

EDUCATION RESOURCES COMMITTEE

Minutes of meeting held in Committee Room 1, Council Offices, Almada Street, Hamilton on 27 November 2018

Chair:

Councillor Katy Loudon

Councillors Present:

Councillor Alex Allison, Councillor Stephanie Callaghan, Councillor Margaret Cooper, Councillor Poppy Corbett, Councillor Margaret Cowie, Councillor Peter Craig (Depute), Councillor Fiona Dryburgh, Councillor Alistair Fulton, Councillor Lynsey Hamilton, Councillor Mark Horsham, Councillor Julia Marrs, Councillor Ian McAllan, Councillor Mark McGeever (*substitute for Councillor Ian Harrow*), Councillor Lynne Nailon, Councillor Mo Razzaq, Councillor Graham Scott, Councillor David Shearer (*substitute for Councillor Gladys Miller*), Councillor Margaret B Walker, Councillor Sheena Wardhaugh, Councillor Jared Wark

Councillors' Apologies:

Councillor John Anderson, Councillor Ian Harrow, Councillor Monique McAdams, Councillor Gladys Miller, Councillor John Ross (*ex officio*), Councillor David Watson

External Members Present:

Gillian Coulter, Christine Hall, Andy Harvey, Ann Marie Hobson, Dr Nagy Iskander, Hilary Kirby, John Mulligan

Attending:

Education Resources

T McDaid, Executive Director; D Dickson, Operations Manager; A Donaldson, Head of Education (Inclusion); E King, Principal Psychologist; C McKenzie, Head of Education (Senior Phase); S Nicolson, Head of Education (Broad General Education); L Sherry, Head of Education (Support Services and School Estate)

Finance and Corporate Resources

M Cairns, Legal Services Manager; L Harvey, Finance Manager (Resources); M Milne, HR Business Partner; L O'Hagan, Finance Manager (Strategy); L Paterson, Administration Officer

Also Attending:

South Lanarkshire Youth Council

R Harding

Chair's Remarks

The Chair welcomed John Reilly and Laura Mitchell, the newly appointed Pupil Equity Funding Strategic Lead Officers and Reece Harding, Chair of the South Lanarkshire Youth Council.

1 Declaration of Interests

No interests were declared.

2 Minutes of Previous Meeting

The minutes of the meeting of the Education Resources Committee held on 18 September 2018 were submitted for approval as a correct record.

The Committee decided: that the minutes be approved as a correct record.

3 Education Resources – Revenue Budget Monitoring 2018/2019

A joint report dated 23 October 2018 by the Executive Directors (Education Resources) and (Finance and Corporate Resources) was submitted comparing actual expenditure at 12 October 2018 against budgeted expenditure for 2018/2019 for Education Resources, together with a forecast for the year to 31 March 2019.

As at 12 October 2018, there was an underspend of £0.620 million on Education Resources' revenue budget, with a forecast of a potential underspend of £2.3 million at 31 March 2019. The underspend of £0.620 million was due to the timing of employee recruitment and vacancies within the Early Years' service. The forecast underspend of £2.3 million reflected the current estimate of Pupil Equity Funding which could be carried forward and would be transferred to Reserves at 31 March 2019 to meet spend and commitment in schools, in line with the 2018/2019 School Improvement Plans.

Details were provided on proposed budget virements to realign budgets.

The Committee decided:

- (1) that the underspend on Education Resources' revenue budget of £0.620 million at 12 October 2018 be noted;
- (2) that the forecast to 31 March 2019 of a £2.3 million underspend be noted; and
- (3) that the budget virements, as detailed in the appendix to the report, be approved.

[Reference: Minutes of 18 September 2018 (Paragraph 3)]

4 Education Resources – Capital Budget Monitoring 2018/2019

A joint report dated 31 October 2018 by the Executive Directors (Education Resources) and (Finance and Corporate Resources) was submitted advising of progress on the Education Resources' capital programme 2018/2019 and summarising the expenditure position at 12 October 2018.

The Committee decided: that the report be noted.

[Reference: Minutes of 18 September 2018 (Paragraph 4)]

5 Education Resources – Workforce Monitoring – August and September 2018

A joint report dated 23 October 2018 by the Executive Directors (Education Resources) and (Finance and Corporate Resources) was submitted on the following employee information for Education Resources for the period August and September 2018:-

- ◆ attendance statistics
- ◆ occupational health statistics
- ◆ accident/incident statistics
- ◆ disciplinary hearings, grievances and Dignity at Work cases
- ◆ analysis of leavers

Following discussion on the number of accidents/incidents recorded within the Resource, it was considered that further information relating to physical incidents be included in future reports to the Committee.

The Committee decided:

- (1) that the report be noted; and
- (2) that, in relation to the number of accidents/incidents recorded within the Resource, further information relating to physical incidents be included in future reports to the Committee.

[Reference: Minutes of 18 September 2018 (Paragraph 5)]

Councillor Callaghan entered the meeting during this item of business

6 School Holiday Dates for Sessions 2019/2020 and 2020/2021

A report dated 5 November 2018 by the Executive Director (Education Resources) was submitted on proposed holiday arrangements for schools in South Lanarkshire for sessions 2019/2020 and 2020/2021. Neighbouring education authorities, all teachers, trade unions and parent councils had been consulted on the proposals.

Notification had been received that the next Scottish Parliament elections would be held on 6 May 2021. Accordingly, it was now proposed that the in-service date of Tuesday 4 May 2021, as detailed in the report, be changed to Thursday 6 May 2021 to coincide with the election date.

The Committee decided: that the following school holidays for sessions 2019/2020 and 2020/2021 be approved:-

Session 2019/2020

First Term	<i>In-service day</i>	<i>Tuesday</i>	<i>13 August 2019</i>
	<i>In-service day</i>	<i>Wednesday</i>	<i>14 August 2019</i>
	Pupils return	Thursday	15 August 2019
September	Close on	Thursday	26 September 2019
Weekend	Re-open	Tuesday	1 October 2019
October	Close on	Friday	11 October 2019
Break	Re-open	Monday	21 October 2019
Christmas	<i>In-service day</i>	<i>Monday</i>	<i>18 November 2019</i>
	Close on	Friday	20 December 2019 at 2.30pm
	Re-open	Monday	6 January 2020
Second Term			
February	Close on	Friday	7 February 2020
break	Closed on	Monday and Tuesday	10 February 2020
			11 February 2020
	<i>In-service day</i>	<i>Wednesday</i>	<i>12 February 2020</i>
Spring	Close on	Friday	3 April 2020 at 2.30pm
break/Easter	Re-open	Monday	20 April 2020
Third Term			
Local Holiday	Closed	Monday	4 May 2020
	<i>In-service day</i>	<i>Tuesday</i>	<i>5 May 2020</i>
Local	Close on	Thursday	21 May 2020
Holiday*	Re-open	Tuesday	26 May 2020

**Lanark schools to observe 11 and 12 June 2020 (Lanimers)*

Summer break Close on Wednesday 24 June 2020 at **1.00pm**

Working Days for Teachers 195
Pupils attend 190

Session 2020/2021

First Term	<i>In-service day</i>	<i>Tuesday</i>	<i>11 August 2020</i>
	<i>In-service day</i>	<i>Wednesday</i>	<i>12 August 2020</i>
September	Pupils return	Thursday	13 August 2020
Weekend	Close on	Thursday	24 September 2020
	Re-open	Tuesday	29 September 2020
October Break	Close on	Friday	9 October 2020
	Re-open	Monday	19 October 2020
Christmas	<i>In-service day</i>	<i>Monday</i>	<i>16 November 2020</i>
	Close on	Tuesday	22 December 2020 at
			<i>2.30pm</i>
	Re-open	Wednesday	6 January 2021
Second Term			
February break	Close on	Friday	5 February 2021
	Closed on	Monday and	8 February 2021
		Tuesday	9 February 2021
Spring break/Easter	<i>In-service day</i>	<i>Wednesday</i>	<i>10 February 2021</i>
	Close on	Thursday	1 April 2021 at <i>2.30pm</i>
	Re-open	Monday	19 April 2021
Third Term			
Local Holiday	Closed	Monday	3 May 2021
	<i>In-service day</i>	<i>Thursday</i>	<i>6 May 2021</i>
Local Holiday*	Close on	Thursday	20 May 2021
	Re-open	Tuesday	25 May 2021

**Lanark schools to observe 10 and 11 June 2021 (Lanimers)*

Summer break	Close on	Thursday	24 June 2021 at 1pm
Proposed in-service days	Tuesday 10 and Wednesday 11 August 2021		
	Pupils return Thursday 12 August 2021		

Working Days for Teachers 195
Pupils attend 190

7 Attachment Strategy for Education Resources

A report dated 23 October 2018 by the Executive Director (Education Resources) was submitted on the development of an Attachment Strategy for Education Resources.

In 2017, a Children's Services' Attachment Strategy Group was established, chaired by the Principal Psychologist, Education Resources, to explore current understandings of attachment theory in the Children's Services' workforce and the levels of skills in 'Attachment Informed Practice'. A key action of the Strategy Group was to engage with employees and partners on the development of an Education Attachment Strategy, with multi-agency colleagues acting as critical friends to the process.

The development of the Attachment Strategy, attached as an appendix to the report, was based on evidence led research of practical examples of how it worked and the difference it could make to the lives of children and young people.

The Strategy supported the action in the Getting it Right for Every Child in South Lanarkshire's Children Services Plan 2017 to 2020 to 'develop an attachment strategy to inform the implementation of training on attachment-informed practice'.

Attachment theory supported both the understanding of early childhood trauma and the impact of loss and also provided the theoretical underpinning required to fully comprehend the Adverse Childhood Experiences (ACE) dialogue. Attachment informed practice supported the Scottish Government's vision of transformational change required to improve outcomes for children and young people by creating emotionally supportive learning experiences which optimised learning environments.

The aim of the Strategy was to:-

- ◆ promote an understanding of attachment theory and practice as understanding the reasons behind a child/young person's behaviour was pivotal
- ◆ highlight why attachment theory and practice was important for everyone working within Education Resources, whatever their role and remit
- ◆ promote an understanding of insecure attachment behaviour
- ◆ make recommendations for awareness-raising and training on the implementation of attachment-informed practice

It was hoped that the document would build understanding in the workforce and highlight the need for adults to support each other in the drive to improve outcomes for children and young people. The rollout plan for the dissemination of the Strategy would include professional learning and awareness sessions for employees, together with an e-learning programme, which would include extending the current newly Qualified Teachers' awareness raising training. An Attachment Strategy Implementation Group would be established and an action plan developed to monitor progress and impact.

The Committee decided:

- (1) that the Education Resources' Attachment Strategy, attached as an appendix to the report, be approved;
- (2) that the arrangements for the dissemination of the Strategy, as outlined in paragraph 4.3 of the report, be approved; and
- (3) to note that an Attachment Strategy Implementation Group would be established.

8 Breakfast Clubs and Summer Programme Provision - Update

A report dated 7 November 2018 by the Executive Director (Education Resources) was submitted providing an update on initiatives to pilot implementation of free breakfast clubs and to deliver a summer programme in primary schools. On 28 February 2018, the Executive Committee agreed that £0.225 million be allocated in 2018/2019 to each of the above initiatives for those purposes.

On 24 April 2018, the Education Resources Committee approved the initial rollout of breakfast clubs to 5 primary schools during April to June 2018 (phase 1) then to increase this by up to another 35 from August 2018 (phase 2). In relation to the pilot of a school holiday programme, clubs would be created in 3 of the 9 primary schools in the 3 Neighbourhood Planning Areas and in a fourth establishment, where the option of supporting a local charitable organisation would be explored.

Evaluations had been undertaken in respect of both pilot initiatives and information was provided on:-

- | | |
|--------------------|--|
| ◆ uptake rates | ◆ views of parents and pupils |
| ◆ staffing matters | ◆ clubs provided by the Machan Trust, Larkhall |
| ◆ initial impact | ◆ barriers to access |

In taking forward both initiatives, the next steps would include the following:-

◆ **Breakfast club provision**

- ◆ continued promotion and monitoring of uptake levels which would include further consideration being given to encouraging those children who did not currently attend but who would benefit from doing so
- ◆ in preparation for the winter months and to deal with both an increase in the number of pupils attending and any potential employee absence, consideration would be given to the creation and operation of a cover pool/standby staff list
- ◆ continued monitoring and evaluation of staffing requirements, including the level of volunteers
- ◆ liaison with employees and Headteachers regarding evidence of success and promotion strategies to encourage as many pupils as possible to attend
- ◆ continued consideration of where there were barriers to accessing breakfast clubs and how those could be creatively reduced or removed, for example, in terms of transport
- ◆ dialogue with voluntary sector organisations that had existing provision in some schools to identify how they could be involved in any Council rollout programme from August 2019. This would include consideration being given to standardising opening times and menu items

◆ **Summer provision programme**

- ◆ an evaluation and costing of delivery models which could be rolled-out further throughout the South Lanarkshire area
- ◆ an evaluation of the processes to identify and target those in most need and who would benefit from free access
- ◆ consultation with young people to ensure activities on offer were relevant
- ◆ consideration to the establishment of longer term relationships with parents and families

Spend to date in relation to both pilot initiatives had come in at this stage under the budget allocated to each. Any remaining underspend would be carried forward into the 2019/2020 financial year to support the further rollout of the initiatives. Following final evaluations of the pilot programmes, update reports would be submitted to the Executive Committee in terms of the implementation of breakfast clubs and the summer provision programme from August 2019.

The Committee decided: that the report be noted.

[Reference: Minutes of 24 April 2018 (Paragraphs 6 and 7) and Minutes of the Executive Committee of 28 February 2018 (Paragraph 7)]

9 Pupil Equity Funding – Progress Update

A report dated 24 October 2018 by the Executive Director (Education Resources) was submitted providing an update on Pupil Equity Funding (PEF) as an element of the Scottish Government's Attainment Fund.

From 2017, all publicly funded primary, secondary and ASN schools in Scotland had received £1,200 for each child in P1 to S3, or equivalent, who was registered for free school meals under the national eligibility criteria. The aim of PEF was to reduce the poverty related attainment gap. The measures used for defining poverty were based on the Scottish Index of Multiple Deprivation (SIMD). For 2018/2019, South Lanarkshire schools had been allocated £7,988,400. The allocation of PEF to each school was detailed in Appendix 1 to the report. Appendix 2 outlined the proportion of South Lanarkshire Council pupils who lived in each SIMD decile.

There was no definitive way to measure the poverty related attainment gap. For the purpose of tracking and monitoring across the authority's schools, the group of learners within SIMD 1 and 2, plus learners registered for free school meals, would be measured against those learners who resided in deciles 3 to 10, not eligible for free school meals. For monitoring purposes, teacher judgement levels of children's progress in P1, P4, P7 and S3 in literacy and numeracy would be used as benchmarks for measuring progress.

Information was provided on:-

- ◆ **support for schools**

In August 2018, a revised PEF governance structure, attached as Appendix 3 to the report, had been put in place which included:-

- ◆ the appointment of 2 PEF strategic lead officers to support schools to ensure that PEF had a maximum impact
- ◆ the establishment of an Equity Programme Board and Equity Strategy Team to meet on a regular basis to ensure there was an overview of the work being undertaken in schools and to allow advice and support to be targeted where required
- ◆ the creation of a primary and a secondary PEF Head Teacher consultative group. Both groups had worked collaboratively to devise a new timeline and planning and reporting documents to support Headteachers

- ◆ **interventions**

Headteachers had identified a broad range of Literacy, Numeracy and Health and Wellbeing activities, interventions and supports which targeted support to those children and young people most in need in their schools

- ◆ **parental engagement and family learning**

Improving parental involvement was becoming more apparent as an intervention in closing the poverty related attainment gap, with schools developing their own approaches. The current review of the Parental Involvement Strategy would take account of evidence based research which improved engagement with parents

- ◆ **partnership working**

The PEF strategic lead officers had actively engaged with a range of colleagues and wider agencies to further enhance the impact of PEF

♦ **progress towards closing the gap**

Using the measures outlined above, the PEF strategic lead officers had analysed the progress schools had made. Early indications were positive and demonstrated that there had been a reduction in the gap across all measures over a 3-year trend, as outlined in Appendix 4 to the report.

Levels of support would be sustained and developed to secure further advances in supporting schools to reduce the poverty related attainment gap. It was proposed that arrangements be made for a Members' Seminar to be held in spring 2019 on the impact of PEF across the authority and to showcase best practice.

The Committee decided:

- (1) that the report be noted; and
- (2) that arrangements be made for a Members' Seminar, to be held in spring 2019, on the impact of PEF across the authority and to showcase best practice.

[Reference: Minutes of 19 June 2018 (Paragraph 5)]

10 Youth Employability and Work Based Learning

A report dated 5 November 2018 by the Executive Director (Education Resources) was submitted providing an update on:-

- ♦ work based learning opportunities developed to support young people 'at risk' of not achieving or sustaining a positive post school destination
- ♦ the Council's delivery of the national Foundation Apprenticeship programme for schools

The Community Planning Partnership (CPP) had highlighted the need for all services to target resources towards tackling poverty, reducing inequalities and to close the gap in outcomes for children and families from the 20% most deprived areas. Targets had also been set in the Children's Services Plan to achieve a reduction in the gap between school leavers from the most deprived 20% data zones and the highest 20% data zones.

In 2016/2017, positive destinations achieved for young people in the 20% most deprived areas was 92.3% compared to 97.1% for young people in the highest 20% zone. This gap had narrowed and, at 4.8%, was the best outcome achieved so far for South Lanarkshire and was better than the national average of 7%.

Detailed information was provided on the following programmes:-

- ♦ ASPIRE Youth Employability
- ♦ GRADU8
- ♦ Foundation Apprenticeships (FA)

The Committee decided: that the report be noted.

[Reference: Minutes of 6 February 2018 (Paragraph 12)]

11 Youth Engagement Update

A report dated 5 November 2018 by the Executive Director (Education Resources) was submitted providing an update on:-

- ◆ Year of Young People (YoYP) Rural Youth Summit
- ◆ arrangements for the delivery of the 2019 Scottish Youth Parliament elections

On 3 September 2018, the South Lanarkshire Youth Council (SLYC), Members of the Scottish Youth Parliament (MSYPs) and YoYP ambassadors delivered a Rural Youth Summit market place event in Biggar Memorial Hall. Members of the Clydesdale area Youth Council had applied to the YoYP CREATE18 team for funding to plan, design, deliver and host a Rural Youth Summit in the Biggar learning community.

Over 600 young people and 24 partners attended the event and a summary of their views was attached as Appendix 1 to the report. In view of the positive feedback received and to maintain a focal point for all young people within the Biggar area, consideration would now be given to hosting a similar event on an annual basis.

Opportunities to continue engagement with the SLYC were identified. A key issue for young people who lived in the rural area was transport. Transport was the Scottish Youth Parliament's campaign for 2018/2019 and this issue would be taken forward by SLYC.

SYP elections were held every 2 years and young people aged 14 to 25 years were eligible to stand as candidates. In South Lanarkshire, there were 9 seats available across 5 constituencies.

The election process had commenced in August 2018, with the registration of candidates. Candidates would be grouped into their constituencies and receive support to produce a manifesto to help with their campaign for election. Visits to local schools, colleges and youth groups would be arranged and supported by the Youth, Family and Community Learning Service.

The Council's Election Team would support the process by providing polling station resources. At the end of the voting period, anticipated to be mid-March 2019, arrangements would be made for the count to be undertaken by young volunteers.

The Committee decided: that the report be noted.

12 Celebrating the Success of Young People and Employees

A report dated 7 November 2018 by the Executive Director (Education Resources) was submitted on the achievements and the success of young people and employees from South Lanarkshire schools in national and local awards and other programmes during 2017/2018.

Details were provided on the participation and success of children, young people and employees in South Lanarkshire across a wide range of programmes and award schemes.

Examples of the breadth of achievements were provided in the report, including the following:-

School

Biggar Primary School and nursery
Hunter Primary School, East Kilbride
St Bride's Primary School, Bothwell
St Charles' Primary School, Cambuslang

Achievement

- ◆ participated in commemorative events to mark the centenary of WW1

Calderglen High School, East Kilbride	◆ held a memorial service on 9 November 2018
Larkhall Academy	◆ participated in a 'sleep-out' on 9/10 November 2018 to highlight the plight of homelessness and to raise funds for Social Bite
Trinity High School, Rutherglen	◆ first secondary school in Scotland to receive the UK national Nurture School Award
Biggar High School	◆ hosted a Rural Youth Summit
Uddingston Grammar School	◆ first school in Scotland to show support for the 5Rights UK
Larkhall Academy	◆ recognition by Education Scotland of their excellent work in supporting gypsy traveller families
St Bride's Primary School, Bothwell	◆ received a Gold Sport Award
Auchinraith Primary School and Nursery, Blantyre	◆ hosted a visit by the Depute First Minister and Cabinet Secretary for Health and Sport in respect of the Childsmile programme with NHS Lanarkshire
Park View Primary, Cambuslang Underbank Primary School, Carluke, Calderglen High School, East Kilbride Lanark Grammar School	◆ showcased their work on STEM education, literacy and numeracy at the Scottish Learning Festival
South Lanarkshire Orchestral Society	◆ to perform at Hamilton Town House on 27 and 28 November 2018

It was considered that gaining recognition for achievements increased young people's confidence, raised aspirations, improved motivation and kept them engaged in education.

The Committee decided: that the report be noted.

[Reference: Minutes of 19 June 2018 (Paragraph 14)]

13 Urgent Business

There were no items of urgent business.