following the end of the Consultation on 25 September 2025. This means that a decision on the proposal and associated findings of the consultation by Education Committee cannot be progressed for some time, and likely no earlier than January 2026.

33. In order to avoid a lengthy delay between the end of the consultation and a decision by Education Committee, it is proposed that the planned Education Committee on 13 November 2025 be re-scheduled for 18 December 2025, as defined in the Recommendations.

34. Further implications of the proposals are set out in the consultative document and await the outcome of the consultation. The Director of Education will report the results of this consultation exercise, including the report submitted by Education Scotland, to the Education Committee on 18 December 2025.

35. If, following the consultation exercise, the decision is made to agree the proposal, then it is proposed to:

- a. rationalise the education estate by closing Glen Family Centre and introducing 0 to 3 year old services, currently provided at Glen Family Centre, to Glenwood Family Centre before the commencement of the 2026-27 academic year

36. This proposal is subject to ministerial call in and further details of this process are contained in paragraphs 86 to 93 of appendix 1.

37. East Renfrewshire Council's legal section has been involved and is aware of the proposal and consequential outcomes for the Council.

CONCLUSIONS

38. Closing Glen Family Centre will allow for rationalisation of the early years estate whilst still ensuring high quality learning experiences for children, staff and families, and ensuring sufficiency of ELC places, by extending the provision at Glenwood Family Centre to 0-5 years from its current provision of 0 to 3 year olds.

39. Closing the Glen Family Centre will result in a more effective and efficient use of the estate and best value approach, reducing on ongoing revenue and maintenance costs as well as one off major capital costs to address required remedial actions and contribute to the Council's wider carbon neutral aspirations.

40. The proposal aligns with the Council's Capital Asset Management Plan and Property Asset Management Plan as well as the Scottish Government's and Council's objective of being net carbon neutral by 2045.

41. It is proposed that 0 to 5 year old provision will be available from Glenwood Family Centre and that Glen Family Centre will close, from the start of the 2026-27 academic year.

42. Current legislation requires the Council to undertake a statutory consultation on the proposed changes.

RECOMMENDATIONS

43. Education Committee is asked to:

approve that the Director of Education proceeds with a consultation on the proposal to:

- a. rationalise the education estate by closing Glen Family Centre and introducing 0 to 3 year old services (currently provided at Glen Family Centre) to Glenwood Family Centre before the commencement of the 2026-27 academic year; and,
- b. instruct the Director of Education to report on the consultation at the re-arranged Education Committee of 13 November 2025, on 18 December 2025.

Mark Ratter
Director of Education
June 2025

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Appendices

Appendix 1: Consultation Paper: The closure of Glen Family Centre and future early learning and childcare provision for children aged 0 – 3 years residing in the east of the authority for school session 2026/27 and beyond.

EAST RENFREWSHIRE COUNCIL: EDUCATION DEPARTMENT

THIS IS A FORMAL CONSULTATIVE DOCUMENT

**THE CLOSURE OF GLEN FAMILY CENTRE AND FUTURE EARLY LEARNING AND
CHILDCARE PROVISION FOR CHILDREN AGED 0 – 3 YEARS RESIDING IN THE EAST
OF THE AUTHORITY FOR SCHOOL SESSION 2026/27 AND BEYOND**

JUNE 2025

This document has been issued by the Education Committee of East Renfrewshire Council
for consultation in terms of the Schools Consultation (Scotland) Act 2010.

EAST RENFREWSHIRE COUNCIL: EDUCATION DEPARTMENT

THE CLOSURE OF GLEN FAMILY CENTRE AND FUTURE EARLY LEARNING AND CHILDCARE PROVISION FOR CHILDREN AGED 0 – 3 YEARS RESIDING IN THE EAST OF THE AUTHORITY FOR SCHOOL SESSION 2026/27 AND BEYOND

PURPOSE OF THE CONSULTATION

1. This consultation is on the following proposal to:
 - a. rationalise the education estate by closing Glen Family Centre and introducing 0 to 3 year old services (currently provided at Glen Family Centre) to Glenwood Family Centre before the commencement of the 2026-27 academic year.

BACKGROUND

Vision and Ambition

2. East Renfrewshire Council's Education Department is committed to *Everyone Attaining, Everyone Achieving through Excellent Experiences*, and has a well-earned reputation for providing excellent early learning and childcare for children. This is evidenced in the assessments and subsequent reports received on our family centres and nursery classes following inspection by His Majesty's Inspectorate of Education (HMIE) and the Care Inspectorate.

3. East Renfrewshire Council's *A Place to Grow* is the Community Planning Partnership's vision, setting out the shared hopes and aspirations between now and 2040 so that East Renfrewshire is a place where everyone can flourish, thrive and grow. *A Place to Grow* is built on three pillars that will be the foundation for all our strategic planning going forward. This proposal further drives the Council's ambition for East Renfrewshire to be a place where:

- i) Our children and young people flourish;
- ii) Our communities and places thrive; and,
- iii) We all live well.

Delivery of Early Years in East Renfrewshire

4. In Scotland, local authorities have a statutory duty, mandated by the Children and Young People (Scotland) Act 2014, to secure a specified amount of funded early learning and childcare for eligible children, currently set at 1140 hours per year.

5. The Council has responded to national policies which have led to the expansion of early learning and childcare as appropriate, and in some cases has done so ahead of statute. For example the provision of 1140 hours of early learning and childcare was in place in East Renfrewshire 1 year before (August 2020) the Scottish Government made such mandatory in August 2021.

6. Eligible children are defined as all 3 and 4-year-olds and some 2-year-olds, if their household receives certain benefits or if the child has been looked after by a local authority, is the subject of a kinship care order, or has a parent-appointed guardian.

7. The early learning childcare education estate across East Renfrewshire Council comprises of 24 early learning and childcare establishments and nursery classes, all of which are non-denominational.

8. Unlike primary and secondary education, there are no formal catchment areas associated with each early learning and childcare establishment with all settings aligned across 4 neighbourhoods:

- Barrhead / Neilston
- Busby / Clarkston / Eaglesham
- Giffnock / Thornliebank
- Newton Mearns

9. Whilst families are encouraged to select provision within their home neighbourhood, children may attend an establishment located in another neighbourhood if this is the wish of the parent/carer and the request can be accommodated in line with the department's admissions procedures. The admissions criteria for early learning and childcare gives a degree of priority to those families who apply for an establishment located in the community neighbourhood where they live.

10. Almost all early learning and childcare settings across East Renfrewshire accommodate children from 3 years of age until the date at which they start primary school, with a small number of settings offering spaces for 2-year-olds.

11. East Renfrewshire has two family centres which provide provision solely for children aged 0 to 3 years old. Glen Family Centre, located in the Thornliebank area aligns with the east of the authority, whilst McCready Family Centre located in Barrhead, aligns with the west of the council. Whilst these family centres are located in two neighbourhoods, they serve families from across the authority.

12. A wide range of private, independent and voluntary providers within East Renfrewshire also provide 0 to 3 provision across the authority.

13. The Local Admissions Panel (LAP) and the Early Years Intervention Group (EYIG) are the bodies which process and allocate places at early learning and childcare establishments. The LAP considers applications for children aged 2 years and older, with those eligible being guaranteed a place in one of our early learning and childcare settings that offers 2-year-old provision. As well as fulfilling our statutory duty for eligible children, East Renfrewshire uses an early intervention and preventative approach by using its discretionary powers to allocate places to children who would benefit from an early learning and childcare place. The EYIG governs the allocation of these places and meets on a monthly basis to review applications and offer additional support to vulnerable children and families.

14. Parents of children not eligible for free early learning and childcare, or who wish for provision greater than the statutory entitlement, can also make an application to purchase an early learning and childcare place in either a local authority or a funded provider setting. Where availability in the local authority allows, applicants are approved and the Council receives income.

Education Estate in East Renfrewshire

15. The ambition of East Renfrewshire Council is to ensure that all of our children are educated in an estate which is fit for purpose and ensures that they are provided with the optimum conditions in which to thrive. Particular focus is placed on the condition and suitability of the education estate in this regard.

16. In accordance with national legislation and guidance for the provision of the education estate, East Renfrewshire primarily categorises the investment needs of its educational premises with respect to sufficiency of education places and the condition and suitability of the estate.

17. Like all 32 local authorities in Scotland, East Renfrewshire Council has a statutory requirement to ensure sufficiency of education places to meet the demand from local residents, but with due regard to efficient use of resources and best value approaches. Occupancy rates are monitored to ensure best value for money for the service. Low levels of occupancy are neither efficient nor effective and can commit valuable resources that could be targeted at improving the condition and suitability of the learning and teaching environments, and raising attainment and achievement for East Renfrewshire's children and young people.

18. The capacity of early learning and childcare settings is defined by the maximum number of children who can attend an establishment at any one time, set by the Care Inspectorate. The number of children that can be accommodated in an establishment is affected by several factors, with three of the main considerations being the age ranges of the children in attendance, the physical size of the establishment and the model of provision available. However it is possible for an establishment to be able to cater for a greater number of distinct children given the different models and attendance patterns which can be used.

19. East Renfrewshire Council acts in accordance with the Scottish Government's guidelines *Space to Grow*¹, which provides the defined area required per child to allow them to play, move and explore and takes cognisance of the developmental stage of children and their needs.

20. The condition (fabric and mechanics) of the education estate focuses on ensuring that buildings and their outdoor surrounds, are in a good state irrespective of age or design, and that buildings are safe, secure and well maintained and are legislatively compliant at all times.

21. Education facilities which are in good condition, ensures that they are fully operational at all times, and signal that learning in East Renfrewshire is a valued activity, where learning environments are a priority and make a difference. Being educated in, working in, and accessing facilities which are in good condition can give that all important 'feel-good factor' to children, young people and staff and results in those users feeling valued; in turn service users also respect and care more for their environment.

22. As defined in the Council's Corporate Asset Management Plan (CAMP) 2023-2028² the Council's asset management processes and procedures must seek to manage, operate,

¹ Space to Grow: <https://www.gov.scot/binaries/content/documents/govscot/publications/advice-and-guidance/2017/06/space-grow-design-guidance-early-learning-childcare-out-school-care/documents/space-grow-design-guidance-early-learning-childcare-out-school-care-settings/space-grow-design-guidance-early-learning-childcare-out-school-care-settings/govscot%3Adocument/00522564.pdf>

² East Renfrewshire CAMP 2023-2028: https://www.eastrenfrewshire.gov.uk/media/8626/Cabinet-item-10-26-January-2023/pdf/Cabinet_item_10_-_26_January_2023.pdf?m=1673610780253

maintain, improve and dispose of assets effectively; East Renfrewshire Council must ensure its assets deliver best value. This proposal accords with the CAMP objectives to:

- i) Retain or acquire only assets that are necessary and appropriate to our needs;
- ii) Maximise utilisation of assets and match fitness for purpose with our needs;
- iii) Optimise value for money in investment.

23. As detailed in the Council's Property Asset Management Plan (PAMP)³, the education estate equates for around 43% of the number of properties managed by the Council but around 59% of the total of the Council's property costs with regards to capital investment, maintenance and energy consumption. Accordingly, as is the case for all services at a time of reducing resources (financial and physical), there is a requirement to continually monitor and consider if and when any areas of the education estate can be rationalised without negatively impacting learners and wider stakeholders

24. Such rationalisation will contribute to reducing capital and revenue costs associated with maintaining older facilities, reduce pressure on council services, and support the wider aspirations of the Council in its drive towards becoming carbon neutral by 2045 as required by the Climate Change (Emissions Reduction Targets) (Scotland) Act 2019⁴.

25. The evaluation of how suitable an establishment is considers how well the environment supports the aspirational education outcomes that we wish to deliver to our children and young people. Numerous factors are considered with regard to suitability including the environmental conditions such as: temperature control, acoustics, ventilation, natural light and the ability for these factors to be controlled; as well as other factors such as accessibility. Within ELC there is a focus on learners having personalisation and choice in their learning with easy access to outdoor learning; the ability for free flow movement across the internal and external areas of a facility are of key consideration.

³ERC PAMP: https://www.eastrenfrewshire.gov.uk/media/10259/Cabinet-Item-04-25-April-2024/pdf/Cabinet_Item_04_-_25_April_2024.pdf?m=1712854745347

⁴ The Climate Change (Emissions Reduction Targets) (Scotland) Act 2019: <https://www.legislation.gov.uk/asp/2019/15>

REPORT

26. The Giffnock / Thornliebank early learning and childcare neighbourhood is served by four settings catering for children aged 3-5 years of age at Braidbar Primary School Nursery Class, Giffnock Primary School Nursery Class, Thornliebank Primary School Nursery Class and Glenwood Family Centre; with Glen Family Centre offering provision for children aged 0-3 years of age, and being the only centre in the east of the Council to offer 0 to 2 places.

Sufficiency of Places

27. At present Glen Family Centre is registered with the Care Inspectorate to provide care to a maximum of 50 children aged between 6 weeks and 3 years old at any one time.

28. At present Glenwood Family Centre is registered with the Care Inspectorate to provide care to a maximum of 180 children, aged between 3 and 5 years old at any one time.

29. The proposal to accommodate children from 0-5 years of age at Glenwood Family Centre would require small adaptations to be made to the building to introduce the 0-2 year old provision. These adaptations, and accompanying space areas required for 0-3 year olds, would result in a variation to the 180 any one-time capacity to 153, on the basis of 15 places for 0-2 year-olds, 18 places for 2-3 year olds and 120 places for 3-5 year-olds.

30. The number of places which are planned to be available at Glenwood for 0-2 year-olds, would have been able to accommodate the children who attended Glen in each of the last three years, and as anticipated in 2025-26. This, aligned with a decrease in the number of births in East Renfrewshire since 2017⁵, gives the Education Department confidence that the number of children who will require a 0-2 place in the east of the Council will be able to be accommodated at Glenwood Family Centre in future years.

31. Glen Family Centre and Cart Mill Family Centre (Busby/Clarkston/Eaglesham) are the only two local authority providers in the east of the Council area that offer 2-3 year-old places.

32. Table 1 details the neighbourhoods of the children and families who currently access a funded 2-3 year old place in Glen Family Centre. As is provided in table 1, nearly three quarters of the children who attend the centre for funded 2-3 year old provision, do not live within the Giffnock/Thornliebank community where Glen Family Centre is located, with over a half of children residing in the Newton Mearns community area.

Community	Percentage of Eligible 2-year-olds attending in 2024/25
Barrhead/Neilston/Uplawmoor	4%
Busby/Clarkston/Eaglesham	16%
Giffnock/Thornliebank	28%
Newton Mearns	52%

Table 1

33. Although the department has always managed to meet its duty to provide a place for eligible 2 year olds living in the east of the authority, Table 1 illustrates that many children and families have to access this out with their early learning and childcare neighbourhood,

⁵ Planning for the Future: https://www.eastrenfrewshire.gov.uk/media/688/Planning-for-the-future-2024/pdf/Planning_for_the_Future_2024.pdf?m=1706805886763

potentially encountering logistical challenges and further costs associated with travel, which is at odds with the accessibility objective of early learning and childcare in Scotland.

34. Based on an analysis of the uptake of funded places for those eligible children aged 2-3 years of age, the Council is aware of a number of families residing within Newton Mearns who do not appear to be accessing this provision, despite potentially having an entitlement to do so. The Council is aware that there could be over 30 families residing within the Newton Mearns community who may be eligible for this enhanced provision however, within session 2024/25 only 13 families have chosen to access this. Although no information is available to the reason for this, it is reasonable to assume that accessibility may be a likely factor.

35. The Education Department continually reviews early years provision for those entitled children and families, including 2-year-old places, and adjusts accordingly. Considering the data presented in table 1, the department has plans to align and distribute more widely the provision of 2-3 year old places with the community model, allowing for: more effective and efficient use of the estate and increased accessibility of places in each locale.

36. The Education Department's analysis concludes that based on the proposed maximum places (at any one time) at each age range, and the ability to increase the number of distinct places through the various models which can be employed, that Glenwood Family Centre would comfortably continue to have sufficient capacity to accommodate the demand for 3-5 year old provision in the area.

Transition and Parental Choice

37. When a child reaches the age of 3 years old, the child will transition to an alternative location for their continuation of early learning and childcare, prior to transitioning to primary education at the age of 5 (or later if the child's entry is deferred). Details of the largest transition patterns for children from Glen FC are detailed in Table 2:

	2022/23	2023/24	2024/25	2025/26
Glenwood FC	48%	45%	45%	48%
Crookfur Family Centre	16%	11%		9%
Calderwood Lodge Family Centre		8%		6%
Carolside PS Nursery Class	8%			
Hazeldene Family Centre		8%	7%	
Maidenhill PS Nursery Class		8%	10%	
Overlee Family Centre			7%	
Giffnock PS Nursery Class			7%	
Thornliebank PS Nursery Class	8%			6%
Mearns PS Nursery Class				6%

Table 2: Please note only those establishments who received more than 5% of children from Glen are included in the table

38. The information in Table 2 demonstrates that a significant proportion of the children who attend Glen Family Centre transition at the age of 3 to Glenwood Family Centre, with almost half the children each year transitioning in this way; the proposal aligns strongly with parental choice of 3 to 5-year-old early learning and childcare.

Building Condition and Experiences

39. Glen Family Centre is the second oldest stand-alone early learning and childcare building, having been built in 1980. The Council's Property Asset Management Plan (PAMP)⁶ notes that the facility is regarded as being C grade for condition as defined by the Scottish Government's core facts assessment grading values, which range from A-D. Grade C condition is regarded as:

C Poor – Showing major defects and/or not operating adequately

40. Glen Family Centre is operating at D grade for energy use as measured by the Energy Performance Certificate scale which ranges from A to G. A D rating is regarded as:

A D rating signifies that a property is reasonably efficient but could benefit from upgrades to reduce energy usage and costs.

⁶Est Renfrewshire Council Property Asset Management Plan:
https://www.eastrenfrewshire.gov.uk/media/10259/Cabinet-Item-04-25-April-2024/pdf/Cabinet_Item_04_-_25_April_2024.pdf?m=1712854745347

41. The condition, suitability and energy efficiency of Glenwood Family Centre is sector leading. A comparison of the two sites, as detailed in the PAMP, is provided below:

	Age	Condition	Suitability	Maintenance & Compliance Costs: Full Yr / Per m ²	Energy Rating	Energy Costs: Full Yr / Per m ²
Glen FC	1980	C	B	£19,739 / £43.00 per m ²	D	£11,381 / £25.00 per m ²
Glenwood FC	2021	A	A	£2,441 / £2.50 per m ²	A	£19,247 / £20.00 per m ²

Table 3

42. As would be expected for a building of its age, there is a need for major maintenance to be undertaken to ensure the appropriate conditions for service users at Glen Family Centre. Assessments of the condition of roofs, boilers and the need for rewiring at Glen Family Centre have been undertaken, in addition to previously identified works.

43. A roofing condition survey has identified that the entire roof structure has now passed its life span and consequently: has potential for water ingress; has reduced light source impacting natural light intake; and the energy efficiency is being impacted as a consequence of its condition and heat loss. The cost to replace the roof has been estimated at £210,000.

44. The establishment's boiler is 15-years-old and has also exceeded its expected life span and consequently requires to be replaced. The cost to replace the boiler has been estimated at in excess of £50,000.

45. Windows have been identified as requiring to be replaced. However on previously initiating plans for the replacement of windows at Glen, unfortunately it was found that other more extensive infrastructure works would also be required to allow this to happen. The estimated cost to replace the windows and additional works is £40,000.

PROPOSAL

46. It is proposed that for the commencement of the academic year 2026-27, that Glen Family Centre will close.

47. Parents of children attending Glen Family Centre at the time of closure, would be offered the following options for the commencement of school session 2026–2027 and beyond:

- i) for those with children not yet aged 2-years at the time of closure:
 - a. transfer their children to Glenwood Family Centre;
- ii) for those with children who will be 2 years old at the time of closure:
 - a. transfer their children to Glenwood Family Centre;
 - b. transfer their children to another family centre within East Renfrewshire that provides 2-year-old provision;
 - c. transfer their children to a provider from the private, voluntary or independent (PVI) sector which works in partnership with the Council as

part of the Funding Follows the Child model of early learning and childcare funding.

48. Operationally:

- a. Children and their families will be able to record their preference for the location of early learning and childcare which best suits their needs in advance of the closure of Glen Family Centre. Given transition trends it is likely that many will opt for Glenwood.
- b. Parents who have already applied, or apply during the consultation period, for a nursery place in Glen or Glenwood family centres, would be informed of the consultation and that the process of allocating places may be delayed as a consequence.

Glen Family Centre Site

49. Once vacated and assuming there are no requirements for the Education Department to retain the facility, it would be deemed as surplus to requirements and passed to the Council's Estates Department to consider future options for the site and property. There may be security and demolition costs that will need to be factored whilst options are considered, assessed and approved. Future proposals for either asset disposal or re-purposing of the site will be the subject of separate reports and appropriate approval.

EDUCATIONAL BENEFITS

50. The vision and aims of the Education Department, *Everyone Attaining, Everyone Achieving through Excellent Experiences*, is at the heart of the work that department and early learning and childcare staff undertake as they seek to provide the highest quality education and services to develop the whole child.

51. The department regards early learning and childcare as crucial to the delivery of a broad general education for all children. The Pre-birth to 3 and Realising the Ambition⁷ national guidance, aims to ensure that every child in Scotland gets the best possible start in life through supportive, high quality early learning and experiences.

52. The aim of *Curriculum for Excellence* is to enable all children and young people to develop their capacities as successful learners, confident individuals, responsible citizens and effective contributors to society. The department's vision and values embody these aims.

53. The number of early learning and childcare places in the east of the authority would continue to adequately serve the residents of this area.

54. By hosting 0 to 3-year-olds at Glenwood Family Centre, there would be no need for children at the age of 3, from the designated neighbourhood, to transition to a new environment (subject to ELC admissions process) in which they are not familiar with staff and friends. Whilst transitions between Glen and the receiving centres for 3 year olds are very effective, hosting the children in one establishment for the duration of their early learning and childcare will result in a better experience for the child, with staff who are fully knowledgeable and experienced in supporting the child and the family and will allow the children to stay in a setting with friends that they are familiar with. This will further support the department's objective of securing continuous and progressive learning experiences for children aged 2 to

Realising the Ambition ⁷ <https://education.gov.scot/media/3bjpr3wa/realisingtheambition.pdf>

5 years. This would help to unify children's early learning and childcare in the setting of their families' choice.

55. Increasing the availability of places for eligible 2-year-olds across all 4 neighbourhoods would better serve to meet the specific demand for places in particular communities, making early learning and childcare more accessible, and helping to address the issue of non-uptake of a 2-year-old place. Like the proposed changes to Glen and Glenwood, increasing the availability of places for eligible 2-year-olds across the authority will support further the department's agenda of improving the transitions of children within the early learning and childcare stage, as these children will be more likely to be hosted in the one location from the age of 2 years of age.

56. As noted in para 37, for 2025/26, 48% of children moving from a 2-year old place at Glen Family Centre will transition to Glenwood Family Centre, thus the proposal aligns with current parental preference.

57. The purpose-built spaces at Glenwood include open-plan playrooms, outdoor learning areas, and flexible rooms that encourage creativity, movement, and collaboration; the facility supports free flow movement, allowing children to move independently between indoor and outdoor environments, following their interests and natural rhythms. This freedom to explore encourages self-confidence, decision-making skills, and a sense of ownership over their learning.

58. Modern layouts also allow for greater personalisation, with flexible spaces that can be adapted to suit each child's individual needs, learning style, and pace. The thoughtfully designed Glenwood Family Centre helps nurture a child's independence, confidence, and curiosity, laying a stronger foundation for their future learning.

59. Glenwood Family Centre meets the latest standards in ventilation, lighting, and accessibility, creating environments that are healthier and more stimulating for young children.

60. Hosting a wider age range of children, along with a greater number of staff members in one location, would result in greater opportunities for staff professional development and collaboration.

61. The level of early learning and childcare at both Glen and Glenwood family centres is of a very high standard as evaluated locally by the Education Department and externally by the Care Inspectorate.

62. The timing and evaluation framework utilised by the Care Inspectorate at the time of its visits, differed for each centre.

63. Glen Family Centre was most recently inspected by the Care Inspectorate in September 2018⁸ when it was evaluated against two key themes as: Very Good for its Care and Support; and Very Good for its Environment.

64. Glenwood Family Centre was most recently inspected by the Care Inspectorate in March 2023⁹, with the centre being evaluated against four key themes as: Excellent for How

⁸ Care Inspectorate Reports: Glen Family Centre: <https://www.careinspectorate.com/index.php/care-services?detail=CS2003017005>

⁹ Care Inspectorate Reports: Glenwood Family Centre: <https://www.careinspectorate.com/index.php/care-services?detail=CS2003014614>

Good is our Care, Play and Learning; Excellent for How Good is our Setting; Excellent for How Good is our Leadership; and Very Good for How good is our Staff Team.

65. The Head of Education Services (Performance and Quality Improvement) and the Quality Improvement Team would work with the senior management teams at both centres to manage the amalgamation and ensure as smooth a transition as possible.

66. If the proposal is accepted, then careful consideration would be given to managing the integration of staff and children from Glen to their new setting. For some children with Additional Support for Learning requirements there may be the need for an extended period of transition with staff from both early learning and childcare settings working with parents to ensure that the transfer is as smooth as possible.

67. Whilst the Education Department does not consider that the proposal would have an adverse impact on any child or staff member with regards to protected characteristics, an Equality Fairness and Rights Impact Assessment (EFRIA) will be undertaken as part of the consultation exercise. In carrying out this assessment the department will take account of (and address) any equality issues raised via the consultation process to ensure each child and family will be given any required support. The EFRIA will be included in the consultation results response document.

CONSEQUENCES OF THE PROPOSAL

68. Should it not be appropriate for all staff to transfer to Glenwood Family Centre following the allocation of early learning and childcare places and staffing deployment for August 2026, the Education Department would seek to manage staff changes by ensuring appropriate alternative options in other early learning and childcare settings; this is the same approach employed each year through the early learning and childcare annual staffing exercise, and can impact any staff member in any establishment, as staff are located to establishments each year on the basis of need and family demand.

69. In accordance with the Council's position on compulsory redundancy, there would be no compulsory redundancies associated with this early learning and childcare restructure proposal.

70. Glenwood Family Centre is located 0.2 miles from Glen Family Centre and so for those families who currently make their way to the establishment using active travel, this proposal is likely result in no change to their means of getting to and from Glenwood.

71. As the registered number of children at Glenwood Family Centre would remain within that which was originally planned for, the levels of traffic in the area should not be in excess of what was originally planned for, when the facility was developed.

72. Should the proposal be approved and Glen Family Centre closed, there would be a reduction in the overall carbon footprint of the Council as a result of energy saving in heating, lighting and other electrical equipment.

FINANCIAL IMPLICATIONS

73. It is estimated that there would be potential savings to the early learning and childcare revenue budget of circa £197k per annum for property, utilities, other running costs and staffing.

74. Naturally, there are many factors which may influence the possibility of achieving full possible savings, particularly with regards to staffing costs. Any potential savings in relation to staffing costs will be dependent on the ability to redeploy staff to other appropriate vacant posts at the time of the closure of Glen Family Centre which is dependent on natural attrition and any required re-evaluation of posts.

75. In all matters staffing, the Council's HR policies and procedures will be followed at all times and guidance and support sought from HR colleagues with affected staff supported appropriately.

76. It is anticipated that the projected costs of the adaptations to Glenwood Family Centre to enable accommodation of children aged 2 and under could be met from the year 1 savings from the closure of Glen Family Centre.

77. As noted earlier in paragraph 49, there will be various options for the Glen Family Centre site should the proposal be approved. These proposals will come with financial considerations, for example (but not limited to):

- a. Securing the premises, including the annual cost to provide security, key holding, minimal power, rates, emergency repairs, fire-intruder and other service contracts at the closed premises.
- b. Demolition of the site and making good the grounds.
- c. A capital receipt for the site.
- d. Alternative use of the site based on needs of the Council.

78. Should the proposal be approved, the long-term plan for the current Glen Family Centre will be considered by the Council's Corporate Asset Management Group which will consider the options for the site and ultimately make a recommendation to the Council's Corporate Management Team.

79. As recorded in the PAMP⁶, Glen Family Centre is not an energy efficient building, with energy costs per square metre 25% more than those of Glenwood Family Centre, and with average maintenance and compliance costs which are over 17 times the cost associated with Glenwood. The closure of Glen Family Centre would reduce the Council's utility and maintenance costs. Any savings made on maintenance costs for Glen Family Centre could be used to help maintain other services.

80. It is challenging to project the entirety of the required ongoing lifecycle and maintenance costs which would be required to maintain Glen Family Centre to an appropriate standard without a full condition survey being undertaken. However, the Council's Environment Department has had the facility assessed with regards to its roof, boiler and windows and there is a need to upgrade the outdoor learning areas which would result in a total estimated cost of at least £300k. The closure of the Glen Family Centre

would likely result in the Council not requiring to undertake these remedial works, thus supporting maintenance work in other establishments.

81. This proposal supports a local authority's legislative duty in accordance with the Local Government in Scotland Act 2003, "...to secure best value by continuous improvement in performance of the authority's functions, while maintaining an appropriate balance between quality and cost and having regard to economy, efficiency, effectiveness, equal opportunities and the achievement of sustainable development."

CONSULTATION

82. In accordance with the Schools (Consultation) (Scotland) Act 2010, the Council is required to formally consult on the proposal to permanently discontinue Early Learning and Childcare provision at Glen Family Centre. How the consultation is carried out and who must be consulted, are clearly set out in the act.

Affected Establishments

83. The family centres affected by the proposal are: Glen Family Centre and Glenwood Family Centre in East Renfrewshire.

Consultation Period

84. The consultation period will last from 13 August 2025 until midnight on 25 September 2025 (13 August until 25 September inclusive).

85. Note on Corrections: If any possible inaccuracy or omission in the Consultative Document is discovered by the Education Department or is suggested by any other person, the department will determine if relevant information has been omitted or if there has been an inaccuracy. The Education Department will then take appropriate action that may include the issue of a correction or the reissuing of the proposal paper or the revision of the timescale for the consultation period as appropriate. In that event, relevant consultees and Education Scotland will be advised.

Call-In

86. As the proposal relates to the closure of an early learning and childcare centre, if the proposal is approved the Council must notify Scottish Ministers within the period of six working days of the decision. The Council must publish on its website that it has notified Scottish Ministers of the decision and explain that there is a three-week window for anyone to make representations to ministers on whether the decision should be called-in, and the date on which the three-week period ends.

87. Ministers have the power to call in a closure decision where it appears to ministers that the Council may have failed in a significant regard to comply with the Act's requirements or may have failed to take account of a material consideration relevant to the proposal.

88. If Scottish Ministers consider that the education authority has failed to comply with regulations, or has not taken proper account of a material consideration relevant to the decision to implement the proposal, then the proposal can be called-in.

89. During the call-in period, the council may not proceed further, in whole or part, with the proposed closure.

90. Ministers have up to eight weeks from the date of the council's decisions to decide whether or not to issue a call-in notice, but may come to a decision sooner, but in any case, in no less than three weeks.

91. Where a decision is called-in, ministers will refer the closure to the Convener of the School Closure Review Panel (SCRCP) - an independent public body whose Convener has responsibility for establishing and supporting Panels to consider school closure decisions – who must constitute a panel within seven days of receiving the notice.

92. The panel is required to review the authority's decision and determine an outcome within eight weeks of being constituted, on whether the education authority has failed in a significant regard to comply with the requirement imposed on it by (or under) the Act so far as they are relevant to the proposal, or has failed to take proper account of a material consideration relevant to its decision to implement the proposal.

93. There are three possible outcomes for the panel to consider:

- i) Grant consent with or without conditions;
- ii) Refuse consent;
- iii) Refuse consent and remit the proposal back to the education authority for a fresh decision.

Interested Parties

94. We will consult with the following Interested Parties:

- 1. parents/carers of all children in the affected early learning and childcare settings;
- 2. parents of any child(ren) expected to attend an affected setting within the next 2 school years;
- 3. children of each affected early learning and childcare setting (in so far as the education authority considers them to be of a suitable age and maturity);
- 4. staff of each affected early learning and childcare setting;
- 5. trade unions representing staff employed in the affected early learning and childcare settings;
- 6. local elected members representing residents within the present neighbourhood area of the affected early learning and childcare settings;
- 7. local Members of Parliament and local Members of Scottish Parliament representing residents within the present neighbourhood of the affected early learning and childcare settings;
- 8. Giffnock and Thornliebank Community Councils;

9. Current community users of the affected early learning and childcare settings;
10. members of East Renfrewshire Council's Education Committee;
11. His Majesty's Inspectorate for Education (HMIe).

95. This report is issued as a formal consultative document and will be made available to all interested parties. A copy of the report is available for inspection at both affected early learning and childcare settings and at the Council's Head Office, Eastwood Park, Rouken Glen Road, Giffnock, East Renfrewshire, G46 6UG; and at the Council Offices, 211 Main Street, Barrhead, East Renfrewshire, G78 1SY. An electronic version can be accessed at the East Renfrewshire Council website (www.eastrenfrewshire.gov.uk).

96. During the consultation period a public meeting will be held in Woodfarm High School (Robslee Rd, Thornliebank, G46 7HG) at 7:00 pm on Thursday 11 September 2025. Elected members and senior officers of East Renfrewshire Council will be present to discuss the proposal and there will be an opportunity to ask questions at the meeting.

Responding to the Consultation

97. East Renfrewshire Council invites all interested parties to make written representation on the proposal. Interested parties are encouraged to complete and return the response form via the online survey, directly via the link below:

www.getinvolved.eastrenfrewshire.gov.uk/glen-glenwood-consultation

98. A copy of the survey is attached and this can be completed and returned.

99. Written responses regarding the proposal will also be accepted by letter or email. Such responses should be clear about who you are, where you live, why you are interested including your relationship with either early learning and childcare setting (e.g. parent of child in an affected setting, member of staff at an affected family centre, relative of a pupil at an affected family centre etc.) and whether or not you agree with the proposal, or have any alternative solutions or comments. Petitions will be treated as a single response.

100. Please send all written representation on the proposal (via the response proforma attached, or by a letter or an email) to:

East Renfrewshire Council,
Education Department,
Council Offices,
211 Main Street,
Barrhead,
East Renfrewshire,
G78 1SY

or by email to:

glenglenwoodconsultation@eastrenfrewshire.gov.uk

101. Responses must be received no later than 23:59:59 hours on Thursday 25 September 2025. Responses received after this time will not be considered.

102. At the end of the consultation period HMle will be sent details of the consultation responses including issues raised at the public meeting and other relevant documentation. HMle will then prepare and submit a report to the Director of Education within three weeks. In preparing their report HMle may visit the affected schools.

103. The Director of Education will report the results of this consultation exercise, including the report submitted by HMle, to the Education Committee at the earliest possible time after the closure of the consultation period; it is proposed that this will be 18 December 2025 or at the next Education Committee immediately after this date. The consultation results report will be available for public inspection at least 3 weeks before the date of the Education Committee where the report will be presented for consideration by committee. This report will be available for inspection at all reasonable times at Council offices at Eastwood Park, and Barrhead Main Street, in each of Glen and Glenwood family centres, and published on the Council's website.

104. Reasonable requests for alternative forms of consultation papers or response documents will be accommodated wherever possible e.g. audio support or language translations. For this support please contact Customer First: telephone 0141 577 3001 or email customerservices@eastrenfrewshire.gov.uk or write to the address in paragraph 114 above.

105. The final report and the decision taken by the Education Committee will be made available on the Council's website. Printed copies of the report will be made available on request to anyone who has responded to the consultative document.

Mark Ratter
Director of Education
June 2025

EAST RENFREWSHIRE COUNCIL: EDUCATION DEPARTMENT

**THE CLOSURE OF GLEN FAMILY CENTRE AND FUTURE EARLY LEARNING AND
CHILDCARE PROVISION FOR CHILDREN AGED 0 – 3 YEARS RESIDING IN THE EAST
OF THE AUTHORITY FOR SCHOOL SESSION 2026/27 AND BEYOND**

FORM FOR YOUR RESPONSE

Please provide information to all sections. Should you not wish to specify some of the details in the ABOUT YOU section, we will still take your response into account.

ABOUT YOU

Name:	<input type="text"/>		
Address:	<input type="text"/>		
	Post Code	<input type="text"/>	

☐ Tick the box if we should keep your name and address confidential

Please select all that apply and complete as appropriate:

- ☐ I am a Parent/~~Carer~~ of a child/ children attending an *affected establishment(s)* as noted below. (*Carer means the responsible adult with whom the young person lives*)
- ☐ Glen Family Centre ☐ Glenwood Family Centre
- ☐ My child / children reside(s) in the early learning and childcare community of the establishments above

Name(s) of my child(ren):

- ☐ I am a member of staff at
- ☐ I am responding on behalf of a group or organisation.
Name of group/organisation
- ☐ I am related to a young person attending any of the *affected establishments*
- ☐ I provide care to a young person attending any of the *affected establishments*
- ☐ I reside within East Renfrewshire
- ☐ Other (*please specify*)

WHAT YOU THINK (*tick only one box*)

- ☐ I agree with the proposal.
☐ I do not agree with the proposal.

PLEASE WRITE YOUR REASON(S)/ COMMENTS BELOW

The reason(s) I have for reaching my decision is/are:

Any other additional comment:

Signed

Send your reply to East Renfrewshire Council, via the online consultation website or post to Education Department, Council Offices, 211 Main Street, Barrhead, East Renfrewshire, G78 1SY, no later than **23:59:59 hours on Thursday 25 September 2025.**

