

HARMENY SCHOOL

GUIDE TO INFORMATION POLICY

1. Introduction

Freedom of information (FOI) law requires Scottish public authorities to produce and maintain a publication scheme. Authorities are under a legal obligation to:

- publish the classes of information that they make routinely available
- tell the public how to access the information and what it might cost.

Harmeny School, which is part of Harmeny Education Trust Limited (HETL), is a Scottish public authority under FOI law and it has adopted the Model Publication Scheme produced by the Scottish Information Commissioner. View the Model Publication Scheme at www.itspublicknowledge.info/mps

The purpose of this Guide to Information is to:

- let you see what information the school publishes under each class of the Model Publication Scheme
- tell you how to find the information easily
- tell you about any charges for the information
- give contact details for enquiries and help with accessing the information
- explain how to request information we haven't published

2. Availability and formats

The information we publish through the Model Publication Scheme is, wherever possible, available on our website. We offer alternative arrangements for people who do not want to, or cannot, access the information online or by inspection at our premises. For example, we can usually arrange to send information to you in paper copy (although there may be a charge for this).

3. Exempt information

We will publish the information we hold that falls within the classes of information below. If a document contains information that is exempt under Scotland's freedom of information laws (for example sensitive personal information or a trade secret), we may remove or redact the information before publication but we will explain why.

4. Copyright

Harmeny School has adopted the Open Government Licence (OGL) for the information it publishes through this Guide. You can view the OGL here: http://www.nationalarchives.gov.uk/doc/open-government-licence/

This sets out what you can and cannot do with our published information where we are the copyright holder.

Where Harmeny School does not hold the copyright in information we publish, we will make that clear in this guide.

5. Charges

There is no charge to view information on our website or at our premises.

We may charge for providing information to you e.g., photocopying and postage, but we will charge you no more than it actually costs us to do so. We will always tell you what the cost is before providing the information to you.

Our photocopying charge per sheet of paper is shown in the table below:

Size of paper	Pence per single sided copy (black and white)	Pence per single sided copy (colour)
A4	10 pence	20 pence
A3	30 pence	40 pence

Information provided in electronic form will be charged as follows: optical media as appropriate at 50p per item, and memory stick ranging from £5 to £20 depending on the amount of information.

We will recharge any postage costs at the rate we paid to send the information to you.

When providing copies of pre-printed publications, we will charge no more than the cost per copy of the total print run.

We do not pass on any other costs to you for our published information.

This charging schedule does not apply to our commercial publications (see Class 8 below). These items are offered for sale through retail outlets such as book shops, academic journal websites or museum shops and their price reflects a 'market value' which may include the cost of production.

6. Contact us

You can contact us for assistance with any aspect of this publication scheme:

Harmeny School 45 Mansfield Road Balerno Midlothian EH12 5AU

Email: admin@harmeny.org.uk

Tel: 0131 449 3938

We will also be pleased to advise you how to ask for information that we do not publish or how to complain if you are dissatisfied with any aspect of this publication scheme.

7. The classes of information that we publish

We publish the information that we hold within the following classes. Once information is published under a class we will continue to make it available for the current and previous two financial years.

Where information has been updated or superseded, only the current version will be available. If you would like to see previous versions, you are welcome to make a request to us for that information.

CLASS 1: ABOUT HARMENY SCHOOL		
Class description:		
Information about Harmeny School, who we are, where to find us, how to contact us, how we are managed and our external relations.		
The information we publish under this class:	How to access it:	
Contact Details		
Harmeny School 45 Mansfield Road Balerno Midlothian EH12 5AU Email: admin@harmeny.org.uk Tel: 0131 449 3938	Further information about how to contact us can be found on our website, at: https://www.harmeny.org.uk/contact-us/	
Senior Management Team & Board of Trustees Harmeny School has a Senior Management Team and Board of Trustees, who are responsible for the governance, strategic and operational management of the school.	Further information about current members of our Senior Management Team and Board of Trustees can be found at: https://www.harmeny.org.uk/latest-news/board/	
School Opening Hours		
Our school opening hours are as follows: Primary School Day: Mon-Thurs 9am to 3.30pm; Fri 9am to 12.45pm Secondary School Day: Mon-Fri 9am to 4.05pm; Fri 9am to 12.45pm School Office Hours:	School core hours can be viewed within our website section on 'Services we Provide': https://www.harmeny.org.uk/latest-news/services-we-provide/	
Mon-Fri 9am to 5pm		
Term Times & Holidays		
Whilst Harmeny School provides residential care on an all year round basis, our education service operates on a term time only basis. Our		

school term and holiday periods are approximately as follows:

Term 1: August to October

October holiday – 1 week

Term 2: October to December

Christmas Holiday - 2 weeks

Term 3: January-March/April

Easter holiday - 2 weeks

Term 4: March/April to July

Summer Holiday - 5 weeks

Each term also has a half term break midway through the term.

A total of 5 in-service days are held throughout the school year, at the beginning of school terms. Specific term time dates, holiday periods and inservice days can be viewed on our website calendar:

https://www.harmeny.org.uk/events/

Queries & Complaints

Queries and complaints should be made in the first instance to the Administration Manager. The query or complaint will then be forwarded to the relevant manager and the enquirer / complainant will be notified of the name of the relevant manager.

The school has a complaints policy, which is available on request.

Customer care queries or complaints should be made, in the first instance to: Administration Manager, at the above address or by email at: admin@harmeny.org.uk

Further information about how to make a complaint can be found at:

https://www.harmeny.org.uk/contact-us/how-to-make-a-complaint/

Guide to Information

This Guide to Information can be downloaded from our Website and a hard copy is also available on request.

https://www.harmeny.org.uk/policies-2/information-policies/

Or contact the Administration Manager, by email at: admin@harmeny.org.uk

Information Requests

The school has a procedure for handling information requests.

Requests should be made to the Administration Manager. The information request will then be forwarded to the relevant manager who will respond within the legislative timeframe required under the Freedom of Information (Scotland) Act 2002, Environmental Information

Information requests should be made to the Administration Manager at: admin@harmeny.org.uk

(Scotland) Regulations 2004, or Data Protection Act 1998 (DPA). **Charges for Information** Our charges for information which has not been https://www.harmeny.org.uk/policies-2/information-policies/ published are contained within our Information Charging Policy. **Governing Documents & Legal Framework** Harmeny School is part of Harmeny Education HETL's Articles of Association are available on Trust Limited (HETL), which is a registered request by emailing the Administration Manager Scottish charity and a company limited by at: admin@harmeny.org.uk guarantee. The governing documents are the Further information on legislation can be found company's Articles of Association. at: The main education legislation pertaining to the http://enquire.org.uk/what-is-additional-supportschool includes the following: for-learning/legislation/education Education (Scotland) Act 1980 Standards in Scotland's Schools etc. Act 2000 Education (Disability Strategies and Pupils' Educational Records) (Scotland) Act 2002 • Education (Additional Support for Learning) (Scotland) Act 2004, as amended The Education (School and Placing Information) (Scotland) Regulations 2012 The Education (Scotland) Act 2016 **Decision Making** The Board of Trustees is responsible for Further information on the strategic and overseeing the governance and decisionmanagement decisions can be found in our most making within the Trust, meeting a minimum of recent annual report: five times per year. https://www.harmeny.org.uk/annualreports/annual-reports-2/ A Senior Management Team (SMT), which meets monthly, has delegated responsibility for the operational management of the school. Strategic Planning, Equality & Stakeholder **Engagement** HETL has a Strategic Plan which lays out the A summary of our Strategic Plan can be found Vision, Purpose and Core Values of the on our website at:

https://www.harmeny.org.uk/projects-

developments/strategic-plan/

organisation, as well as the strategic priorities

and development.

and objectives relating to organisational growth

A key strategic priority is the involvement and engagement of children and their families in the care and education they receive, as well as the ongoing enhancement and development of services.

Harmeny School is committed to providing an inclusive and supportive environment where our community of staff and pupils can live, work and study, free from discrimination, bullying or harassment, and utilise their talents and abilities to their full extent.

Participation Policy:

https://www.harmeny.org.uk/policies-2/participation-policy/

Equality Policy:

https://www.harmeny.org.uk/policies-2/policies/

School Planning

The Curriculum, timetable, education staffing resources, education policies and procedures are carefully planned by our education management team, with a number of documents produced to aid the planning and smooth running of the school.

Information requests regarding school planning should be made to the Administration Manager at: admin@harmeny.org.uk

Accountability & Reporting Requirements

As a charitable company, the Trust prepares annual financial statements, which comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

A condition of our Scottish Government Grant is the submission of quarterly financial reports and an annual children's outcomes report to the Scottish Government Learning Directorate.

The Trust is registered with the following regulatory bodies: Care Inspectorate, Education Scotland, AALA (Adventure Activity Licensing Authority) and OSCR (The Office of the Scottish Charity Regulator).

Our annual accounts can be views on: https://beta.companieshouse.gov.uk/ and then entering 'HARMENY EDUCATION TRUST LIMITED', followed by 'FILING HISTORY' then selecting 'Full Accounts' (for relevant financial year).

Information requests regarding Scottish
Government submissions should be made to the
Administration Manager at:
admin@harmeny.org.uk

Education Scotland Link: <u>Education Scotland</u> <u>Registration Details</u>

Care Inspectorate Link:

http://www.careinspectorate.com/index.php/careservices

Then enter 'HARMENY SCHOOL' in 'Keywords'

AALA Link:

http://www.aals.org.uk/aals/provider_search.php
And enter 'Harmeny Outdoors' in
Centre/Provider field'

OSCR Link:

http://www.oscr.org.uk/charities/search-scottish-charity-register/charity-details?number=SC024256

Internal & External Audit Arrangements

The school's finances are internally monitored by the Board of Trustees, Business Group and Senior Management Team. Our financial statements are audited annually by our external auditors. Information requests regarding our internal auditing should be made to the Administration Manager at: admin@harmeny.org.uk

Our annual accounts can be views on: https://beta.companieshouse.gov.uk/ and then entering 'HARMENY EDUCATION TRUST LIMITED', followed by 'FILING HISTORY' then selecting 'Full Accounts' (for relevant financial year).

Our most recent inspection reports can be viewed on our website as follows:

The school's education service is regulated by Education Scotland and is inspected approximately every four years. The care element is regulated by the Care Inspectorate and is inspected once a year.

https://www.harmeny.org.uk/inspection-reports/

Subsidiary Companies

Harmeny Services Limited is a wholly owned subsidiary of Harmeny Education Trust Limited. The company is currently dormant and has no trading activity.

The annual accounts for Harmeny Services Limited can be viewed on:

https://beta.companieshouse.gov.uk/ and then entering 'HARMENY EDUCATION SERVICES LIMITED', followed by 'FILING HISTORY').

Contractual Arrangements with Local Authorities

Fees for residential and day placements are charged on a spot purchase basis, with either an Individual Placement Agreement or other financial agreement signed at the point of placement by the referring local authority and Harmeny School. Fees for children referred by Scottish local authorities are subsidised by the annual Scottish Government grant.

Information requests should be made to the Administration Manager at: admin@harmeny.org.uk

Membership of Advisory Bodies

Harmeny School is a member of the following associations / member organisations:

Links to associations / member organisations' websites:

- SCIS (Scottish Council for Independent Schools)
- EtCS (Educating through Care Scotland)
- SCVO
- COSLA
- The Nurture Group Network
- Scottish Attachment in Action
- Lothian Community Transport Services

http://www.scis.org.uk/

http://www.etcs.org.uk/

http://www.scvo.org.uk/

http://www.cosla.gov.uk/

https://www.nurturegroups.org/

http://www.saia.org.uk/

http://www.lcts.org.uk/

CLASS 2: HOW HARMENY SCHOOL DELIVERS OUR FUNCTIONS AND SERVICES

Class description:

Information about our work, our strategy and policies for delivering functions and services and information for our service users.

information for our service users.		
The information we publish under this class:	How to access it:	
School's Functions		
Harmeny School provides education and care for children with complex social, emotional and behavioural needs. As a grant aided special school, children are referred from local authorities throughout Scotland.	Details about our range of services can be found on our website as follows: https://www.harmeny.org.uk/latest-news/services-we-provide/	
Strategies & Policies		
Harmeny's Strategic Plan lays out the key priorities and objectives for the Trust's sustainability and development.	A summary of our Strategic Plan can be found on our website at: https://www.harmeny.org.uk/projects- developments/strategic-plan/	
The Trust has a full range of policies contained within a Policy Manual covering Childcare and Education, Health & Safety, HR and General policies. These are developed and updated by the management team.	Information requests regarding school policies should be made to the Administration Manager at: admin@harmeny.org.uk	
How to Report a Concern		
Any concern no matter how small can be communicated in writing, face to face or by telephone to any member of staff.	Senior Management contact details for concerns or complaints: https://www.harmeny.org.uk/contact-us/how-to-make-a-complaint//	
Should any individual wish to make a formal complaint, this should be made in writing to a member of our Senior Management Team.	For a copy of our complaints procedure please contact our Administration Manager at: admin@harmeny.org.uk	

Reports on How the School Delivers its Functions The Trust produces an annual report and financial A copy of our most recent Annual statement for each financial year Report can be found on our website at: https://www.harmeny.org.uk/annualreports/annual-reports-2/ **How the School Charges** Fees for residential and day education placements are Information requests regarding how charged on a spot purchase basis an on a cost recovery our fees are charged should be made basis, with either an Individual Placement Agreement or to our Administration Manager at: other financial agreement signed at the point of admin@harmeny.org.uk placement by the referring local authority and Harmeny School. Fees for children referred by Scottish local authorities are subsidised by the annual Scottish Government grant. <u>List of Services Provided by the School</u> The school's services include the following: Further information on our education Residential Education Placement (52 weeks) - Primary services can be found on our website Residential Education Placement (52 weeks) - Secondary Residential Placement, attending a mainstream school https://www.harmeny.org.uk/education/ Day Education Placement – 40 weeks – Primary Day Education Placement - 40 weeks - Secondary School Improvement Plan The school develops an Education Improvement Plan for A summary of the Education a two-year period. The plan is reviewed regularly by the Improvement Plan can be obtained on Education Management Team, Senior Management request by emailing the Administration Team and annually by the Board of Trustees. Manager at: admin@harmeny.org.uk **Information for Service Users** Harmeny School has a detailed website which includes Website: Parent & Carers Section: an area for parents and carers as well as a children's https://www.harmeny.org.uk/parentzone'. carer-involvement/partnershipapproach/ Website: Children's Zone: https://www.harmeny.org.uk/childrenszone/harmeny-council/ The section on our website, entitled 'Services We https://www.harmeny.org.uk/latest-Provide' explains that referrals for children's placements news/services-we-provide/ are made by local authorities. Newsletters The school produces a regular 'Harmeny Herald' Harmeny Herald:

Newsletter and Education Newsletter, both of which are downloadable from our website.

https://www.harmeny.org.uk/annual-reports/harmeny-herald/

Education Newsletter:
https://www.harmeny.org.uk/annual-reports/education-newsletters/

CLASS 3: HOW HARMENY SCHOOL TAKES DECISIONS AND WHAT IT HAS DECIDED

Class description:

Information about the decisions we take, how we make decisions and how we involve others

The information	we publis	h under this	class:

How to access it:

Decisions Taken by the School

The school is governed by a Board of Trustees who have responsibilities for governance, finance and strategic decisions. Board meetings take place at a minimum of five times per year.

A Senior Management Team meets monthly and has delegated responsibility to make decisions regarding the operational running of the school.

Excerpts or summaries of minutes may be provided in relation to specific information requests regarding decisions taken by the school.

Requests should be made to the Administration Manager at: admin@harmeny.org.uk

CLASS 4: WHAT HARMENY SCHOOL SPENDS AND HOW IT SPENDS IT

Class description:

Information about our strategy for, and management of, financial resources (in sufficient detail to explain how we plan to spend public money and what has actually been spent).

The information we publish under this class:

How to access it:

Financial Statements

The Trust prepares annual financial statements, which comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Our annual accounts can be views on: https://beta.companieshouse.gov.uk/ and then entering 'HARMENY EDUCATION TRUST LIMITED', followed by 'FILING HISTORY' then selecting 'Full Accounts' (for relevant financial year).

A condition of our Scottish Government Grant is the submission of quarterly financial reports and an annual children's outcomes report to the Scottish Government Learning Directorate.

Information requests regarding information submitted to the Scottish Government should be made to the Administration Manager at: admin@harmeny.org.uk

Financial Policies and Procedures

Budgets are compiled annually, in line with all statutory and regulatory requirements and follow the priorities contained within the School's Strategic Plan.

Information requests regarding financial policies and procedures should be made to the Administration

Our finance team is managed by a member of the Senior Management Team and follow the guidelines contained within the school's finance manual. The school's finances are overseen by the Board of Trustees, with delegated responsibilities to Business Group and Senior Management Team.

Manager at: admin@harmeny.org.uk

Purchasing and Capital Funding Plans

The school bids, annually, for a small capital grant from the Scottish Government, for capital items which are required for health and safety reasons.

Over the years, the Trust has run capital fundraising appeals when required, for larger items of capital which are essential for meeting the education and care needs of children placed in the school.

Information requests regarding purchasing and capital funding plans, should be made to the Administration Manager at: admin@harmeny.org.uk

Expenses

The Trust has policies and procedures for the reimbursement of travel and other expenses incurred by employees (staff and management) in the performance of their duties.

Board members are non-remunerated, however, out-of-pocket expenses are reimbursed, if claimed.

Information requests regarding expenses should be made to the Administration Manager at: admin@harmeny.org.uk

Pay and Grading Structure

The Trust has policies for the salaries of staff and senior managers, which are reviewed annually.

Salary grades are based on nationally negotiated pay scales, including the SJNC, SJC and SNCT, depending on the role. Information requests regarding pay and gradings should be made to the Administration Manager at: admin@harmeny.org.uk

Pensions

Teachers working at Harmeny School are auto-enrolled into the Teachers' Pension Scheme (Scotland), which is administered by the Scottish Public Pensions Agency (SPPA).

<u>Link to SPPA Website</u> (Scottish Teachers Superannuation Scheme)

CLASS 5: HOW HARMENY SCHOOL MANAGES ITS HUMAN, PHYSICAL AND INFORMATION RESOURCES

Class description:

Information about how we manage the human, physical and information resources of Harmeny School.

School.	
The information we publish under this class:	How to access it:
<u>Human Resources</u>	
A member of SMT has day-to-day responsibility for the Human Resource function, with regular monitoring and reporting to the Senior Management Team and Business Sub-Group of the Board.	Information requests regarding Human Resources should be made to the Administration Manager at: admin@harmeny.org.uk
Comprehensive policies, procedures and guidelines for Human Resources are contained within the Trust's Policy Manual / Staff Handbook.	
Management of Land and Assets	
The school's land and assets are maintained to high standards and have been developed to maximise their use in relation to the care, education and outdoor learning of children with social, emotional and behavioural needs. Annual maintenance and capital expenditure programmes are prepared annually and overseen by Business Group.	Information requests regarding should be made to the Administration Manager at: admin@harmeny.org.uk
The school has a strong commitment to environmental sustainability and was successful in achieving the Eco School Green Flag Award in March 2015.	Information on our Eco School Green Flag Award: https://www.harmeny.org.uk/projects-developments/eco-school/
Description of Land & Property Holdings	
All plans for the school's land and property are kept within our Plans Room.	Requests to view any of the school's plans should be made to the Administration Manager at: admin@harmeny.org.uk
Records Management	
The Trust is committed to responsible records management and has clear processes for the retention, storage and access of records.	Information requests regarding records management should be made to the Administration Manager at: admin@harmeny.org.uk
Information Management	
The Trust has robust policies in relation to information management, including: Data Protection & Confidentiality; Capture, Storage and Retention and Use	Information requests regarding information management should be made to the Administration Manager

of Digital Media; Social Media; Use of Email and Internet.	at: admin@harmeny.org.uk
Management of Resources	
Robust procedures exist for the efficient and responsible management of resources, including an asset register and inventory of equipment, both of which are updated regularly.	Information requests regarding records management should be made to the Administration Manager at: admin@harmeny.org.uk
Freedom of Information	
As a public authority the Trust is required provide information in line with the Freedom of Information (Scotland) Act 2002. A Model Publication Scheme and Charging Policy is published, as required by the Freedom of Information (Scotland) Act 2002.	Policies relating to Freedom of Information can be viewed on our website at: https://www.harmeny.org.uk/policies-2/information-policies/

CLASS 6: HOW HARMENY SCHOOL PROCURES GOODS AND SERVICES FROM EXTERNAL PROVIDERS Class description:

Information about how Harmeny School procure goods and services, and our contracts with external providers

The information we publish under this class:	How to access it:
Procurement of Goods and Services	
Harmeny School purchases goods and services from their list of approved contractors and suppliers. These contractors and suppliers are vetted via mini-tenders, with fees and quality of provision reviewed, benchmarked and evaluated accordingly.	Information requests regarding procurement of goods and services should be made to the Administration Manager at: admin@harmeny.org.uk

CLASS 7: HOW HARMENY SCHOOL IS PERFORMING

Class description:

Information about how Harmeny School performs as an organisation, and how well it delivers its functions and services

The information we publish under this class:	How to access it:
External Reports	
The school produces an annual report and financial statement for each financial year.	A copy of our most recent Annual Report can be found on our website at: https://www.harmeny.org.uk/annual- reports/annual-reports-2/
The Trust prepares annual financial statements, which comply with all statutory and regulatory requirements.	Our annual accounts can be views on: https://beta.companieshouse.gov.uk/

	and then entering 'HARMENY EDUCATION TRUST LIMITED', followed by 'FILING HISTORY' then selecting 'Full Accounts' (for relevant financial year). Our charity details and a history of our returns can also be located on OSCR's website, as follows: http://www.oscr.org.uk/charities/search-scottish-charity-register/charity-details?number=SC024256
Inspection Reports	
The school's education service is regulated by Education Scotland and is inspected approximately every four years. The care element is regulated by the Care Inspectorate and is inspected once a year.	Our most recent inspection reports can be viewed on our website at: https://www.harmeny.org.uk/inspection-reports/

CLASS 8: OUR COMMERCIAL PUBLICATIONS		
Class description:		
Information packaged and made available for sale on a commercial basis and sold at market value through a retail outlet e.g. bookshop, museum or research journal.		
The information we publish under this class:	How to access it:	
Harmeny School currently publishes no information under this class.	n/a	

CLASS 9: OUR OPEN DATA		
Class description:		
Open data made available by the school as described by the Scottish Government's Open Data Resource Pack and available under an open licence.		
The information we publish under this class	How to access it	
Harmeny School currently does not make data available via the Scottish Government's Open Data Resource Pack.	n/a	