

Report

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Report to:	Education Resources Committee
Date of Meeting:	19 June 2018
Report by:	Executive Director (Education Resources) Executive Director (Finance and Corporate Resources)

Subject:	Pupil Equity Fund – Staffing
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ seek approval for the Executive Director (Education Resources) in conjunction with the Head of Personnel Services to agree establishment variations within Education Resources resulting from the implementation of the Pupil Equity Fund (PEF).

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the requirement for ongoing temporary changes to staffing to implement PEF be approved; and
- (2) that the Head of Personnel Services be authorised to approve changes to the staffing establishment, in agreement with the Executive Director (Education Resources).

3. Background

- 3.1. The First Minister launched the Scottish Attainment Challenge (SAC) in February 2015. In late 2016, an announcement was made by the Scottish Government that, from April 2017, an additional £120m would be provided through the Attainment Scotland Fund directly to Head Teachers to reduce the poverty related attainment gap. This is known as PEF.
- 3.2. Education Resources previously reported to the Education Resources Committee on 5 September 2017 and 24 April 2018 on PEF and have issued local operational guidance to Head Teachers, which supplements the national advice in relation to operation of the funding and is in line with good governance.
- 3.3. Changes to the number of posts within the Council are generally approved by Committee through a request to increase establishment. There are, however, areas where there is a need to make more flexible changes to staffing levels, dependent on funding and service requirements.
- 3.4. To enable schools to use their PEF more effectively, flexible arrangements are required with regards to the appointment of posts.

4. Pupil Equity Fund Allocation

- 4.1 Head Teachers were advised directly by the Scottish Government of the level of funding available to their schools. The 2018/2019 funding for South Lanarkshire Schools is £7,988,400 and the Scottish Government have committed to similar levels of allocation until the end of this parliament. Funding is based on the school year (1 August to 31 July).

- 4.2 Previous reports to Committee have highlighted the robust processes around the PEF implementation, National and Local Guidance; Tracking and Monitoring; Assessment and Moderation; School Improvement Planning; Governance; Finance and Procurement and Staffing.

5. Implementing Pupil Equity Funding

- 5.1 Schools are able to allocate finance to support both whole school and more targeted activity. Schools identify the young people in their establishments who may be experiencing barriers to learning for deprivation reasons. Schools then spend Scottish Government allocated PEF on interventions appropriate to these targeted groups.
- 5.2 During 2017/2018 and also in plans for 2018/2019, Head Teachers identified a broad range of activities, interventions and supports in response to their local context. These can be classified into a number of categories. These include Literacy, Numeracy, Health and Wellbeing and staffing, which account for the largest spends, as well as others such as parental engagement, outdoor learning, breakfast clubs etc.

6. Staffing

- 6.1. The annual staffing exercise for August 2017 included the facility for Head Teachers to use PEF to fund additional teaching staff. An additional 45 FTE Teachers were recruited through PEF, as well as 40 FTE School Support Assistants. In addition, the following non-teaching staff supported schools and were funded through PEF: 0.5 FTE Psychologists; 0.4 FTE Librarians; 1.2 FTE Early Years' Workers and 0.4FTE Active Breaks Staff.
- 6.2. The current annual teaching campaign and teacher recruitment throughout the year assists schools to recruit additional teachers for PEF purposes. In addition, the recurring recruitment campaigns for School Support Assistants also assists schools to recruit additional School Support Assistants. There is flexibility in both these establishments to recruit additional posts for PEF purposes as this is needs and pupil numbers led.
- 6.3 In addition, short term requests to recruit for cover or short term needs is within the delegated authority of the Head of Personnel Services and will be requested and approved through the normal vacancy vetting process.
- 6.4 However, Head Teachers will require flexibility in recruiting non-teaching staff, similar to those posts detailed at 6.1, to deliver a variety of interventions for the duration of the PEF funding.

7. Proposals

- 7.1 As a result of the nature of the PEF and the variety and timing of interventions, there is a requirement to ensure that needs are met as soon as they are identified. At present, there is no facility to temporarily change staffing in a way that is required to implement the PEF funding. There is a need to support the staffing requirements of Head Teachers to implement PEF, through temporary changes to establishment of posts within Education Resources for the duration of the PEF funding. The temporary posts will be for no longer than the period of PEF or greater than 23 months. This will be approved through the normal vacancy vetting process and only by both the Head of Personnel Services, in agreement with the Executive Director (Education Resources).

8. Employee Implications

- 8.1. All posts will be established on a temporary basis and the normal rules around employment will apply. In the event there are areas of the service with a high volume of posts and, as a result of turnover, posts can be offered on a permanent basis, this will be implemented.

9. Financial Implications

- 9.1. Costs associated with any temporary increase in FTE are met through PEF funding.

10. Other Implications

- 10.1. There are no implications for sustainability or risk in terms of the information contained in this report.

11. Equality Impact Assessment and Consultation Arrangements

- 11.1. There is no requirement to carry out an impact assessment in terms of the proposals contained within this report.
- 11.2. Consultation with Trade Unions has taken place through the Joint Consultative process. All locally developed guidance has also been shared. The Trade Unions are regularly updated on recruitment activity and workforce monitoring reports.

Tony McDaid
Executive Director (Education Resources)

Paul Manning
Executive Director (Finance and Corporate Resources)

22 May 2018

Link(s) to Council Values/Ambitions/Objectives

- Improve achievement, raise educational attainment and support lifelong learning
- Ensure schools and other places of learning are inspirational

Previous References

None

List of Background Papers

None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact Stewart Nicolson:-

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