

# EDUCATION RESOURCES COMMITTEE

Minutes of meeting held via Confero and in the Council Chamber, Council Offices, Almada Street, Hamilton on 6 September 2022

## Chair:

Councillor Lynsey Hamilton

## Councillors Present:

Councillor Alex Allison, Councillor John Anderson, Councillor Ross Clark, Councillor Margaret Cowie, Councillor Mary Donnelly (*substitute for Councillor John Bradley*), Councillor Grant Ferguson, Councillor Elise Frame, Councillor Alistair Fulton, Councillor Geri Gray, Councillor Mark Horsham, Councillor Cal Johnston-Dempsey, Councillor Gavin Keatt (Depute), Councillor Susan Kerr, Councillor Ross Lambie, Councillor Eileen Logan, Councillor Katy Loudon, Councillor Ian McAllan, Councillor Kenny McCreary (*substitute for Councillor Richard Lockhart*), Councillor Mark McGeever, Councillor Mo Razzaq, Councillor Graham Scott, Councillor Bert Thomson, Councillor Margaret B Walker, Councillor David Watson

## Councillors' Apologies:

Councillor John Bradley, Councillor Joe Fagan (ex officio), Councillor Richard Lockhart

## External Members Present:

Christine Hall, Andy Harvey, Dr Nagy Iskander, John Mulligan

## External Members' Apologies:

Gillian Coulter, Ann Marie Hobson, 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

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); M M Wilson, Legal Services Manager

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## 1 Declaration of Interests

No interests were declared.

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## 2 Education Resources - Revenue Budget Monitoring 2021/2022

A joint report dated 27 July 2022 by the Executive Directors (Finance and Corporate Resources) and (Education Resources) was submitted on the actual expenditure measured against the revenue budget for the period 1 April 2021 to 31 March 2022 for Education Resources.

The year end position at 31 March 2022 was an overspend of £1.702 million after approved transfers to reserves, as detailed in Appendix A of the report. Costs incurred in relation to the Resource's Covid response were outlined in Appendix B of the report.

Removing the net cost of Covid left a breakeven position for the Resource which was in line with the reported probable outturn position.

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

**The Committee decided:**

- (1) that the Education Resources' outturn position as at 31 March 2022 of an overspend of £1.702 million after approved transfers to reserves, as detailed in Appendix A of the report, be noted;
- (2) that it be noted that the overspend was Covid related and funded corporately as part of the overall Council Covid position; and
- (3) that the proposed budget virements be approved.

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### **3 Education Resources - Revenue Budget Monitoring 2022/2023**

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A joint report dated 8 August 2022 by the Executive Directors (Finance and Corporate Resources) and (Education Resources) was submitted on the actual expenditure measured against the revenue budget for the period 1 April 2022 to 15 July 2022 for Education Resources.

As at 15 July 2022, there was a breakeven position against phased budget.

Virements were proposed to realign budgets across budget categories and with other Resources and those were detailed in Appendix A of the report

Officers responded to members' questions on various aspects of the report and undertook to provide further information to members on:-

- ◆ Strategic Equity Funding (SEF) which replaced Scottish Attainment Challenge (SAC) funding
- ◆ utility charges in education establishments
- ◆ budget virements

**The Committee decided:**

- (1) that the breakeven position on Education Resources' revenue budget, as detailed in Appendix A of the report, be noted; and
- (2) that the proposed budget virements be approved.

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### **4 Education Resources - Capital Budget Monitoring 2021/2022**

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A joint report dated 17 August 2022 by the Executive Directors (Finance and Corporate Resources) and (Education Resources) was submitted on the progress of the capital programme for Education Resources for the period 1 April 2021 to 31 March 2022.

The total capital programme for 2020/2021 was £15.498 million. Expenditure to 31 March 2021 was £14.376 million. The final expenditure position of £14.376 million showed a difference of £1.122 million in comparison to the programme of £15.498 million.

Accounting adjustments were required following a review of the Council's revenue and capital spend. As a result, for the purposes of publishing the Annual Accounts only, capital spend amounted to £14.580 million.

**The Committee decided:** that the Education Resources' capital programme of £15.498 million and expenditure for the year of £14.376 million be noted.

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## **5 Education Resources - Capital Budget Monitoring 2022/2023**

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A joint report dated 17 August 2022 by the Executive Directors (Finance and Corporate Resources) and (Education Resources) was submitted on the progress of the capital programme for Education Resources for the period 1 April 2022 to 15 July 2022.

The Education Resources' capital programme amounted to £16.133 million and expenditure as at 15 July 2022 was £2.606 million. This represented a position of £0.060 million behind profile and, in the main, reflected the timing of payments.

Officers responded to a member's question on difficulties in the supply of certain goods and materials.

**The Committee decided:** that the Education Resources' capital programme of £16.133 million, and expenditure to 15 July 2020 of £2.606 million, be noted.

*[Reference: Minutes of South Lanarkshire Council (Special) of 23 February 2022 (Paragraph 3)]*

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## **6 Education Resources – Workforce Monitoring – April to June 2022**

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A joint report dated 15 August 2022 by the Executive Directors (Finance and Corporate Resources) and (Education Resources) was submitted on the following employee information for Education Resources for the period April to June 2022:-

- ◆ 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 11 June 2022

**The Committee decided:** that the report be noted.

*[Reference: Minutes of 8 February 2022 (Paragraph 5)]*

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## **7 Education Resource Plan - Quarter 4 Progress Report 2021/2022**

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A report dated 24 August 2022 by the Executive Director (Education Resources) was submitted on the Education Resource Plan Quarter 4 Progress Report 2021/2022 for the period 1 April 2021 to 31 March 2022.

The Resource Plan measures were rated using a traffic light system of red, amber or green as well as blue (BRAG) which indicated that an action had been completed.

Details were provided on:-

- ◆ progress against all Resource Plan measures as detailed in the Quarter 4 Progress Report 2021/2022, attached as Appendix 2 of the report

- ◆ key achievements made by the Resource to date
- ◆ measures which had changed in status from Quarter 2 to Quarter 4, as contained in Appendix 3 of the report.

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

**The Committee decided:**

- (1) that the Education Resource Plan Quarter 4 Progress Report 2021/2022, as summarised in paragraph 5.2 and attached as Appendix 2 of the report, be noted;
- (2) that the key achievements made by the Resource to date, as detailed in paragraph 5.3 of the report, be noted; and
- (3) that the additional scrutiny of changes in BRAG status between Quarter 2 and Quarter 4, as summarised at paragraph 5.5 and detailed at Appendix 3 of the report, be noted.

*In terms of Standing Order No 14, the Chair adjourned the meeting at 10.55am for a 10 minute period. The meeting reconvened at 11.05am*

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## **8 Education Resources' Workforce Plan 2022 to 2025**

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A report dated 18 August 2022 by the Executive Director (Education Resources) was submitted on Education Resources' Workforce Plan 2022 to 2025.

The Executive Committee had agreed the Council Workforce Plan 2017 to 2020, with Resources being required to provide updates on their Workforce Plan to their respective committees. The review of Workforce Plans had been delayed due to the Covid-19 pandemic and Resources had produced Plans covering the period 2022 to 2025.

The Education Resources' Workforce Plan 2022 to 2025, together with the Action Plan, was attached as Appendix 1 to the report. The Plan provided an overview of the services delivered by the Resource, the service demands and a workforce profile. This, together with the strategic plans and drivers, was used to identify the objectives and actions required.

The key themes for workforce planning that had been identified were:-

- ◆ education recovery and reform
- ◆ workforce supply challenges which would be impacted by the reduction in class contact time and subsequent requirement for more teachers, which was a national issue
- ◆ in relation to support and early years, ability to recruit and retain employees in a competitive market
- ◆ demographic of the workforce and the impact on succession planning
- ◆ maintaining employee wellbeing and resilience

The key activities identified were:-

- ◆ revised recruitment practices to attract and retain employees
- ◆ plan for implementation of reduction of class contact time once funding arrangements had been confirmed
- ◆ assessment of the impact of the Future Vision for Education in terms of funding and staffing impact
- ◆ review of the allocation of recovery funding and rationalisation of the allocation

This aligned with the general common themes from all Resource Action Plans which were:-

- ◆ increased demand and a reduced workforce pool which was a national issue
- ◆ demographic challenges, increased turnover, employees retiring earlier than expected and succession planning
- ◆ employee wellbeing

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

**The Committee decided:**

- (1) that the content of the report be noted; and
- (2) that Education Resources' Workforce Plan 2022 to 2025, attached as Appendix 1 to the report, be approved.

*[Reference: Minutes of the Executive Committee of 8 November 2017 (Paragraph 15)]*

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## **9 Education Resource Plan 2022/2023**

A report dated 24 August 2022 by the Executive Director (Education Resources) was submitted on the Education Resource Plan 2022/2023.

Details were provided on the Resource Plan for 2022/2023, attached as Appendix 1 to the report, which outlined:-

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

The Resource had established a number of outcomes to support the delivery of the Connect priorities in 2022/2023, which were detailed in Appendix 2 to the report. In line with the Council's performance management arrangements, a mid-year progress report on actions identified in the 2022/2023 Resource Plan and an end of year progress report respectively, would be submitted to future meetings of the Committee.

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

**The Committee decided:** that the Education Resource Plan for 2022/2023 be noted and uploaded to the Council's website.

*[Reference: Minutes of the Executive Committee of 24 August 2022 (Paragraph 8)]*

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## **10 Youth Employability and Work Based Learning**

A report dated 24 August 2022 by the Executive Director (Education Resources) was submitted on the progress of the Youth Employability Service's targeted employability and senior-phase work-based learning programmes.

The Youth Employability Service supported young people at school in the senior phase and post-school up to age 19, and longer 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 key programmes:-

- ◆ GradU8
- ◆ GradU8 work experience
- ◆ Foundation Apprenticeships
- ◆ Aspire keywork support
- ◆ AspireWorks
- ◆ winter and summer leaver programmes

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

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

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

**The Committee decided:** that the report be noted.

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## **11 Early Learning and Childcare (1140 hours) - Update**

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A report dated 24 August 2022 by the Executive Director (Education Resources) was submitted providing an update on progress made in the expansion and delivery of early learning and childcare in line with the Scottish Government's statutory duty on education authorities to make 1140 hours of early learning and childcare (ELC) available to each eligible child from August 2021.

Details were given on:-

- ◆ progress in delivering nursery places for eligible children
- ◆ consultation to evaluate and reflect on the delivery of the 1140 hours of ELC
- ◆ training opportunities
- ◆ quality of provision
- ◆ equity and excellence leads
- ◆ the 1140 hours expansion building programme
- ◆ engagement with funded providers

**The Committee decided:**

- (1) that progress on the delivery of 1140 hours ELC for eligible 2-year-olds and all 3 and 4 year olds be noted;
- (2) that it be noted that a further update would be provided on the consultation outcomes on the delivery of the 1140 hours ELC;
- (3) that it be noted that a further update would be provided on the process for reaching a sustainable rate for funded providers for 2022/2023; and
- (4) that it be noted that a further update would be submitted to the November meeting of the Committee on ELC developments supported by City Deal.

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## **12 Independent Review of Qualifications and Assessments in Scotland – School Participation**

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A report dated 29 June 2022 by the Executive Director (Education Resources) was submitted providing an update on the national Independent Review Group (IRG) on Qualifications and Assessment.

The Cabinet Secretary for Education and Skills announced in October 2021 that it was intended to reform exams and national qualifications to ensure that learners' achievements were fairly recognised and to afford them an enhanced and fair opportunity to demonstrate the width, depth and relevance of their learning

Louise Hayward, Professor Emerita of Educational Assessment and Innovation at the University of Glasgow, had been appointed as Convener of the Independent Review Group which would take forward an inclusive and participatory programme of stakeholder engagement aimed to ensure that all those with a stake in the future of qualifications and assessments, including young people, had the opportunity to feed into the review.

Details were given on planned engagement in respect of the review, through the IRG, Collaborative Community Groups (CCG) and with schools and colleges.

Professor Hayward would submit a final report to the Cabinet Secretary for Education and Skills by the end of March 2023.

**The Committee decided:** that the report be noted.

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## **13 Summer Holiday Provision 2022 – Interim Update Report**

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A report dated 28 August 2022 by the Executive Director (Education Resources) was submitted providing an interim update on the successful delivery of South Lanarkshire's provision during summer 2022 for children, young people and their families.

The Scottish Government announced in May 2022 that funding of £10 million would be distributed to local authorities to target provision of a summer 2022 holiday programme offering co-ordinated access to activities, childcare and food for children aged 5 to 14 years from low income families. This funding was added to existing Council funding and enabled continuation of the Council's 'Sensational Summer Sessions' provision.

Details were given on:-

- ◆ target groups for inclusion in the programme
- ◆ voluntary sector partners actively engaged in delivering the programme
- ◆ the range of themed activities on offer
- ◆ resources and equipment available
- ◆ free personal support available, such as passes to leisure services

A full evaluation of the summer provision would commence at the beginning of September and a report to a future meeting of the Committee would provide a more detailed impact on the overall summer provision within the Council, in line with the timescales set by the Scottish Government.

**The Committee decided:**

- (1) that the breadth and scale of delivery of the funded summer 2022 programme be noted;
- (2) that it be noted that the Council had delivered this programme with the support of a variety of Third Sector Partners and organisations; and

- (3) that it be noted that a more detailed report would be presented to a future meeting of the Committee providing a detailed evaluation of the impact of the provision on children, young people, families and communities.

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#### **14 Celebrating Success**

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A report dated 20 July 2022 by the Executive Director (Education Resources) was submitted on a range of recent achievements and success of children and young people, staff in schools and services throughout South Lanarkshire.

Section 4 of the report highlighted a range of achievements which captured the essence of education in South Lanarkshire, which was to inspire learners, transform learning and strengthen communities.

**The Committee decided:** that the report be noted.

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#### **15 Urgent Business**

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There were no items of urgent business.