

EDUCATION RESOURCES COMMITTEE

Minutes of meeting held in the Council Chamber, Council Offices, Almada Street, Hamilton on 20 February 2007

Chair:

Councillor Mary Smith

Councillors Present:

Pam Clearie, Russell Clearie, Gerry Convery, Alan Dick, Jim Docherty, Anne Maggs, Michael McCann, John McGuinness, Alice Marie Mitchell (Depute), Pat Morgan (Senior Depute), Brian Reilly, Gretel Ross, Graham Scott, Murray Tremble, Jim Wardhaugh, David Watson, Pat Watters

Councillors' Apologies:

Mushtaq Ahmad, Jackie Burns, Cathie Condie, Jim Daisley, Bev Gauld, Tommy Gilligan, Stan Hogarth, Carol Hughes, James Malloy, Edward McAvoy, Henry Mitchell, John Ormiston, Bob Rooney, Chris Thompson

External Members Present:

John Hannah, Dr Nagy Iskander, Joan Kyle, David Liddell, June McCulloch

External Member's Apology:

Marion Dickie

Attending:

Corporate Resources

M Clark, Personnel Adviser (Policy and Diversity); S Somerville, Administration Adviser

Education Resources

K Arthur, Executive Director; A Batchelor, Head of Service (Inclusion); G Colthart, Finance Services Manager; D Dickson, Operations Manager; L Forde, Head of Service (Quality); J Mulligan, Head of Service (Achievement and Attainment)

Finance and Information Technology Resources

L O'Hagan, Accounting and Budgeting Manager

Chair's Opening Remarks

The Chair:-

- ♦ welcomed teachers and pupils from Our Lady of Lourdes Primary School, East Kilbride to the meeting
- ♦ congratulated Larry Forde, Head of Service (Quality) on his appointment as Executive Director (Education Resources) which would take effect from 1 April 2007

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 12 December 2006 were submitted for approval as a correct record.

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

3 Minutes of Special Meeting

The minutes of the special meeting of the Education Resources Committee held on 24 January 2007 were submitted for approval as a correct record.

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

4 Capital Budget Monitoring 2006/2007 - Education Resources

A joint report dated 24 January 2007 by the Executive Directors (Finance and Information Technology Resources) and (Education Resources) was submitted advising of progress on Education Resources' capital programme for 2006/2007 and summarising the expenditure position at 29 December 2006.

The Committee decided: that the report be noted.

[Reference: Minutes of 12 December 2006 (Paragraph 3)]

5 Revenue Budget Monitoring 2006/2007 - Education Resources

A joint report dated 24 January 2007 by the Executive Directors (Finance and Information Technology Resources) and (Education Resources) was submitted comparing actual expenditure at 29 December 2006 against budgeted expenditure for 2006/2007 for Education Resources.

Additional income from a number of external organisations totalling £2.810 million had been added to the Education Resources' budget and it was proposed that this be vired to expenditure lines as detailed in the appendix to the report.

The Committee decided:

- (1) that the breakeven position on the Education Resources' revenue budget and the forecast to 31 March 2007 of a breakeven position be noted; and
- (2) that the budget virements, as detailed in the appendix to the report, be approved.

[Reference: Minutes of 12 December 2006 (Paragraph 4)]

6 Education Resources - Workforce Monitoring - November and December 2006

A joint report dated 26 January 2007 by the Executive Directors (Corporate Resources) and (Education Resources) was submitted on the following employee information for Education Resources for November and December 2006:-

- ◆ attendance statistics
- ◆ occupational health statistics
- ◆ accident/incident statistics
- ◆ disciplinary hearings, grievances and Dignity at Work cases
- ◆ analysis of leavers
- ◆ Joint Staffing Watch as at 9 December 2006

The Committee decided: that the report be noted.

[Reference: Minutes of 12 December 2006 (Paragraph 5)]

7 Schools and Bases for Pupils with Additional Support Needs - New Management Posts

A joint report dated 16 January 2007 by the Executive Directors (Corporate Resources) and (Finance and Information Technology Resources) was submitted on changes to the management posts for schools and bases for pupils with additional support needs which were in line with the Policy Statement on Inclusion and Equality approved by the Committee in October 2006.

Arrangements for pupils from Craighead School to transfer to secondary bases in Hamilton Grammar School, Larkhall Academy, Calderside Academy and Lanark Grammar School had already been agreed as part of the Schools' Modernisation Programme. To ensure that the relevant staffing structures were in place to support those arrangements, it was proposed that the:-

- ◆ management posts at Craighead School be replaced by Depute Headteacher posts at each of the 4 bases at Hamilton Grammar School, Larkhall Academy, Calderside Academy, Blantyre and Lanark Grammar School together with Principal Teacher posts, as appropriate, dependent on pupil numbers
- ◆ posts at those bases detailed above be covered, in the first instance, through redeployment of existing employees in promoted posts at Craighead School and, thereafter, by normal recruitment procedures

Following a review of the intake of pupils with additional support needs, it was also proposed that:-

- ◆ the post of Principal Teacher at Rutherglen High School be made permanent due to the increase in number of pupils
- ◆ an additional post of Principal Teacher be established at Kittoch School to reflect the increasing complexity of additional support needs being met

The Committee decided:

- (1) that the management posts at Craighead School be replaced by Depute Headteacher posts and Principal Teacher posts be established, dependent on the number of pupils, in the additional support needs bases at:-
 - ◆ Hamilton Grammar School
 - ◆ Larkhall Academy
 - ◆ Calderside Academy, Blantyre
 - ◆ Lanark Grammar School
- (2) that the temporary Principal Teacher post at Rutherglen High School be made permanent with immediate effect; and
- (3) that 1 additional post of Principal Teacher be established at Kittoch School.

[Reference: Minutes of 17 October 2006 (Paragraph 7)]

8 Psychological Services' Structure - Meeting the Needs of Children and Families

A joint report dated 26 January 2007 by the Executive Directors (Corporate Resources) and (Education Resources) was submitted on amendments to the Psychological Services' structure to meet the needs of children and families.

Legislative and other changes within education had increased the scope of the work undertaken by Psychological Services as well as the management requirements. To ensure that those changes were adequately addressed, it was proposed that the revised Psychological Services' structure be as follows:-

- ◆ 1 post of Principal Psychologist
- ◆ 2 posts of Depute Principal Psychologist
- ◆ 9 posts of Senior Psychologist
- ◆ 14 posts of Psychologist

This proposed structure involved the:-

- ◆ establishment of a post of Depute Principal Psychologist to be filled from within the existing complement of Senior Psychologists
- ◆ establishment of 2 additional posts of Psychologist
- ◆ deletion of 1 post of Senior Psychologist

Funding had been identified in the 2006/2007 rollover budget exercise for this purpose.

The Committee decided:

- (1) that 1 additional post of Depute Principal Psychologist (Salary Scale £47,010 to £50,742) be established with the appointment to the post being made from within the existing complement of Senior Psychologists;
- (2) that 2 additional posts of maingrade Psychologist (Salary Scale £34,794 to £44,259) be established; and
- (3) that 1 post of Senior Psychologist be deleted from the existing structure.

9 National Agreement 'A Teaching Profession for the 21st Century' (McCrone) - Progress with Implementation

A report dated 30 January 2007 by the Executive Director (Education Resources) was submitted on progress achieved within South Lanarkshire with the implementation of the National Agreement 'A Teaching Profession for the 21st Century' (McCrone).

The Committee decided: that the progress achieved within South Lanarkshire in implementing the National Agreement 'A Teaching Profession for the 21st Century' be noted.

10 Consultation on the Draft Parental Involvement in Headteacher and Deputy Headteacher Appointments Regulations 2007

A report dated 26 January 2007 by the Executive Director (Education Resources) was submitted on the Council's response to the Scottish Executive Education Department consultation on the Draft Parental Involvement in Headteacher and Deputy Headteacher Appointments Regulations 2007.

In view of the requirement to submit the response by 26 January 2007, the Executive Director (Education Resources), in consultation with the Chair, had approved the response to the consultation paper to allow it to be submitted to SEED by the specified deadline.

The Committee decided: that the Council's response to the consultation on the Draft Parental Involvement in Headteacher and Deputy Headteacher Appointments Regulations 2007 be noted.

[Reference: Minutes of 4 April 2006 (Paragraph 9)]

11 Urgent Business

There were no items of urgent business.

Chair's Closing Remarks

The Chair thanked:-

- ◆ elected members, external representatives and officers for their support over the past 4 years
- ◆ Councillors Alice Marie Mitchell and Morgan for their support as Deputies
- ◆ Donald Thomas, Head of Schools' Modernisation for his hard work and wished him well in his retirement
- ◆ Ken Arthur for his tremendous work as Executive Director. The Chair referred to his long service and wished him a long and happy retirement

Ken Arthur, Executive Director, acknowledged the good wishes and, in turn, thanked the Chair, Deputies, elected members, past and present, and external representatives for their contribution in making South Lanarkshire one of the best education authorities. He wished Larry Forde well in his appointment as successor and hoped that Donald Thomas would enjoy a long and happy retirement. Mr Arthur also extended his best wishes to those members who were retiring and to those who were standing for re-election.