

EDUCATION RESOURCES COMMITTEE

Minutes of meeting held via Microsoft Teams on 9 November 2021

Chair:

Councillor Katy Loudon

Councillors Present:

Councillor Alex Allison, Councillor John Anderson, Councillor Margaret Cowie, Councillor Peter Craig (Depute), Councillor Mary Donnelly, Councillor Isobel Dorman, Councillor Joe Fagan, Councillor Lynsey Hamilton, Councillor Ian Harrow, Councillor Mark Horsham, Councillor Martin Grant Hose, 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 David Watson

Councillors' Apologies:

Councillor Jackie Burns, Councillor Margaret Cooper, Councillor Fiona Dryburgh, Councillor John Ross (ex officio)

External Members Present:

Christine Hall, Andy Harvey, John Mulligan

External Members' Apologies:

Gillian Coulter, Ann Marie Hobson, Hilary Kirby, Dr Nagy Iskander

Attending:

Education Resources

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

Finance and Corporate Resources

N Docherty, Administration Assistant; L Harvey, Finance Manager (Resources); P MacRae, Administration Adviser; E McPake, Human Resources Business Partner; M M Wilson, Legal Services Manager; 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 31 August 2021 were submitted for approval as a correct record.

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

3 Revenue Budget Monitoring 2021/2022 - Education Resources

A joint report dated 13 October 2021 by the Executive Directors (Education Resources) and (Finance and Corporate Resources) was submitted comparing actual expenditure at 10 September 2021 against budgeted expenditure for 2021/2022 for Education Resources.

As at 10 September 2021, there was an overspend of £0.249 million, as detailed in Appendix A to the report. Costs incurred in relation to the Resource's Covid-19 response were outlined in Appendix B to the report.

Virements were proposed to realign budgets across budget categories and with other Resources and those were detailed in appendices A and B to the report.

The Committee decided:

- (1) that an overspend of £0.249 million, as at 10 September 2021, on Education Resources' revenue budget, as detailed in Appendix A to the report, be noted; and
- (2) that the proposed budget virements be approved.

[Reference: Minutes of 31 August 2021 (Paragraph 4)]

4 Capital Programme 2021/2022 Update and Monitoring for Period 1 April 2021 to 10 September 2021

A joint report dated 21 October 2021 by the Executive Directors (Education Resources) and (Finance and Corporate Resources) was submitted advising of progress on the Education Resources' capital programme for 2021/2022 and summarising the expenditure position at 10 September 2021.

At its meetings on 22 September and 3 November 2021, the Executive Committee agreed changes to the Education Resources' capital programme, as detailed in Appendix A to the report. The revised capital programme amounted to £17.986 million, a net decrease of £2.414 million from the position reported to this Committee on 31 August 2021. Expenditure as at 10 September 2021 was £5.269 million. This represented a position of £0.259 million ahead of profile which, in the main, reflected the timing of payments.

The Committee decided: that the Education Resources' capital programme for 2021/2022 of £17.986 million, and expenditure at 10 September 2021 of £5.269 million, be noted.

Reference: Minutes of 31 August 2021 (Paragraph 6)]

5 Education Resources – Workforce Monitoring – July and August 2021

A joint report dated 30 September 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 July and August 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 June 2021

Officers responded to members' questions on various aspects of the report.

The Committee decided: that the report be noted.

[Reference: Minutes of 31 August 2021 (Paragraph 7)]

6 School Holiday Dates for Session 2022/2023

A report dated 1 November 2021 by the Executive Director (Education Resources) was submitted on the proposed holiday arrangements for schools in South Lanarkshire for session 2022/2023. Neighbouring educational authorities, parent councils and employee trade unions had been consulted on the proposals.

The Committee decided: that the following school holidays for session 2022/2023 be approved:-

Session 2022/2023

First Term	Teachers' In-service	Monday	15 August 2022
	In-service day	Tuesday	16 August 2022
	Pupils return	Wednesday	17 August 2022
September	Close on	Thursday	22 September 2022
Weekend	Re-open	Tuesday	27 September 2022
October Break	Close on	Friday	14 October 2022
	Re-open	Monday	24 October 2022
	In-service day	Monday	14 November 2022
Christmas	Close on	Friday	23 December 2022 at 2.30pm
	Re-open	Monday	9 January 2023
Second Term			
February break	Close on	Friday	10 February 2023
	Closed	Monday and	13 February 2023
		Tuesday	14 February 2023
	In-service day	Wednesday	15 February 2023
Spring	Close on	Friday	31 March 2023 at 2.30pm
break/Easter	Re-open	Monday	17 April 2023
Third Term			
Local Holiday	Closed	Monday	1 May 2023
	In-service day	Tuesday	2 May 2023
	Re-open	Wednesday	3 May 2023
Local Holiday*	Close on	Thursday	25 May 2023
	Re-open	Tuesday	30 May 2023

*Lanark schools to observe 8 and 9 June 2023 (Lanimers)

Summer break	Close	Tuesday	27 June 2023 at 1.00pm
--------------	-------	---------	------------------------

Proposed in-service days	*2 dates for teachers' in-service training for 14 and 15 August 2023 still to be confirmed.
--------------------------	---

Working Days for Teachers

195

[Reference: Minutes of 27 October 2020 (Paragraph 9)]

7 Attachment Strategy for Education Resources – Update Report

A joint report dated 21 October 2021 by the Executive Director (Education Resources) and (Finance and Corporate Resources) was submitted on a proposal to appoint a Development Officer, on a secondment basis, for a period of 12 months.

On 31 August 2021, the Committee noted progress on the implementation of the Attachment Strategy for Education Resources. To further embed attachment informed practice across the Council, all education establishments and services had been asked to nominate attachment leads and ambassadors within their organisations, who would be invited to locality networking events. An Attachment Strategy Glow tile would be developed to provide a shared platform for learning materials and communication.

To support the sustained implementation of the Attachment Strategy and to improve outcomes for children and young people, it was proposed that a post of Development Officer be established, on a secondment basis, for a period of 12 months. Costs would be met from the Education recovery funding made available to support and strengthen nurture and attachment for young people during the recovery period.

Existing Depute Head Teachers, Educational Psychologists and Principal Teachers would be invited to apply for the Development Officer post on a fixed term basis for 12 months.

The Committee decided:

- (1) that a post of Development Officer, on a secondment basis for a period of 12 months, be added to the Education Resources' establishment; and
- (2) that it be noted that existing Depute Head Teachers, Educational Psychologists and Principal Teachers would be invited to apply for the Development Officer post.

[Reference: Minutes of 31 August 2021 (Paragraph 12)]

8 Education Recovery: Key Actions and Next Steps

A report dated 20 October 2021 by the Executive Director (Education Resources) was submitted on the Scottish Government's ongoing response to the impacts of the pandemic on education and its next steps to address them.

In October 2021, the Scottish Government published its report 'Education Recovery: Key Actions and Next Steps' which recognised the role played by local authorities and partners in adapting to the global pandemic.

The focus on education recovery was part of the Scottish Government's strategic approach to recovery from Covid and was closely aligned to the wider issues outlined in the report 'Covid Recovery Strategy for a Fairer Scotland' which set out the following 3 key outcomes linked to the agenda for education:-

- ◆ financial security for low income households
- ◆ wellbeing of children and young people
- ◆ green jobs and fair work

Details were provided on the actions and next steps which had been identified in the Education Recovery report which included a renewed focus on excellence and equity as set out in the National Improvement Framework. The report highlighted the plan to build on the innovation and strengths that had emerged during the pandemic and incorporated key principles, including diversity, equality and sustainability, designed to address the harms caused to children, young people and families. Many of those next steps focused on aspects and actions already undertaken by the Council.

Arrangements had been made to share the Education Recovery report's key actions and next steps with Heads of educational establishments, professional associations, trade unions and other stakeholders.

Information was given on the additional funding provided by the Scottish Government in 2020/2021 and 2021/2022 to support children and young people. An element of that funding had enabled the Council to recruit both temporary and permanent teaching staff and support assistants.

Officers responded to members' questions on various aspects of the report.

The Committee decided: that the report be noted.

9 Support for Equality and Diversity within Education Resources

A report dated 14 October 2021 by the Executive Director (Education Resources) was submitted providing an update on the range of activity being undertaken across Education Resources in relation to support for Equality and Diversity.

Education in South Lanarkshire was based on an inclusive ethos that ensured that all learners were treated fairly, had equality of opportunity and had a sense of belonging in their learning environment. A range of legislation and policy frameworks supported the equality and diversity agenda across education contexts.

Details were provided on the:-

- ◆ Equality Act 2010 which provided a framework of discrimination law which protected individuals from unfair treatment and promoted a fair and more equal society
- ◆ Children and Young People (Scotland) Act 2014 which established wellbeing as the key mode of assessment for practitioners in Scottish schools
- ◆ Education Scotland Act 2016 which supported a range of improvements to Scottish education
- ◆ Education (Additional Support for Learning) Scotland Act 2004 (as amended in 2009) which provided a framework for local authorities and other agencies to support all children with their learning and introduced the concept of 'additional support needs'
- ◆ Education (Disability Strategies and Pupils' Educational Records) Scotland Act 2002 which outlined duties on education authorities, schools and other responsible bodies to plan for the needs of disabled pupils, to ensure access to the curriculum, physical environment of schools and school information
- ◆ Standards in Scotland's Schools etc Act 2000 which set out the rights of children to school education (including children who were unable to attend school due to ill-health) and the related duties of education authorities. The Act introduced the policy of 'presumption of mainstreaming', in that all children would be expected to attend mainstream school unless certain circumstances applied

The national priorities and drivers that supported promotion of equality, diversity and an inclusive approach for all learners included:-

- ◆ the National Improvement Framework and Improvement Plan (NIF) established in 2015 which set out a clear vision for Scottish Education based on delivering Excellence and Equity
- ◆ Delivering Excellence and Equity in Scottish Education. A Delivery Plan for Scotland 2016 which outlined the steps to be taken to achieve key improvements in education, building on the work in the National Improvement Framework with a focus on raising attainment and making progress in closing the poverty related attainment gap

Detailed information was given on the following specific areas of practice in equality and diversity within Education Resources:-

- | | |
|---|---|
| ♦ care experienced children and young people | ♦ English as an Additional Language (EAL) |
| ♦ safeguarding | ♦ Autistic Spectrum Disorder (ASD) |
| ♦ tackling poverty | ♦ anti-bullying |
| ♦ mental health | ♦ dyslexia |
| ♦ accessibility | ♦ gypsy/traveller education |
| ♦ severe and profound additional support needs | ♦ promoting race equality and anti-racist education |
| ♦ Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) Equality | |

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

The Committee decided: that the range of activity undertaken across Education Resources in respect of Equality and Diversity be noted.

In terms of Standing Order No 13, the Chair adjourned the meeting at 11.37am for a 5 minute period. The meeting reconvened at 11.42am without the attendance of Councillors Donnelly and Watson

10 Professional Learning - School Leadership

A report dated 19 October 2021 by the Executive Director (Education Resources) was submitted providing an update on school leadership development during session 2020/2021 and advising on the next steps to meet the drivers in the National Improvement Framework.

A key priority for Education Resources was to support colleagues on their leadership journey and to work in partnership with Education Scotland and the West Partnership to develop a comprehensive range of professional learning programmes. Those programmes were currently delivered remotely and had proven to be successful and had allowed for better collaboration and the sharing of good practice.

Information was provided on the undernoted programmes:-

'Into Headship'

Run in conjunction with Education Scotland and designed for aspiring school leaders to enable them to attain the Standard for Headship. Since 2020, it was a legislative requirement for new Head Teachers to hold the Standard for Headship. Other programmes, which ran in conjunction with Education Scotland, included 'Towards Headship' and 'Excellence in Headship'.

Head Teacher Induction

Facilitated by Education Resources' officers, this provided professional learning for new and substantive Head Teachers, as detailed in Appendix 1 to the report.

Catholic Leadership

Working in partnership with the Diocese, there had been an opportunity to establish a Leadership programme to support Catholic Leadership.

West Partnership

The Leadership workstream, one of 8 workstreams, offered programmes on Thinking about Headship, Executive Coaching, Hexagon Coaching and Learning Sets.

General Teaching Council (GTC) Scotland

On 2 August 2021, the GTC had refreshed and restructured its Professional Standards for teachers. Professional Learning was delivered via online sessions in May 2021 which provided information and updates to Head Teachers and Continuing Professional Development (CPD) Coordinators for dissemination to all staff in preparation for August 2021.

Masters Level

23 teachers from primary and secondary sectors across the Authority were being funded to undertake Masters Level learning.

Newly Qualified Teacher

An extensive Career Long Professional Learning (CLPL) programme for newly qualified teachers, including teachers in Early Years who had been re-deployed to the primary sector as part of a targeted professional learning support package.

Education Resources would continue to support education professionals to make a difference in the classroom, school and wider community through access to a wide range of professional learning and leadership opportunities.

The Committee decided: that the training and development opportunities, undertaken in partnership with Education Scotland and through the West Partnership, be noted.

11 Enhanced Summer Programme 2021 - Sensational Summer Sessions - Evaluation

A report dated 21 October 2021 by the Executive Director (Education Resources) was submitted providing a detailed evaluation on the delivery of the Council's Sensational Summer Sessions provision and the Scottish Government funded Enhanced Summer Programme in South Lanarkshire.

On 31 August 2021, the Committee considered an interim update report on the delivery of the summer programme. As the evaluation process on the use of the additional funding of the enhanced summer programme was not due for completion until mid-September 2021, it had been agreed that a detailed evaluation of the impact of the overall provision on children, young people, families and communities would be submitted to this meeting.

The Council had allocated £380,000 for the Sensational Summer Sessions provision and the Scottish Government had provided additional funding of £882,000 for the Enhanced Summer Programme in South Lanarkshire.

The enhanced provision had allowed for:-

- ◆ the expansion of the “sensational summer sessions” to include young people aged 12 to 17 and their families, with the additional support of voluntary sector partners located in local communities, as well as the wider Youth, Family and Community Learning Service (Universal Connections), over 7 days per week, which included evenings and weekends
- ◆ an additional 83 bespoke programmes delivered by 76 partners (listed in Appendix 2 to the report), which provided a variety of opportunities and activities to over 2,500 children

The impact outcomes used to evaluate the programme were the agreed Community Learning and Development Partnership (CLD) outcomes that underpinned the CLD 3 Year Strategic Plan, as detailed in Appendix 1 to the report.

Details were given on:-

- ◆ the number of children and young people engaged from each target group as defined by the Scottish Government's funding criteria
- ◆ the range of activities successfully delivered throughout the summer holiday period

- ◆ resources and equipment available
- ◆ free personal support available, such as passes to leisure services

The additional funding for the enhanced summer programme had enabled 7,691 children and adults to benefit from the expanded programme of activities. In total, 11,040 people had participated in activities, of whom 8,703 were children and young people and 2,337 were adults. Views from young people, parents/carers and staff had been collated and outlined in Appendix 3 to the report.

There followed a discussion during which:-

- ◆ members congratulated those involved in delivering a successful programme
- ◆ officers undertook to provide members with information on how equipment used in the programme could be shared for the benefit of the wider community

The Committee decided:

- (1) that the breadth and scale of delivery through the 2021 enhanced summer programme be noted;
- (2) that the wider, additional impacts for those who attended and for communities, as a result of the Scottish Government funding, be noted; and
- (3) that the support of Third Sector Partners and organisations, in partnership with the Council, to deliver the programme in localities be noted.

[Reference: Minutes of 31 August 2021 (Paragraph 11)]

12 Youth Employability and Work Based Learning

A report dated 14 October 2021 by the Executive Director (Education Resources) was submitted:-

- ◆ providing an update on the progress of the Youth Employability Services' targeted employability and senior-phase work-based learning programmes
- ◆ advising of the way in which the Service had continued to respond to the challenges presented by the Covid-19 pandemic

The Youth Employability Service supported young people at school in the senior phase and post-school up to age 19 (26 if care experienced) to develop and achieve the skills, experience and qualifications to progress to positive and sustained post school destinations.

Details were provided on the Service's 5 key programmes:-

- ◆ Aspire
- ◆ AspireWorks
- ◆ GRADU8
- ◆ Gradu8 work Experience
- ◆ Foundation Apprenticeships

Those programmes had achieved positive outcomes for young people and had made a significant contribution to South Lanarkshire's consistently high positive school leaver destinations and post school participation measures over recent years.

The Covid-19 pandemic had been a significant challenge for the delivery of the youth employability programmes for 2020/2021. Revised planning, risk assessment and partnership working had been required and was made possible due to the positive partnership relations between the Service, schools and partners, including local colleges and Skills Development Scotland.

The Service had worked hard to ensure that vulnerable young people, who were likely to be significantly disadvantaged due to the economic challenges of the Covid-19 pandemic, were supported.

Case studies of young people involved in each of the programmes were attached as appendices 1 to 3 of the report.

The Committee decided: that the progress of the Youth Employability Services' targeted employability and senior-phase work-based learning programmes and the Services' efforts in meeting the challenges presented by the Covid-19 pandemic be noted.

[Reference: Minutes of 21 January 2021 (Paragraph 16)]

13 Update of the Education Resources' Risk Register and Risk Control Plan

A report dated 13 October 2021 by the Executive Director (Education Resources) was submitted providing an update on the Education Resources' Risk Register and Risk Control actions.

Education Resources had followed Council guidance in developing, monitoring and updating its Risk Control Register on an ongoing basis. The Register had been developed to ensure that the Resource:-

- ◆ was fully aware of the top risks
- ◆ was able to prioritise those risks
- ◆ had controls in place to eliminate or minimise the impact of the risk

The risks were scored in accordance with the Council's scoring mechanism based on likelihood and impact of risk. This resulted in risks being scored between 1 to 25 (low to very high). Risks were scored on their inherent risk (risk if nothing was done) and their residual risk (risk after applying controls). The Risk Register for the Resource had been developed and was monitored on an ongoing basis by the Resource Risk Management Group to add new risks and to review the score of existing risks. The main changes to the Risk Register were summarised in the report.

Information on the risk scoring matrix and definitions for likelihood and impact was attached as Appendix 1 to the report.

Details of all risks which had scored very high and high were provided in Appendix 2 to the report. Risks evaluated as being medium or low risk would be monitored to ensure that they continued to be adequately managed.

The outstanding actions to mitigate risks within the Risk Control Plan would be progressed by the relevant officers.

The Committee decided:

- (1) that the contents of the Resource Risk Register be noted; and

- (2) that it be noted that risk control actions would continue to be progressed by relevant officers.

[Reference: Minutes of 21 January 2021 (Paragraph 9)]

14 West Partnership Regional Improvement Collaborative - Evaluation of Improvement Plan for 2020/2021

A report dated 18 October 2021 by the Executive Director (Education Resources) was submitted on the evaluation of work undertaken by the West Partnership (Glasgow Regional Education Improvement Collaborative) in 2020/2021.

On 27 October 2020, the Committee noted the progress of the West Partnership and the content of its Improvement Plan for 2020/2021. Progress over the academic year 2020/2021 towards achieving each of the associated target outcomes and expected impacts set out in the Improvement Plan was detailed in Appendix 1 to the report.

Overall, the West Partnership had made good progress implementing its Regional Improvement Plan and the evidence findings had informed and shaped the West Partnership's Improvement Plan for 2021 to 2022.

The evaluation report had been submitted to Education Scotland and the Scottish Government.

The Committee decided: that the West Partnership's evaluation of the Regional Improvement Plan 2020/2021 be noted.

[Reference: Minutes of 27 October 2020 (Paragraph 12)]

15 West Partnership Regional Improvement Collaborative - Improvement Plan 2021 to 2022

A report dated 18 October 2021 by the Executive Director (Education Resources) was submitted on the West Partnership's Improvement Plan 2021 to 2022.

On 16 March 2021, the Committee noted details of an Interim Action Plan, based on the existing plan for 2020 to 2023, which identified priority projects, each of which had a specific relevance during the period when Covid-19 restrictions were in place.

The West Partnership Improvement Plan 2021 to 2022, attached as Appendix 1 to the report, set out the key areas for collaborative action to enable improvement across the partnership region. The Improvement Plan captured those areas where collaboration between partners would be beneficial. Not all schools and local authorities would participate in all activities, however, the Plan set out the Partnership's offer to schools and educational settings, based on stakeholder views on what they would benefit from.

The Plan was organised under the following 3 key areas, each led by 2 Directors of Education/Chief Education Officers:-

- ◆ collaborative learning networks
- ◆ curriculum, learning and teaching
- ◆ leadership, empowerment and improvement

A fourth workstream, evaluation and reporting, was also led by 2 Directors of Education.

The Improvement Plan had been submitted to Education Scotland and the Scottish Government.

The Committee decided: that the West Partnership Improvement Collaborative Improvement Plan 2021 to 2022 be noted.

[Reference: Minutes of 16 March 2021 (Paragraph 12)]

16 Urgent Business

There were no items of urgent business.