

EDUCATION RESOURCES COMMITTEE

Minutes of meeting held via Microsoft Teams on 1 June 2021

Chair:

Councillor Katy Loudon

Councillors Present:

Councillor Alex Allison, Councillor John Anderson, Councillor Margaret Cooper, Councillor Margaret Cowie, Councillor Peter Craig (Depute), Councillor Mary Donnelly, Councillor Joe Fagan, Councillor Lynsey Hamilton, Councillor Ian Harrow, Councillor Mark Horsham, Councillor Julia Marrs, Councillor Monique McAdams, Councillor Ian McAllan, Councillor Gladys Miller, Councillor Lynne Nailon, Councillor Carol Nugent, Councillor Mo Razzaq, Councillor Graham Scott, Councillor Margaret B Walker, Councillor Jared Wark, Councillor David Watson

Councillors' Apologies:

Councillor Stephanie Callaghan, Councillor Fiona Dryburgh, Councillor Martin Grant Hose, Councillor John Ross

External Members Present:

Gillian Coulter, Christine Hall, Andy Harvey, John Mulligan

External Members' Apologies:

Ann Marie Hobson, Dr Nagy Iskander, Hilary Kirby

Attending:

Education Resources

T McDaid, Executive Director; D Dickson, Operations Manager; A Donaldson, Head of Education (Inclusion); S Nicolson, Head of Education (Senior Phase); L Sherry, Head of Education (Support Service and School Estate)

Finance and Corporate Resources

M M Cairns, Legal Services Manager; L Harvey, Finance Manager (Resources); P MacRae, Administration Adviser; K McLeod, Administration Assistant; E McPake, Human Resources Business Partner; L O'Hagan, Finance Manager (Strategy); S Terry, Web Journalist

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 16 March 2021 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 Period 12 to 26 February 2021

A joint report dated 5 May 2021 by the Executive Directors (Education Resources) and (Finance and Corporate Resources) was submitted comparing actual expenditure at 26 February 2021 against budgeted expenditure for 2020/2021 for Education Resources together with a forecast for the year to 31 March 2021

Following the Council's probable outturn exercise, the position was an overspend of £12.751 million, after approved transfer to reserves, on the Education Resources' revenue budget. This included projected net costs of COVID to 31 March 2021 of £12.443 million.

As at 26 February 2021, there was an overspend of £6.587 million, after approved transfers.

The main factors contributing to the overspend on the Education Resources' revenue budget and proposed budget virements were detailed in the report.

The Committee decided:

- (1) that the forecast to 31 March 2021 of an overspend of £12.751 million, after approved transfers to reserves, as detailed in Appendix A to the report, be noted;
- (2) that an overspend of £6.587 million as at 26 February 2021, after approved transfers to reserves, as detailed in Appendix A to the report, be noted; and
- (3) that the proposed budget virements be approved.

[Reference: Minutes of 16 March 2021 (Paragraph 3)]

4 Education Resources - Capital Budget Monitoring 2020/2021 - Period 12 to 26 February 2021

A joint report dated 12 May 2021 by the Executive Directors (Education Resources) and (Finance and Corporate Resources) was submitted:-

- ◆ advising of progress of the capital programme for Education Resources for the period 1 April 2020 to 26 February 2021
- ◆ providing a predicted outturn position for the year to 31 March 2021

A report to this Committee on 16 March 2021 showed that the Education Resources' capital programme for the financial year 2020/2021 amounted to £24.480 million. Spend to 26 February 2021 amounted to £18.934 million.

Current estimates suggested an outturn of £22.561 million. This represented an underspend of £1.919 million and primarily reflected the anticipated timing of spend on a number of projects, resulting in the budget being required in 2021/2022 rather than 2020/2021.

The Committee decided:

- (1) that the Education Resources' capital programme of £24.480 million and expenditure to date of £18.934 million be noted; and
- (2) that the projected outturn of £22.561 million be noted.

[Reference: Minutes of 16 March 2021 (Paragraph 4)]

5 Education Resources – Workforce Monitoring – January to March 2021

A joint report dated 26 April 2021 by the Executive Directors (Education Resources) and (Finance and Corporate Resources) was submitted on the following employee information for Education Resources for the period January to March 2021:-

- ◆ attendance statistics

- ◆ occupational health statistics
- ◆ accident/incident statistics
- ◆ discipline, grievance and Dignity at Work cases
- ◆ analysis of leavers and exit interviews
- ◆ staffing watch as at 13 March 2021

The Committee decided: that the report be noted.

[Reference: Minutes of 16 March 2021 (Paragraph 5)]

6 Education Resource Plan: Quarter 4 Progress Report 2020/2021

A report dated 1 June 2021 by the Executive Director (Education Resources) was submitted on the Education Resource Plan for 2021/2022.

Details were provided on:-

- ◆ achievements in implementing the priority projects identified in the Resource Plan 2020/2021, as detailed in Appendix 1 to the report
- ◆ progress against all Resource Plan measures as detailed in the Quarter 4 Progress Report 2020/2021, attached as Appendix 2 to the report
- ◆ those measures which had changed in blue/red/amber/green status, during the period from Quarter 2 to Quarter 4, as detailed in Appendix 3 the report

The Committee decided:

- (1) that the Quarter 4 Progress report for 2020/2021, as detailed in paragraph 5.2 and attached as Appendix 2 to the report, be noted;
- (2) that the achievements made by the Resource to date, as detailed in paragraph 5.3 to the report, be noted;
- (3) that the areas for improvement and management actions, as detailed in paragraph 5.4 of the report, be noted; and
- (4) that details of those measures which had changed in the blue/red/amber/green status during the period between Quarter 2 to Quarter 4, as detailed in paragraph 5.5 and Appendix 3 to the report, be noted.

[Reference: Minutes of 18 August 2020 (Paragraph 10)]

7 Youth Employability and Worked Based Learning

A joint report dated 6 May 2021 by the Executive Directors (Education Resources) and (Finance and Corporate Resources) was submitted:-

- ◆ providing an update on the successful funding bid to enable South Lanarkshire Council to deliver the Foundation Apprenticeship Level 4/5/6 programmes for the period August 2021 to June 2023
- ◆ advising of proposed establishment changes to maintain and sustain the youth employability programmes

Foundation Apprenticeships (FAs) aimed to help young people gain valuable, real world, work experience and access work based learning while still at school. The Council had delivered FAs since 2018 and, since 2020, had delivered the programme in partnership through a consortium with South Lanarkshire College for 5 of the Level 6 FA frameworks and for the Level 5 FA in construction. The Council, as a lead partner, had received confirmation of funding for the FA programme for the session beginning in August 2021 until June 2023.

Education Resources offered a wide range of vocational options to pupils in the senior phase at Level 4 and 5 through the Gradu8 programme. This provision had expanded to offer 12 vocational courses, including 3 aligned directly to FAs.

To support opportunities for winter leavers, the employability service, in partnership with schools, had reviewed the vocational programme and had added a key worker service with bespoke aftercare provision to support young people to sustain their post school destinations. There was now an expanded range of vocational learning and an opportunity for winter leavers to secure a Level 4/5 qualification for some of the provision.

The expansion of vocational learning opportunities required the following:-

- ◆ an additional key worker to engage with and support young people
- ◆ additional work placements to be secured
- ◆ employer engagement
- ◆ programme monitoring and compliance
- ◆ liaison with schools and learning providers
- ◆ provision of pastoral and additional support to pupils

It was proposed that 3 full time equivalent (FTE) posts, as detailed in the report, be added to the Youth Employability establishment, on a fixed term basis, until September 2023. It was also proposed that 6 existing temporary posts, as detailed in the report, be added to the Youth Employability establishment on a permanent basis.

Over the last 7 years, existing funds had been used to meet the costs of 4 FTE posts from the Youth and Family Learning Service to operate Gradu8. Those posts would transfer to the Youth Employability establishment on a permanent basis.

Project and staff costs would be met from the Education Resources' budget and Scottish Government funding.

Officers responded to a member's question on accessibility to the programmes for those living in the rural area.

The Committee decided:

- (1) that the proposal to deliver the Foundation Apprenticeship Level 4/5/6 programmes, based on Scottish Government funding for the period August 2021 to June 2023, be noted;

- (2) that the following 3 posts be added to the Education Resources' establishment, on a fixed term basis, for 23 months:-

Post	Proposed Number of Posts (FTE)	Grade	SCP Range	Annual Salary
Team Leader (Vocational Development)	1 Temporary	Grade 3 Level 2	63 - 65	£32,994 to £33,943
Vocational Development Assistant	1 Temporary	Grade 2 Level 4	55 - 57	£29,253 to £30,147
Admin Assistant	1 Temporary	Grade 2 Level 4	55 - 57	£29,253 to £30,147

- (3) that the following temporary posts be made permanent:-

Post	Current Number of Posts (FTE)	Proposed Number of Posts (FTE)	Grade	SCP Range	Annual Salary
Team Leader (Vocational Development)	3 Temporary	3 Permanent	Grade 3 Level 2	63 - 65	£32,994 to £33,943
Vocational Development Assistant	3 Temporary	3 Permanent	Grade 2 Level 4	55 - 57	£29,253 to £30,147

8 Education Resource Plan 2021/2022

A report dated 1 June 2021 by the Executive Director (Education Resources) was submitted on the Education Resource Plan 2021/2022.

Details were provided on the Resource Plan for 2021/2022, attached as Appendix 1 to the report, which outlined the:-

- ◆ key areas of focus for the year ahead
- ◆ Resource objectives and outcomes
- ◆ measures and actions
- ◆ resourcing of the Plan

The Resource Plans for 2021/2022 had been approved at the meeting of the Executive Committee held on 28 April 2021 and referred to the individual Resource Committees for noting and subsequent monitoring.

In line with the Council's performance management arrangements, a mid-year progress report on actions identified in the 2021/2022 Education Resource Plan would be submitted to a future meeting of this Committee.

The Resource Plan would be made available on the Council's website.

There followed a full discussion during which officers responded to members' questions on various aspects of the report.

The Committee decided:

- (1) that the Resource Plan 2021/2022, attached as Appendix 1 to the report, be noted; and
- (2) that a Quarter 2 Progress Report on the Resource Plan 2021/2022 be submitted to a future meeting of this Committee.

[Reference: Minutes of the Executive Committee of 28 April 2021 (Paragraph 6)]

9 Supporting Learning Recovery and Renewal

A report dated 12 May 2021 by the Executive Director (Education Resources) was submitted on proposals to support learning recovery, following school closures as a result of the COVID-19 pandemic.

A study by the Education Endowment Foundation had highlighted that, following disruption to schooling as a result of the COVID-19 pandemic, there had been an overall impact on pupils' progress in learning and that it was likely that the impact had been greater on disadvantaged learners. Given the ongoing nature of the pandemic, and to support learning recovery and wellbeing among learners, Education Resources would:-

- ◆ focus on continuing to deliver learning and teaching in safe environments
- ◆ have a strong focus on wellbeing and learning
- ◆ concentrate efforts on minimising the impact of any disruption to learning
- ◆ realign priorities and resources where necessary
- ◆ support high aspirations for learners
- ◆ build confidence and self esteem

Central to the learning and recovery plan was a proposal for additional staffing to support learning where the need was greatest. The Council's recruitment process was still taking place, however, it was anticipated that additional posts of 204.6 FTE teachers and 39.2 FTE school support assistants would be recruited for the session 2021/2022.

A range of other programmes and activities had been identified to support learners, as detailed in Appendix 1 to the report. Those activities would provide targeted support in a number of areas of need.

Funding streams from the Council and the Scottish Government, as detailed in the report, had been provided for 2021/2022 to support the ongoing costs of learning recovery and the new costs associated with the proposals outlined.

Officers responded to members' questions on various aspects of the report and on issues raised in relation to transition events and leavers' assemblies.

The Committee decided:

- (1) that the proposals to support learning recovery, including the temporary recruitment of an additional 204.6 full time equivalent (FTE) teachers and 39.2 FTE school support assistants for session 2021/2022, be noted; and
- (2) that a further update be submitted to the Education Resources Committee early in the school session 2021/2022.

[Reference Minutes of South Lanarkshire Council (Special) of 24 February 2021 (Paragraph 2)]

Councillor Horsham left the meeting during consideration of this item of business

10 Enhanced Summer Holiday Programme

A report dated 13 May 2021 by the Executive Director (Education Resources) was submitted on proposals to deliver the Scottish Government funded Enhanced Summer Programme 2021 in South Lanarkshire.

In March 2021, the Scottish Government announced funding of £20.million to local authorities to help improve, over the summer period, the wellbeing of children, young people and their families who had been disproportionately affected during the pandemic and who might not otherwise have access to activities and wider support during the school holidays. This would allow them to socialise, play and reconnect with their local communities. The funding had been split as follows:-

- ◆ National Summer Offer - £5 million for national partners such as Play Scotland, SportScotland, Creative Scotland, Education Scotland and others
- ◆ Targeted Summer Offer - £15 million to local authorities to deliver enhanced holiday activities and experiences, integrating food and wider family support, where needed, to support the enhanced summer programme 2021

The Council had been awarded £882,000. Details of the targeted groups identified to benefit from the funding were provided in the report.

The focus of delivery would be on:-

- ◆ providing opportunities to connect with friends, peers, the wider community and the outdoors as well as with trusted adults
- ◆ providing opportunities for children and young people to play, be active and enjoy themselves
- ◆ equity
- ◆ engagement

The guiding principles of the programme were:-

- ◆ co-creation with children, young people and families
- ◆ building on existing services, assets and knowledge of “what works”
- ◆ partnership working and coordination

Appendix 1 to the report detailed the Scottish Government’s Driver Diagram which underpinned the planning and delivery process to restore the wellbeing of children and young people during summer 2021. This would be the driver for delivery of the programme in South Lanarkshire. Appendix 2 to the report provided examples of the themed provision, activities and materials included in the programme. The programme would also offer an opportunity to engage with and involve the Third Sector and partners and details of the anticipated partners were provided in Appendix 3 to the report.

The Committee decided:

- (1) to note that planning and preparation for the 2021 enhanced summer programme was underway;
- (2) to note that the Council would deliver this programme with a variety of Third Sector Partners and organisations;
- (3) to note that the share of the Scottish Government funding allocation was £882,000; and
- (4) to note that more detailed information of the plans in place, including locations, would be provided to a future meeting of the Committee and would comply with the guiding principles set by the Scottish Government.

11 School Leaver Initial Destination Results 2019/2020

A report dated 13 May 2021 by the Executive Director (Education Resources) was submitted providing an update on the 2019/2020 School Leaver Initial Destination survey results produced by Skills Development Scotland (SDS) and on the Youth Employability Service's efforts to mitigate the impact of the COVID-19 pandemic on young people.

The report highlighted that, in South Lanarkshire:-

- ◆ the positive destination rate was 94.8%
- ◆ the unemployed (seeking) rate was 3.7%, which was below the national rate of 4.1%
- ◆ the unemployed (not seeking) rate was 1.1%, which was below the national rate of 1.8%

Details were given on the role of the Youth Employability Service, particularly during the pandemic, which worked with Skills Development Scotland on an ongoing basis to identify and offer support to school leavers who became unemployed after leaving school.

Next steps would include:-

- ◆ continued work with partners, including Skills Development Scotland, to identify and track unemployed young people and to offer individual packages of support through the Aspire programme
- ◆ delivery of the AspireWorks job-focused programme through the Scottish Government's Young People's Guarantee funding
- ◆ continued focus on improving outcomes for care experienced young people, including the roll-out of a second pilot to support care experienced young people into employment with the Council

The Committee decided:

- (1) that the School Leaver Initial Destination Survey results, showing a positive destination for 94.8% of South Lanarkshire's 3,174 school leavers in 2019/2020, which was above the national rate of 93.3%, be noted; and
- (2) that the Youth Employability Service's responses to the challenges presented by COVID-19 be noted.

12 Scottish Youth Parliament Elections

A report dated 12 May 2021 by the Executive Director (Education Resources) was submitted on the process and timescales for the 2021 Scottish Youth Parliament (SYP) elections.

Young people, aged 14 to 25 years, were selected every 2 years from across Scotland to stand as candidates to become Members of the Scottish Youth Parliament (MSYP). Members of South Lanarkshire Youth Council (SLYC) and Youth, Family and Community Learning Service staff, in partnership with secondary schools, colleges, universities, local youth groups and uniformed organisations, organised and delivered council wide elections to democratically elect 9 South Lanarkshire MSYPs.

The Scottish Youth Parliament was established to act as the voice of young people in Scotland. It offered young people between the ages of 14 and 25 the opportunity to become involved in the decision-making processes in Scotland and the UK.

In South Lanarkshire, the format of the 2021 election process would be a paper ballot to reflect current processes for local and national elections. However, if, due to the COVID-19 pandemic and restrictions in place, a paper ballot within Education establishments was not possible, the potential for an online process, using young people's National Entitlement card, was being explored.

The election process was detailed in the report.

The Committee decided:

- (1) that the arrangements to elect young people to be Members of the Scottish Youth Parliament be noted;
- (2) that the commitment and contribution of South Lanarkshire Youth Council and Scottish Youth Parliament to the youth agenda be noted; and
- (3) that the continued contribution and participation in local planning issues be noted.

13 Notification of Contracts Awarded

A report dated 27 April 2021 by the Executive Director (Education Resources) was submitted on contracts awarded by Education Resources during the period 1 October 2020 to 31 March 2021.

In terms of Standing Order Nos 21.8 and 22.5 of the Standing Orders on Contracts, Resources were required to notify the relevant Committee of contracts awarded above the sum of £50,000. Details of the contracts awarded by Education Resources were provided in the appendix to the report.

The Committee decided: that the report be noted.

[Reference: Minutes of 27 October 2020 (Paragraph 13)]

14 Urgent Business

There were no items of urgent business.