

PLEASE NOTE TIMES OF MEETING

A meeting of the Education & Communities Committee will be held on Tuesday 25 January 2022.

The Communities business will commence at 1pm and the Education business at 4pm.

This meeting is by remote online access only through the videoconferencing facilities which are available to participants and relevant officers. The joining details will be sent to participants and officers prior to the meeting.

In the event of connectivity issues, Members are asked to use the *join by phone* number in the Webex invitation and as noted above.

Information relating to the recording of meetings can be found at the end of this notice.

Please note that this meeting will be live-streamed via You Tube with the exception of any business which is treated as exempt in terms of the Local Government (Scotland) Act 1973 as amended.

ANNE SINCLAIR
Interim Head of Legal and Democratic Services

BUSINESS

1. Apologies, Substitutions and Declarations of Interest	Page
<u>COMMUNITIES</u>	
PERFORMANCE MANAGEMENT	
2. Communities Revenue & Capital Budget Report 2021/22 - Projected Out Turn at Period 7 to 31 October 2021 Report by Interim Director Finance & Corporate Governance and Corporate Director Education, Communities & Organisational Development	p
3. Communities Performance Report – Capital Programme Progress and Asset Related Items Report by Corporate Director Education, Communities & Organisational Development	p
NEW BUSINESS	
4. Communities Update Report – Overview of National and Local Initiatives Report by Corporate Director Education, Communities & Organisational Development	p

5.	Inverclyde's Historical Links to Slavery – Final Report Report by Corporate Director Education, Communities & Organisational Development	p
6.	Update on Swimming for Under 16s and Gym Membership Report by Corporate Director Education, Communities & Organisational Development	p
7.	Results from the Citizen's Panel Autumn 2021 Survey Report by Head of Organisational Development, Policy & Communications	p

<u>EDUCATION</u>		
PERFORMANCE MANAGEMENT		
8.	Education Scotland Follow Through Report on All Saints Primary School Report by Corporate Director Education, Communities & Organisational Development	p
9.	Education Revenue & Capital Budget Report – 2021/22 Projected Out Turn at Period 7 to 31 October 2021 Report by Interim Director Finance & Corporate Governance and Corporate Director Education, Communities & Organisational Development	p
10.	Education Performance Report – Capital Programme Progress Report by Corporate Director Education, Communities & Organisational Development	p
11.	Education and Communities Corporate Directorate Improvement Plan 2019/22 Progress Report Report by Corporate Director Education, Communities & Organisational Development	p
NEW BUSINESS		
12.	Education Update Report – Overview of National and Local Initiatives Report by Corporate Director Education, Communities & Organisational Development	p
13.	Scottish Attainment Challenge Refresh 2022/23 – 2025/26 Report by Corporate Director Education, Communities & Organisational Development	p
14. **	Gaelic Secondary Education in Inverclyde Report by Corporate Director Education, Communities & Organisational Development	p
15.	Proposal to Establish an Inverclyde School's Pipe Band Report by Corporate Director Education, Communities & Organisational Development	p

16. **	Guidance on Supporting Transgender Pupils in Schools and the National Health and Wellbeing Survey Report by Corporate Director Education, Communities & Organisational Development	p
---------------	--	---

The reports are available publicly on the Council's website and the minute of the meeting will be submitted to the next standing meeting of the Inverclyde Council. The agenda for the meeting of the Inverclyde Council will be available publicly on the Council's website.

Please note: this meeting may recorded or live-streamed via You Tube and the Council's internet site, where it will be capable of repeated viewing. At the start of the meeting the Provost/Chair will confirm if all or part of the meeting is being recorded or live-streamed.

You should be aware that the Council is a Data Controller under the Data Protection Act 2018. Data collected during any recording or live-streaming will be retained in accordance with the Council's published policy, including, but not limited to, for the purpose of keeping historical records and making those records available via the Council's internet site or You Tube.

If you are participating in the meeting, you acknowledge that you may be filmed and that any information pertaining to you contained in the recording or live-stream of the meeting will be used for webcasting or training purposes and for the purpose of keeping historical records and making those records available to the public. In making this use of your information the Council is processing data which is necessary for the performance of a task carried out in the public interest. If you are asked to speak at the meeting then your submission to the committee will be captured as part of the recording or live-stream.

If you have any queries regarding this and, in particular, if you believe that use and/or storage of any particular information would cause, or be likely to cause, substantial damage or distress to any individual, please contact the Information Governance team at dataprotection@inverclyde.gov.uk.

Enquiries to – Diane Sweeney – Tel 01475 712147
--

Report To: Education & Communities
Committee

Date: 25 January 2022

Report By: Interim Director of Finance &
Corporate Governance and
Corporate Director Education,
Communities & Organisational
Development

Report No: FIN/81/21/AP/IC

Contact Officer: Iain Cameron

Contact No: 01475 712832

Subject: Communities Revenue & Capital Budget Report
2021/22 - Projected Out Turn at Period 7 to 31 October 2021

1.0 PURPOSE

- 1.1 To advise Committee of the 2021/22 Revenue and Capital Budgets position at Period 7 to 31 October 2021.

2.0 SUMMARY

- 2.1 The total Communities Revenue Budget for 2021/22, excluding Earmarked Reserves, is currently £4,435,580. The latest projection is an underspend of £68,000, a decrease in expenditure of £6,000 since last Committee.
- 2.2 The main variances to highlight for the 2021/22 Revenue Budget are –

Libraries & Museum: Projected Overspend £43,000

Libraries & Museum Income is projected to under recover by £58,000. This is due to reduced income from internet access, overdue books fines and goods for resale. Non Domestic Rates (NDR) are projected to overspend by £6,000. The under recovery and overspend is partially offset by a £18,000 projected underspend for utilities and a £3,000 projected under spend for Museum shop Goods for Resale.

Sports & Leisure: Projected Underspend £23,000

The budget for funding Inverclyde Leisure Under 16s Free Swimming is now £164,000 (after one-off virement of £16,000 agreed at last Committee) with the latest projection being an underspend of £45,000. A one-off unbudgeted payment of £25,000 to Rankin Park Bowling Club will be made as part of the new lease agreed with the club (approved by Emergency Powers report; details of which are covered elsewhere on the agenda). This will fund fencing and building repairs. There is no budget for the payment and these costs are being contained within the overall Communities Budget. There are also minor variances for maintaining crawl holes at 3G pitches and a shortfall in Rental Income.

Community Safety: Projected Underspend £45,000

Community Safety Employee Costs are projected to underspend by £45,000 due to a number of vacancies within Community Safety and School Crossing Patrollers.

Community Halls: Projected Underspend £43,000

Community Halls Employee Costs are projected to underspend by £19,000 due to a number of vacant Letting Officer posts. In addition there is a projected underspend of £14,000 for Community Hubs Resources and a projected over recovery of School Lets Income of £10,000.

- 2.3 The Communities 2021/24 Capital Budget is £4.486 million with £657,000 projected to be spent in the current Financial Year. There is slippage of £680,000 (51%) from the original budget largely due to delays with the new Indoor Tennis Facility project and the replacement of the moveable pool floor at the Waterfront Leisure Complex. Expenditure to date at 31 October 2021 is £394,000 or 60% of the projected expenditure for the year. The costs of the overall Capital Programme are being contained within existing budgets. Appendix 4 gives more financial information by project with updates on physical progress of projects provided elsewhere on this agenda.
- 2.4 Earmarked Reserves, excluding those for Asset Plans and Strategic Funds total £92,000 all of which is projected to be spent in the current Financial Year. To date there has been £27,000 (29.3%) of expenditure. Spend to date per profiling was expected to be £12,000 and there is no slippage to report at this time. Appendix 5 provides more information by project.

3.0 RECOMMENDATIONS

- 3.1 The Committee note the current projected under spend of £68,000 for the 2021/22 Communities Revenue Budget as at Period 7 to 31 October 2021.
- 3.2 The Committee note the financial position of the specific capital projects detailed in Appendix 4 and note that the cost of the current Communities Capital Programme is being contained within existing budgets.

Alan Puckrin
Interim Director of Finance
& Corporate Governance

Ruth Binks
Corporate Director Education, Communities &
Organisational Development

4.0 BACKGROUND

4.1 The purpose of this report is to advise Committee of the current position of the 2021/22 Revenue and Capital Budgets as at Period 7 to 31 October 2021 and to highlight the main variances contributing to the projected under spend of £68,000 for the 2021/22 Revenue Budget.

5.0 2021/22 REVENUE BUDGET PROJECTED OUT TURN

5.1 The current Communities Revenue Budget for 2021/22 is £4,435,580 which is a decrease of £53,380 from the Approved Budget. Appendix 1 provides more details of the budget by Service area. The latest projection is an underspend of £68,000, a net reduction in spend of £6,000 from Period 5.

5.2 Libraries & Museum: Projected Overspend £43,000

Libraries & Museum Income is projected to under recover by £58,000. This is due to reduced charging for internet access, overdue books fines and goods for resale.

Non Domestic Rates (NDR) are projected to overspend by £6,000.

The under recovery and overspend is partially offset by a £18,000 projected under spend for utilities and a £3,000 projected under spend for Museum shop Goods for Resale.

Sports & Leisure: Projected Underspend £23,000

The budget for funding Inverclyde Leisure Under 16s Free Swimming is now £164,000 (after one-off virement of £16,000 agreed at last Committee) with the latest projection being an underspend of £45,000. A one-off unbudgeted payment of £25,000 to Rankin Park Bowling Club will be made as part of the new lease agreed with the club (approved by Emergency Powers report; details of which are covered elsewhere on the agenda). This will fund fencing and building repairs. There is no budget for the payment and these costs are being contained within the overall Communities Budget. There are also minor variances for maintaining crawl holes at 3G pitches and a shortfall in Rental Income.

Community Safety: Projected Underspend £45,000

Community Safety Employee Costs are projected to underspend by £45,000 due to a number of vacancies within Community Safety and School Crossing Patrollers

Community Halls: Projected Underspend £43,000

Community Halls Employee Costs are projected to underspend by £19,000 due to a number of vacant Letting Officer posts. In addition there is a projected underspend of £14,000 for Community Hubs Resources and a projected over recovery of School Lets Income of £10,000.

6.0 2021/24 CAPITAL BUDGET PROJECTION

6.1 The Communities 2021/24 Capital Budget is £4.486 million with £657,000 projected to be spent in the current Financial Year. There is slippage of £680,000 (51%) from the original budget largely due to delays with the new Indoor Tennis Facility project and the replacement of the moveable pool floor at the Waterfront Leisure Complex. Expenditure to date at 31 October 2021 is £394,000 or 60% of the projected expenditure for the year. The costs of the overall Capital Programme are being contained within existing budgets. Appendix 4 gives more financial information by project with updates on physical progress of projects provided elsewhere on this agenda.

7.0 EARMARKED RESERVES

7.1 Earmarked Reserves, excluding those for Asset Plans and Strategic Funds total £92,000 all of which is projected to be spent in the current Financial Year. To date there has been £27,000 (29.3%) of expenditure. Spend to date per profiling was expected to be £12,000 and there is no slippage to report at this time. Appendix 5 provides more information by project.

8.0 VIREMENTS

8.1 There are no virements this Committee cycle.

9.0 IMPLICATIONS

9.1 Finance

All financial implications are discussed in detail within the report above.

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report £000	Virement From	Other Comments
N/A					

Annually Recurring Costs / (Savings)

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report £000	Virement From	Other Comments
N/A					

9.2 Legal

There are no specific legal implications arising from this report.

9.3 Human Resources

There are no specific human resources implications arising from this report.

9.4 Equalities

Equalities

(a) Has an Equality Impact Assessment been carried out?

YES	
X	NO – This report does not introduce a new policy, function or strategy or recommend a substantive change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required

(b) Fairer Scotland Duty

If this report affects or proposes any major strategic decision:-

Has there been active consideration of how this report's recommendations reduce inequalities of outcome?

	YES – A written statement showing how this report's recommendations reduce inequalities of outcome caused by socio-economic disadvantage has been completed.
X	NO

(c) Data Protection

Has a Data Protection Impact Assessment been carried out?

	YES – This report involves data processing which may result in a high risk to the rights and freedoms of individuals.
X	NO

9.5 **Repopulation**

There are no repopulation issues with this report.

10.0 CONSULTATION

10.1 The paper has been jointly prepared by the Interim Director of Finance & Corporate Governance and the Corporate Director Education, Communities & Organisational Development.

11.0 BACKGROUND PAPERS

11.1 There are no background papers for this report.

Communities Budget Movement - 2021/22**Period 7 - 1st April 2021 to 31 October 2021**

Service	Approved Budget		Movements			Revised Budget 2021/22 £000
	2021/22 £000	Inflation £000	Virement £000	Supplementary Budgets £000	Transferred to EMR £000	
Libraries & Museum	1,636		1			1,637
Sport & Leisure	1,081		(145)			936
Community Safety	551		(50)			501
Community Halls	969		(25)			944
Grants to Voluntary Organisations	252		166			418
Totals	4,489	0	(53)	0	0	4,436

Movement Details

£000

External Resources**Inflation**

0

Virement

Cleaning
Comm Safety Funding HR Posts
Sports & Leisure to ED Swimming Lessons

1
(38)
(16)

(53)

Supplementary Budget

0

(53)

COMMUNITIES**REVENUE BUDGET MONITORING REPORT****CURRENT POSITION****Period 7 - 1st April 2021 to 31st October 2021**

2020/21 Actual £000	Subjective Heading	Approved Budget 2021/22 £000	Revised Budget 2021/22 £000	Projected Out-turn 2021/22 £000	Projected Over/(Under) Spend £000	Percentage Over/(Under)
1,754	Employee Costs	1,852	1,827	1,763	(64)	(3.5%)
602	Property Costs	623	624	612	(12)	(1.9%)
2,613	Supplies & Services	1,052	1,045	1,042	(3)	(0.3%)
1	Transport Costs	3	3	3	0	-
72	Administration Costs	75	75	75	0	-
1,173	Other Expenditure	1,254	2,340	2,299	(41)	(1.8%)
(477)	Income	(370)	(1,478)	(1,426)	52	(3.5%)
5,738	TOTAL NET EXPENDITURE	4,489	4,436	4,368	(68)	(1.5%)
0	Earmarked Reserves	0	0	0	0	
(1,378)	Additional Funding Covid-19			0	0	
4,360	TOTAL NET EXPENDITURE excluding Earmarked Reserves	4,489	4,436	4,368	(68)	

2020/21 Actual £000	Objective Heading	Approved Budget 2021/22 £000	Revised Budget 2021/22 £000	Projected Out-turn 2021/22 £000	Projected Over/(Under) Spend £000	Percentage Over/(Under)
1,595	Libraries & Museum	1,637	1,637	1,680	43	2.6%
2,525	Sports & Leisure	1,081	932	909	(23)	(2.5%)
450	Community Safety	550	500	455	(45)	(9.0%)
941	Community Halls	969	949	906	(43)	(4.5%)
227	Grants to Vol Orgs	252	418	418	0	-
5,738	TOTAL COMMUNITIES	4,489	4,436	4,368	(68)	(1.5%)
0	Earmarked Reserves	0	0	0	0	
(1,378)	Additional Funding Covid-19			0	0	
4,360	TOTAL NET EXPENDITURE excluding Earmarked Reserves	4,489	4,436	4,368	(68)	

COMMUNITIES**REVENUE BUDGET MONITORING REPORT****MATERIAL VARIANCES****Period 7 -1st April 2021 to 31st October 2021**

<u>Out Turn</u> <u>2020/21</u> <u>£000</u>	<u>Budget</u> <u>Heading</u>	<u>Budget</u> <u>2021/22</u> <u>£000</u>	<u>Proportion</u> <u>of Budget</u>	<u>Actual to</u> <u>31-Oct-21</u> <u>£000</u>	<u>Projection</u> <u>2020/21</u> <u>£000</u>	<u>(Under)/Over</u> <u>Budget</u> <u>£000</u>	<u>Percentage</u> <u>Over / (Under)</u>
0	Libraries & Museum Income	(76)	(44)	(16)	(18)	58	(76.3%)
180	Sports & Leisure Free Swimming	164	96	63	119	(45)	(27.4%)
0	Rankin Park Payment	0	0	0	25	25	
404	Community Safety Employee Costs	453	264	207	408	(45)	(9.9%)
Total Material Variances		541	316	254	534	(7)	

COMMUNITIES COMMITTEE

CAPITAL BUDGET MONITORING REPORT

CURRENT POSITION

Period 7 - 1st April 2021 to 31st October 2021

	1	2	3	4	5	6	7	8
<u>Project Name</u>	<u>Est Total Cost</u>	<u>Actual to 31/3/21</u>	<u>Approved Budget 2021/22</u>	<u>Revised Est 2021/22</u>	<u>Actual to 30/11/21</u>	<u>Est 2022/23</u>	<u>Est 2023/24</u>	<u>Future Years</u>
	£000	£000	£000	£000	£000	£000	£000	
Communities								
Lady Alice Bowling Club Refurb	210	18	0	0	0	192	0	0
Indoor Sports Facility For Tennis	635	0	600	97	75	538	0	0
Leisure Pitches AMP - Lifecycle Fund	1,165	0	172	173	173	622	370	0
Grieve Road Community Centre	200	172	28	28	0	0	0	0
Wemyss Bay Community Centre Refurbishment	100	94	6	6	0	0	0	0
Whinhill Golf Club Lifecycle Works	250	66	174	174	101	10	0	0
WLC - Moveable Pool Floor	325	10	300	26	17	289	0	0
Watt Institution Creativity Space	55	0	50	50	0	5	0	0
PG New Community Hub (King George VI Building)	1,534	0	0	96	28	1,388	50	0
Complete On Site	12	0	7	7	0	5	0	0
	4,486	360	1,337	657	394	3,049	420	0
CFCR								
TOTAL	4,486	360	1,337	657	394	3,049	420	0

EARMARKED RESERVES POSITION STATEMENT

COMMITTEE: Communities

<u>Project</u>	<u>Lead Officer/ Responsible Manager</u>	<u>Total Funding 2021/22</u> £000	<u>Phased Budget Period 7 2021/22</u> £000	<u>Actual Period 7 2021/22</u> £000	<u>Projected Spend 2021/22</u> £000	<u>Amount to be Earmarked for 2022/23 & Beyond</u> £000	<u>Lead Officer Update</u>
Community Fund (Participatory Budgets)	Tony McEwan	92	12	27	92	0	Payments made to Inverkip Community Centre & Gourock Park Bowling Club
Total		92	12	27	92	0	

Report To:	Education & Communities Committee	Date:	25 January 2022
Report By:	Corporate Director Education, Communities and Organisational Development	Report No:	EDUCOM/02/22/HS
Contact Officer:	Hugh Scott, Service Manager	Contact No:	01475 715459
Subject:	Communities Performance Report - Capital Programme Progress and Asset Related Items		

1.0 PURPOSE

- 1.1 The purpose of this report is to consider performance reporting for the Communities part of the Education and Communities Committee and provide an update in respect of the status of the projects forming the Communities Capital Programme.

2.0 SUMMARY

- 2.1 This report advises the Committee of the progress of the projects within the Communities Capital Programme and those external grant funded projects where the Council holds all or part of the grant funding for projects being progressed through partner organisations.
- 2.2 The report also provides an update on other Council Community Asset related activity.

3.0 RECOMMENDATIONS

- 3.1 It is recommended that the Education and Communities Committee notes the current position of the 2021/24 Capital Programme and the progress on the specific projects detailed in this report.

Ruth Binks
Corporate Director Education, Communities and Organisational Development

4.0 BACKGROUND

- 4.1 This report shows the current position of the approved Communities Capital programme reflecting the allocation of resources approved by Inverclyde Council on 18 March 2021.
- 4.2 The report also covers progress of external partner projects where the Council holds all or part of the funding through successful bids as part of the Scottish Government Regional Capital Grant Fund process.

5.0 COMMUNITIES CAPITAL PROJECTS

5.1 Lady Alice Bowling Club

The management committee is working with Community Link Scotland to support it in identifying and applying for external funding. The club have now signed its lease. The Council continues to support the management committee of Lady Alice Bowling Club to source external funding to match the shortfall required in respect of the building and project costs. Officers have arranged meetings early 2022 to discuss progress and agreement way forward before the end of March 2022.

5.2 Indoor Sports Facility for Tennis

The design of the proposed indoor tennis centre has been agreed with all stakeholders. Planning permission has now been granted, the specification of the internal facilities within the centre continue to be developed to include a gym area, café area and soft play as per the original design proposals. The Council and Inverclyde Leisure continue to engage with all stakeholders, including key funders and the tennis facility, and officers are currently reviewing the funding agreement between all stakeholders.

As the proposals for construction and subsequent operation of a Tennis Facility in Rankin Park involve both a change of use of and the grant a lease of land forming part of an open space, a consultation was required in terms of Town and Country Planning (Scotland) Act 1959. The Environment and Regeneration Committee approved this process on 26 August 2019 and an initial consultation exercise was completed in January 2020. As the Committee is aware, a need to change the proposed location was identified as the proposal was developed, and officers therefore conducted a further exercise which completed in December 2021. As at the time of writing, a report is being brought by officers to the Environment and Regeneration Committee on the 13 January 2022 to consider the outcome of the consultation, and (in line with that Committee's remit) the principle of the proposals to change use and to lease. Officers will be able to update this Committee at the meeting on the decisions taken by the Environment and Regeneration Committee.

5.2A Rankin Park Bowling Club

The lease to Rankin Park Bowling Club included two greens, however, the club had not been using its second green for a number of years and had approached Council officers to request that it be removed from their lease. Discussions have now completed and the lease varied to remove the green from the lease. As such, the second green is now available for the proposed location for the new Tennis facility.

In recognition of the cooperation of the club to accommodate the proposed new tennis facility on its second green, improvement work to the perimeter fence at the club will take place and to allocate the balance remaining from £25k to the club in order that it can carry out any further minor upgrades prior to the club's 100th Anniversary in 2022.

5.3 Leisure Pitches Asset Management Plan/Lifecycle fund

The lifecycle works continue to be progressed based on the asset plan agreed at the September 2020 Education & Communities Committee. Design work on the pitch carpet replacements

scheduled for 2022/23 has commenced with a view to tendering early in the new year to allow works to be undertaken in Spring 2022.

5.4 **Grieve Road Community Centre**

As previously reported, all works are now complete with the exception of the installation of new high level windows in the main hall and alterations to form a disability compliant toilet / relocation of an office. Building warrant application has been submitted and SER certificate for structural alterations awaited from consultant. Tenders have been returned and evaluated with appointment of contractor subject to receipt of warrant.

5.5 **Wemyss Bay Community Centre**

As previously reported, all works are now complete with the exception of the installation of new high level windows in the main hall. Building warrant is in place. Tenders have been returned and evaluated with formal appointment of contractor imminent.

5.6 **Whinhill Golf Club Lifecycle Works**

Replacement of windows, doors and security shutters is complete as previously reported including fencing / security improvements. Enabling works for the 'Starter's Room' project have commenced on site. Design work is progressing on options for replacement of the existing oil fire heating system with consideration of conversion to air source heat pump. Further phased works have been scoped and will be considered for progression subject to overall budget availability / limits.

5.7 **Waterfront Leisure Centre Training Pool Moveable Floor**

All technical drawings and specification have been prepared and billing documents in progress with tender issue anticipated late December. As previously noted, the lead time for the specialist moveable floor is significant with the pre-site and site periods to be confirmed as part of the tender process. Subject to tender issue, evaluation and acceptance it is intended to align the site works with Inverclyde Leisure preference of Spring 2022 and the availability of Gourrock Outdoor Pool.

5.8 **Watt Institution Creativity Space**

National Heritage Lottery Funding has been secured through the 'Watt Voices' project to address internal alterations to an existing office space and formation of a creativity space. Works commenced on site 25 October 2021 with completion anticipated end of January / beginning of February 2022.

5.9 **Community Hub King George VI**

The Council was awarded funding of £1.184m from The Scottish Government Regional Capital Grant Fund (RCGF) for the second phase relating to the refurbishment and conversion of the King George VI building in Port Glasgow into a community facility. Property Services is progressing the design work which involves the refurbishment and conversion of the building. The application for Listed Building Consent has been submitted and the design is progressing towards a Building Warrant application. As previously reported, options for improving the fabric performance and for low carbon heating / energy have been considered in recognition of the move towards zero carbon building standards and the recently approved Inverclyde Net Zero Strategy. The October 2021 Environment & Regeneration Committee capital programme report included reference to the intention to make an allocation of funds towards a pilot carbon reduction initiative for the King George VI building from the Place Base Fund from Scottish Government. Further engagement with Scottish Government has resulted in an additional allocation of RCGF funding for the project of £350K which will allow the carbon reduction proposals to be incorporated. The current target programme remains as previously reported with the conclusion of the formal tendering exercise including acceptance of contract by end of 1st Quarter 2022.

6.0 COMMUNITIES EXTERNAL PARTNER PROJECTS

6.1 Craigend Resource Centre

Construction work on the Craigend Resource Centre phase 1 is now completed and the management committee has now taken ownership of the new centre. This new facility gives the East End of Greenock a new modern space for residents of the area and wider community. Phase 2 of the work to demolish the old building and upgrade to surrounding area, include the construction of new car park and toddlers play park, has begun. Further engagement with Scottish Government has resulted in an additional allocation of RCGF funding for the project of £50K which will allow additional upgrades to new facility.

6.2 The Inverclyde Shed Meet, Make & Share

The Council, in partnership with the Inverclyde Shed, has been awarded funding of £504k from The Scottish Government Regional Capital Grant Fund (RCGF) to transform a vacant light industrial unit in East Blackhall Street into a community workshop. Legal Services has now agreed the funding agreement. Further engagement with Scottish Government has resulted in an additional allocation of RCGF funding for the project in the amount of £50K which will allow additional upgrades to new facility.

6.3 Parklea Branching Out

A first stage application was submitted on 19 June 2020. The RCGF Investment Panel confirmed that the application was to proceed to a stage 2 application which was submitted on 22 October 2021 and officers worked closely with the Committee to support the application. We are delighted to confirm that we have now been successful in securing the full application of funding within the 2022/23 financial year.

7.0 IMPLICATIONS

7.1 Finance

Financial Implications:

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
N/A					

7.2 Legal

There are no known legal implications contained within the report.

7.3 Human Resources

The funding available would be used in part to pay for new temporary and sessional posts.

The service would recruit and employ these additional staff in line with Council HR and recruitment procedures.

7.4 Equalities

Equalities

(a) Has an Equality Impact Assessment been carried out?

	YES
X	NO – This report does not introduce a new policy, function or strategy or recommend a substantive change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required

(b) Fairer Scotland Duty

If this report affects or proposes any major strategic decision:-

Has there been active consideration of how this report's recommendations reduce inequalities of outcome?

	YES – A written statement showing how this report's recommendations reduce inequalities of outcome caused by socio-economic disadvantage has been completed.
X	NO

(c) Data Protection

Has a Data Protection Impact Assessment been carried out?

	YES – This report involves data processing which may result in a high risk to the rights and freedoms of individuals.
X	NO

7.5 Repopulation

Culture, arts and heritage are useful ways in which to raise the profile of Inverclyde, and make it an attractive place to live, work and visit.

8.0 CONSULTATIONS

8.1 None.

9.0 BACKGROUND PAPERS

9.1 None.

Report To:	Education & Communities Committee	Date:	25 January 2022
Report By:	Corporate Director Education, Communities and Organisational Development	Report No:	EDUCOM/06/22/TM
Contact Officer:	Tony McEwan Head of Culture, Communities and Educational Resources	Contact No:	01475 712828
Subject:	Communities Update Report – Overview of National and Local Initiatives		

1.0 PURPOSE

1.1 The purpose of this report is to update the Education and Communities Committee on developments pertaining to the Communities part of the Committee.

2.0 SUMMARY

2.1 Updates are provided on the following areas:

- Return to youthwork;
- Return to adult learning;
- Return to sport;
- 16 Days of activism 2021;
- CLD SQA centre accreditation;
- Affordable Childcare Hubs;
- Use of Emergency Powers for grant award;
- Update on services for children with autism;
- Culture Collective; and
- Successful bid to the Public Library Improvement Fund

3.0 RECOMMENDATIONS

3.1 It is recommended that the Education and Communities Committee notes the updates set out in this report.

Ruth Binks
Corporate Director
Education, Communities and Organisational Development

4.0 Updates

4.1 Return to Youth Work

Youth Work Services is delivering SAC programmes in all Secondary Schools and Senior Phase programmes in most of our Secondary Schools. Young people are working on programmes aimed at improving confidence and self-esteem, literacy and numeracy, and health and wellbeing.

In terms of community based youth work, Port Glasgow and Greenock youth zones are operating 3 nights per week. Staff are seeking to engage with young people in Port Glasgow to plan a programme of youth work opportunities from January 2022 onwards. Greenock is being used for targeted/thematic youth work opportunities and we are engaging with Inverclyde Youth Council, Clyde Pride (LGBTI), Clyde Conversations steering group and a new ESOL group for young people.

The youth services team has delivered holiday programmes to local young people throughout 2021 and the team is working to secure funding via Cashback for Communities to plan and deliver holiday programmes in 2022 during the Easter, Summer and October school breaks. Holiday programmes this year have been delivered through the partnership with the Council's Summer of Fun, recovery funding Active Schools, Action for Children and Castle Semple. A mix of outdoor activities, multi-activity days in local schools and events in local facilities including Elev8 Trampoline Park; Cinema; Ravenscraig Climbing Centre; and a Pride Picnic at Battery Park.

Detached Youth Work has been delivered during Covid since December 2020 and continues to operate on a Thursday, Friday and Saturday evening where youth workers seek to engage young people in and around the area, giving information, advice and guidance on relevant topics, seeking to reduce involvement in risk taking behaviours and anti-social behaviour. In addition, the detached team planned and delivered an end of summer event in the Battery Park which attracted over 200 young people. The team have plans for similar events in 2022. The work of this team is planned in liaison with other community safety partners such as Police Scotland and the Community Wardens Service.

Youth Work Services also recently facilitated a successful SYP Elections in collaboration with all Secondary Establishments across the area. 2444 votes were cast in the process to elect 2 new MSYPs for the Inverclyde area. The MSYPs will now undertake duties as appropriate including supporting local youth voice via Inverclyde Youth Council.

In terms of Youth Voice the team are currently working with young people from each of the High Schools to plan and develop the Clyde Conversations Event which is due to take part in Feb 2022.

The service has recently recruited a CLD Youth Worker to develop its digital youth work offer and its online presence and build on the good work on its social media platforms throughout the pandemic.

Lastly, the team has also supported various schools with inputs on various topics such as sexual exploitation, cyber safety and drugs and alcohol.

4.2 Return to Adult Learning and Literacies

The focus for the Adult Learning and Literacies Team has been on recovery and re-engagement with its service users. The Team's delivery has focused on adult learning, adult literacies, English for Speakers of Other Languages and support for New Scots. The priority has been the most vulnerable adults with ongoing assessment of need informing engagement and delivery approaches.

Alongside our family learning programmes and adult literacies provision, 'Get Connected' provided ICT skills programmes in small groups or 1:1 depending on learners' prior

knowledge. A number of New Scots and Speakers of Other Languages were also supported to develop their English language skills and support integration.

Health and wellbeing programmes for adults and parents have resumed with some learners also undertaking SQA awards in mental health and wellbeing. Inverclyde is the first Council to be providing and getting this course fully accredited through on-line learning.

The service has resumed other courses on line including, introduction to Food Hygiene, Simple Cooking; National 4 literacy award, Employability Award and John Muir Awards.

Following the successful development of our online learning site the service also supported the initial stages of development of a national Moodle platform for the adult learning field, led by Scottish Adult Learning Partnership (SALP). They also supported Dumfries and Galloway, East and North Ayrshire councils to set up their own Moodle sites.

4.3 Return to Sport

The Active Schools and Sports Development (ASSD) team has successfully re-engaged with all schools across the authority offering a wide and varied extra-curricular programme of sport and physical activity to young people at lunch times and afterschool. The programme includes activities such as netball, athletics, football, tennis and hockey. In addition, the team is rolling out our core programmes across the area which target P1-P3s in areas such as multi-skills, mini-athletics and possession games. Our extra-curricular programme is delivered by a range of different deliverers including young sport leaders, volunteers, local clubs, school staff and paid coaches.

The Team is currently facilitating a number of leadership opportunities for young people across the authority via the Playmakers programme at primary level and Sports Leaders at secondary level. Sports Leaders have also supported the delivery of holiday camps locally. We are supporting a netball leadership programme at NDHS, liaising with CLD Youth Work Services in terms of offering accreditation to young people involved. In addition to these leadership opportunities, the team supports the Youth Ambassador programme and is supporting Sport Councils and Sport Captains in the relevant establishments.

In terms of current projects the ASSD Team is currently supporting work with care experienced young people in partnership with HSCP. The Proud2BActive group meets weekly and attracts 12-20 young people per week. Our Sport 4 All project engaged young people with disabilities and continues to grow following a successful summer programme. We are also working in Clydeview offering alternative curriculum opportunities to young people who are struggling to engage in the mainstream curriculum. This will roll out to PGHS and SCHS next term. The team has also offered Active Girls Days in the PG Joint Campus and in Clydeview Academy, both of which were successful. Friday night football at Port Glasgow Campus continues to be very popular with around 70 attendees aged from 6-12 years old.

The service has sought to build capacity across the sport and physical activity network in Inverclyde by recruiting new volunteer and paid coaches to the team. Through our club accreditation scheme we offer clubs and organisations support to ensure the high standards in safeguarding and health and safety are achieved. We currently have 14 accredited clubs with others ongoing through the process and seek to roll this out further. Our Football Development Officer is delivering 6-8 course online per month as part of the SFA Coach Education programme as well as supporting various clubs across the area operate in the context of Covid-19. The team has contributed to CPD for teachers running successful sessions on outdoor learning in partnership with the 3rd sector.

The team has facilitated the return of swimming lessons to all P4s across Inverclyde. This year we have also enabled lessons for P5 classes who missed out on this learning last year due to Covid-19. Block one is almost complete with Blocks 2 and 3 plans agreed and in place. This work has been developed in partnership with schools and Inverclyde Leisure.

Our Social Media presence continues to grow with the team promoting opportunities for

children and young people as well as celebrating achievement. The team plans to run with #InverclydeSchoolsMove engagement in February 2022 following the huge success of the one delivered in 2020.

Our Community Sport Hub Officer continues to support the 3 Community Sport Hubs. We have supported the return to sport with Hubs by offering funding to hold events and offer activities as a way of increasing participation, especially amongst those impacted by poverty. In addition we have offered training and development to support the return to sport, including social media training in partnership with sportscotland.

4.4 16 days of activism update

The '16 Days' campaign in 2021 campaign commenced on 25 November with (International Day Against VAW and White Ribbon Day) until 10 December (International Human Rights Day). The two dates symbolically link to emphasise that Violence Against Women is a violation of human rights. The United Nations campaign is recognised across the globe as '16 Days of Activism to Eliminate Violence against Women.'

This year, campaign information which was developed nationally by the Improvement Service and promoted across Scotland, was displayed on Inverclyde Council's ICON system and on social media during the 16 Days, to ensure consistency of messages across all council areas. Infographics, animations and interim headlines from the Inverclyde Public Activity and Women's Safety Survey were also incorporated into the national messages to give local context to the issue. Additionally Police Scotland shared messages across social media throughout the campaign.

4.5 CLD SQA update

CLD supports young people and adults to gain qualifications as well as delivering accredited training for staff. As part of this it is an accredited SQA centre which offers over 60 awards at SCQF levels 1- to 8. These range from awards such as Personal Achievement Award; Employability Award, Personal Finance, ESOL For Everyday Life, Communication, Problem-Solving; Mental Health and Wellbeing Award; to PDA Leadership Award, British Sign Language (BSL); and An Introduction to Adult Literacies Learning In Scotland.

Following a recent Systems Verification visit, SQA gave 'high confidence' ratings across all 6 measures for the systems in place which support the maintenance of SQA standards within the centre.

4.6 Affordable Childcare Holiday Hubs

The Access to Childcare fund was established by the Scottish Government to support accessible and affordable childcare for families and to reduce the barriers for parents in accessing employment and training. These barriers include the cost of childcare, flexible hours, accessibility for children with additional support needs and the cost of transport.

Inverclyde Council delivered the Affordable Holiday Hub provision to support children living in families on low income and more likely to be living in poverty. The service provided a range of play and learning experiences and access to food for children during the holiday period and helped to reduce barriers to employment for parents. Inverclyde Council was one of fifteen projects across Scotland who were successful in applying for £250,000 to provide School Holiday Provision as a one year pilot.

Data collected from the applicants for both the Summer 21 and October 21 Hubs reaffirms the findings from the Spring 21 session in that the majority of applicants were from low income households (less than £25,000p/a), lone parent families and predominately women. Many of the families indicated they would be more likely to be living in poverty, having English as a second language, there being disability in the family or have three or more children to support. It can be concluded therefore that the Affordable Holiday Hubs supported some of the most disadvantaged families in Inverclyde to enable parents to continue to engage in employment or training in the holiday period.

4.7 Use of Emergency Powers for Grant Award

On 25 November 2021, Councillors McCabe, Clocherty and Robertson, the Chief Executive, the Interim Head of Legal and Democratic Services and the Interim Director of Finance and Corporate Services agreed to a one-off grant payment of £25k to be made to Rankin Park Bowling Club to allow it to make minor repairs and upgrades to its facilities. This grant was made in recognition of the cooperation of Rankin Park Bowling Club to advance the development of the new Indoor Tennis Facility on its site.

4.8 Impact of COVID-19 on services for children with autism

The CLD service has continued to offer support for services for children and young people. The Youth Connections' group 'Connect' has restarted, providing support to over 30 young people and operates on Monday and Wednesday evenings. 'A-Team' has not restarted yet due to its ongoing issues with recruiting staff and volunteers but has indicated that it is hoping to restart early 2022 following an offer of support from the CLD Services within Port Glasgow I Youth Zone. Friends4you has not given any indication of when its service might resume, however CLD youth work and Active Schools have increased the participation of young people with Autism within both community and schools' settings.

4.9 Culture Collective

In March 2020, Creative Scotland commenced a pilot programme to establish a network of creative practitioners, organisations, and communities, working together to create a positive difference locally and nationally in response to Covid-19. A consortium of Inverclyde partners including Inverclyde Council, Beacon Arts Centre, RIG Arts, CVS Inverclyde and Kayos Theatre Group successfully bid to be one of the 26 projects across Scotland who shared £6m in funding. Inverclyde's project received £275,000 for 18 months' of arts activity across the area (March 2021 – September 2022).

The aim of the project is to investigate key areas identified by the Arts Sub-Group of the Inverclyde Cultural Partnership and specific to the needs of Inverclyde – health and social care (and in particular, adult mental health); young people; community regeneration; environmental/outdoor/site-specific work; and engaging with under-represented audiences with low arts engagement and/or barriers to access. The project will support over 40 artists and creative practitioners.

The project interim report, outlining progress since the funding was initially received, was recently submitted to Creative Scotland. In total, 26 artists have been contracted to deliver aspects of the project, including project staff, *Galoshans* artists, a writer and artist in residence, a creative researcher, various development bursaries, a visual artist in residence at the Beacon, various artists contracted by RIG Arts, and clowning and puppetry artists contracted by Kayos Youth Theatre. Looking ahead, the overall programme is likely to contract at least 37 more artists in 2022.

Activities carried out so far include artists working in collaboration with communities to develop new work for the *Galoshans* festival; kite-making workshops; weekly visual art sessions; workshops to support local young people's creative ambitions; intergenerational creative workshops using Auchmountain Glen to explore the connection between community greenspaces and mental health recovery; using creativity as a means of self-expression to support recovery, manage symptoms, and build self-esteem; and clowning and puppetry workshops for young people.

Project officers are currently arranging access training to be available to all creative practitioners in Inverclyde in 2022. This training will cover good practice in the areas of anti-racism, diversity, inclusion, LGBTQI, disability, neurodiversity, aging, and autism.

4.10 Public Library Improvement Fund

Administered by the Scottish Library and Information Council (SLIC) on behalf of the Scottish

Government, the Public Library Improvement Fund (PLIF) supports creative and innovative public library projects throughout Scotland. Inverclyde Libraries was recently awarded £17,600 from the fund to support *Play Together @ Inverclyde Libraries*, which will see the development of a toy and play library for children from birth to teens.

The overarching aim of the project is to reach the heart of communities and engage with new audiences within Inverclyde by collaborating with Barnardo's to bring a new resource to the whole family. The project contributes to Scottish Government's Play Strategy and is in line with Article 31 of the United Nations Convention on the Rights of the Child. The project seeks to address Covid-19 recovery in the creation of a resource which will support literacy, numeracy and child speech and language development. The project aims to bring toys, play and outdoor learning opportunities to families who may not otherwise have access to them, ensuring that the sustainable agenda is embedded within library programming.

The project has 3 main aims:

- To connect with community groups and the wider community by providing a family play library. A free-to-use play library will provide access to toys and activities to educate and enjoy;
- To improve wellbeing post-Covid by providing expert led sessions providing time for families to meet and take part in activities together;
- To contribute to the Sustainable Agenda 2030 and to bring the Outdoor Play agenda to the library sector, encompassing climate-friendly activities.

The Toy and Play Library will be available to borrow from any Inverclyde branch library or via library outreach work. In addition, a new Family Library Toolkit will be created for targeted groups in conjunction with our partner Barnardo's. This will provide families with relevant library service information and signposting to other partners.

5.0 IMPLICATIONS

5.1 Finance

Financial Implications:

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
N/A					

5.2 Legal

None

5.3 Human Resources

None

5.4 Equalities

Equalities

(a) Has an Equality Impact Assessment been carried out?

	YES
x	NO – This report does not introduce a new policy, function or strategy or recommend a substantive change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required

(b) Fairer Scotland Duty

If this report affects or proposes any major strategic decision:-

Has there been active consideration of how this report's recommendations reduce inequalities of outcome?

	YES – A written statement showing how this report's recommendations reduce inequalities of outcome caused by socio-economic disadvantage has been completed.
x	NO

(c) Data Protection

Has a Data Protection Impact Assessment been carried out?

	YES – This report involves data processing which may result in a high risk to the rights and freedoms of individuals.
x	NO

5.5 **Repopulation**

None

6.0 **CONSULTATIONS**

6.1 N/A

7.0 **BACKGROUND PAPERS**

7.1 None

Report To:	Education & Communities Committee	Date:	25 January 2022
Report By:	Corporate Director Education, Communities and Organisational Development	Report No:	EDUCOM/04/22/AW
Contact Officer:	Alana Ward, Service Manager	Contact No:	712330
Subject:	Inverclyde's Historical Links to Slavery - Final Report		

1.0 PURPOSE

- 1.1 The purpose of this report is to inform the Committee of the work that has taken place by the Inverclyde's Historical Links to Slavery Working Group over the course of 2021, and to seek approval of the group's final report and recommendations.

2.0 SUMMARY

- 2.1 At its meeting of 16 June 2020, the Policy and Resources Executive Sub-Committee decided that a report should be submitted to Inverclyde Council on Inverclyde's historical connections to slavery and the ways in which these connections can be recognised in today's society including recommendations as to how community reparations can be made. At its meeting of 1 September 2020, the Education and Communities Committee approved the formation of a working group to examine Inverclyde's historical connections to slavery, and it was remitted to the Head of Culture, Communities and Educational Resources to determine the remit, participation and Terms of Reference for the Working Group, to include representation of officers and also community representation including black and minority ethnic (BAME) members of the community.
- 2.2 Chaired by the Corporate Director Education, Communities and Organisational Development, the working group was established. The group met on a monthly basis from April to November 2021. The business of the group was divided into 4 work streams: public consultation; audit of features in the area with links to slavery; inclusive curriculum; and community reparations.
- 2.3 The group consulted the public in 4 different ways – a general public consultation; inclusion of questions on the subject in the Autumn Citizen's Panel survey; online listening events to discuss the issue with interested individuals (recruited from the public consultation) and a Gourock-specific consultation on the Gourock Burgh coat of arms which was shared with Ward Members, Gourock Community Council, Gourock Communications and Engagement Group; Gourock Regeneration Forum, other community groups, and local secondary schools. Full details of the consultations can be read in Section 6 and Appendices 1-4 of this report.

A majority of respondents to all aspects of the public consultation believed that it is important to tell the story of Inverclyde's historical relationship to the transatlantic slave trade and that learning and interpretation are the best ways to do this. There was a more mixed response to the question of what, if anything, should be done about the Gourock coat of arms although, on balance, the majority of respondents believed it should be removed.

- 2.4 As part of its work, the working group commissioned an audit of features in the Inverclyde area that may have historical links with slavery. The audit was undertaken by Watt Institution staff with expertise in local and national history, research was bolstered by the addition of a PhD candidate from the Scottish Graduate School of Arts and Humanities specializing in the links between Scotland and the Caribbean, and further assistance was provided by local history and

heritage organisations and networks, local historians, and the public consultation which was carried out.

The findings of the audit are set out in Section 7. Similarly to the public consultation, the view of the working group is that learning and interpretation would be the most appropriate response to the features noted, with the possible exception of the Gourrock coat of arms.

- 2.5 An education sub-group of the main working group was formed to give further consideration to a more inclusive schools' curriculum, including black history and culture. The group are currently developing this project which will consider how we better ensure that we teach young people in our schools about Inverclyde's historical links with the slave trade and will then facilitate the production of quality resources to support learning and teaching. To inform and support this work, the group are reaching out to practitioners and young people to seek their views and are identifying teachers who are keen to engage collaboratively to produce the learning resources.
- 2.6 The group also considered the subject of community reparations and specifically what would be appropriate and feasible in the context of Inverclyde. The group were strongly of the view that learning about the abuses of the past, and celebration of black history and culture, should be at the heart of any reparations plan for Inverclyde. The general recommendations for action in this report should be regarded as a reparatory plan.
- 2.7 It is important to remember that slavery continues to exist in modern society. Enslavement no longer revolves around legal ownership, but rather around illegal control. In the 21st century, almost every country has abolished chattel slavery, but the number of people currently enslaved around the world is far greater than the number of slaves during the historical Atlantic slave trade.

3.0 RECOMMENDATIONS

- 3.1 It is recommended that the Committee notes the work that has been completed so far in respect of the working group set up to look at Inverclyde's historical links to slavery.
- 3.2 It is recommended that the Committee approves the proposals of the working group noted in section 11.1 that further work takes place around learning and interpretation of Inverclyde's historical links to slavery, and to celebrate black history and culture.
- 3.3 It is recommended that the Committee approves the proposal of the working group noted in section 11.2 that the Gourrock Burgh coat of arms should be removed from display or covered, on a case by case basis where practicable, and produce additional information on the coat of arms in any location where removal or covering may prove problematic.
- 3.4 It is recommended that the Committee notes the work of the inclusive curriculum sub-group.

4.0 BACKGROUND

- 4.1 At its meeting of 16 June 2020, the Policy and Resources Executive Sub-Committee decided that a report should be submitted to Inverclyde Council on Inverclyde's historical connections to slavery and the ways in which these connections can be recognised in today's society including recommendations as to how community reparations can be made, and that the report also reflect the existence and impact of modern-day slavery. It further decided that consultation be carried out with relevant community organisations and the Ward Members relative to the former Gourock Burgh Council crest and that the result of these consultations be included in the report.
- 4.2 At its meeting of 1 September 2020, the Education and Communities Committee approved the formation of a working group to examine Inverclyde's historical connections to slavery, and it was remitted to the Head of Culture, Communities and Educational Resources to determine the remit, participation and Terms of Reference for the Working Group, to include representation of officers and also community representation including black and minority ethnic (BAME) members of the community.
- 4.3 At around the same time, officers also applied, successfully, for National Lottery Heritage Fund (NLHF) funding for the Watt Institution to, amongst other activities, undertake a re-interpretation of museum collections to 'decolonise' them – a process of museums and heritage institutions expanding the perspectives they portray beyond those of the dominant cultural group. Total funding of £230,000 was received, including funds to be used for community engagement in decolonisation work. Permission to start this project was received on 19 January 2021. Additionally, the Watt Institution successfully bid for some added research capacity from March-August 2021 in the form of a PhD candidate intern through the Scottish Graduate School of Arts and Humanities Internship scheme. The intern, a specialist in Scottish/Caribbean links in the 17th and 18th centuries, began research work on the project in March 2021.
- 4.4 Advice and support was sought from various individuals, groups and organisations with experience in this area of work, including amongst others, local authorities, Museums Galleries Scotland, the National Lottery Heritage Fund, and the Coalition for Racial Equality and Rights, in order to determine a sensitive, representative and progressive programme of work going forwards.
- 4.5 Chaired by the Corporate Director Education, Communities and Organisational Development, the working group was established and included representation from individuals with knowledge and expertise of Scotland's role in the transatlantic slave trade, the history of Inverclyde, decolonisation, education and curricular matters, diversity and equality, communications, community development, and representation from community members with BAME backgrounds. The working group met on a monthly basis from April to November 2021, and this report represents the group's collective findings on Inverclyde's historical links to slavery, the ways in which these connections can be recognised in today's society, and recommendations as to how community reparations can be made.

5.0 HISTORY AND GLOSSARY OF TERMS

- 5.1 While slavery has existed, and continues to exist, in most societies, the Atlantic slave trade of the sixteenth to nineteenth centuries was unique in its scale and long-term consequences. Slavery in mainland America and in the Caribbean was introduced and practised by Europeans who had established plantations and wanted cheap labour. Men, women and children were taken from their own countries and communities in West Africa to be used as forced labour to create the wealth of the plantations. The enslaved were beaten, branded and abused, without access to the law.

Scotland and Inverclyde have long maritime traditions trading across the Atlantic, with ships from Glasgow noted in the West Indies as early as the 1690s. Significant expansion of these links came in the 18th century when Scots went in great numbers into the Empire, bought

property, and established plantations, particularly in Jamaica and Virginia. From the West Indies, sugar was exported in great quantities back to Scotland, and settlements such as Virginia supplied much of Britain's tobacco. The production of sugar and tobacco was highly dependent on African slave labourers who were transported to the Americas through the triangular trade.

London, Liverpool and Bristol were the main UK ports for the beginning and end of slaving voyages, however other smaller ports such as Greenock and Port Glasgow also had their involvement, and it is estimated that at least 19 slave ships, carrying thousands of enslaved people, left Greenock and Port Glasgow between 1706 and 1766. While residents of Greenock and Port Glasgow were evidently involved in the transatlantic slave trade, relative to London, Liverpool and Bristol this was fairly small. Instead, their principal connections to slavery and the wider colonial empire came through trade, migration and investment. This had a significant impact on the area and the development of sugar refineries in Greenock has been seen as a key driver behind the town's population growth, which in 1700 stood at 2,000 and in 1801 was 17,500.

The wealth and opportunities that slavery brought permeated across the whole of the British Isles, and can still be seen in local street names such as Jamaica Street, Virginia Street and Antigua Street. The social and economic development of Greenock and Port Glasgow rested on colonial tropical produce and that depended on slavery.

While living individuals are in no way implicated in the abuses inflicted by their ancestors, it is important to consider how historical figures and events are understood and remembered.

5.2 GLOSSARY OF TERMS

Slavery: the slavery referred to throughout this report, other than the section on modern slavery, is chattel slavery – a form of slavery in which the enslaved person is property belonging to their owner. An enslaved person under this system has no rights, and they remain enslaved for life. Any children born to an enslaved person is also then enslaved for life and can be sold whenever the owner wishes.

(Transatlantic) slave trade: a segment of the global slave trade that transported enslaved Africans across the Atlantic Ocean to the Americas from the sixteenth to nineteenth centuries. It was the second of three stages of the triangular trade, in which arms, textiles, and wine were shipped from Europe to Africa, enslaved people from Africa to the Americas, and sugar and coffee from the Americas to Europe.

Modern slavery: the illegal exploitation of people for personal or commercial gain. It covers a wide range of abuse and exploitation including sexual exploitation, domestic servitude, forced labour, criminal exploitation, and organ harvesting.

Reparations: the action of making amends for a wrong one has done, by providing payment or other assistance to those who have been wronged or their descendants. Reparations is a legal concept defined by the United Nations (UN) which calls for holistic repair. Reparations can include: public apologies; social justice initiatives; education; cultural projects; commemorative ceremonies; and affirmative action.

6.0 PUBLIC CONSULTATION

- 6.1 The Working Group pursued 4 strands of public consultation: a consultation aimed at the general Inverclyde public; targeted questions in the September 2021 Citizen's Panel survey; 2 listening events for survey respondents who were particularly interested in the subject matter; and a more targeted consultation specifically on the Gourock Burgh coat of arms with Gourock Ward Members, Gourock community councils, the Gourock communication and engagement group, the Gourock Regeneration Forum; other community groups in the Gourock area; and the 2 secondary schools in Gourock: Clydeview Academy and St Columba's High School.

6.2 General public consultation – this survey was launched on 23 August 2021 (International Day of Remembrance of the Slave Trade) and ran until 10 September 2021. The survey ran online, was shared with schools and parent groups, and hard copies were available for completion in local libraries and the Watt Institution. Respondents were asked:

- Their opinion on the best way to tell the history of Inverclyde and its relationship to the transatlantic slave trade;
- For their local knowledge on any features within the Inverclyde boundary which may be related to the slave trade, for inclusion in the audit of such features (see below); and
- To note their interest in pursuing these issues further as part of the listening events.

The full public consultation results are available in Appendix 1, however in summary, the most popular suggestions for telling the story of Inverclyde’s past were inclusion in the schools’ curriculum (63%); plaques/information boards (59%) and history walks (49%).

The demographics of those respondents who chose to share them were under 25 (6%), 25-54 (56%), and 55+ (34%). The majority of respondents considered themselves to be Scottish (75%) with representation at lower levels from people of other white groups (17%); mixed ethnic groups (2%); Asian groups (2%); and African, Caribbean and black groups (1%). The majority of respondents lived in Greenock (40%) but all areas of Inverclyde were represented in the figures. 10% of the total number of respondents resided outside of Inverclyde.

Age and ethnic background had some effect on respondent’s answers to the questions set. Younger age groups tended to prefer inclusion in schools’ curriculum as the best way to tell the story of Inverclyde and slavery, whereas the 55+ group had a preference for plaques/information boards. White ethnic groups mostly selected inclusion in schools’ curriculum and plaques/information boards as their preferred methods, whereas the Black/African/Caribbean respondents favoured history walks by a small margin.

The survey on the whole had a mix of respondents who felt it was important to tell the story of Inverclyde’s relationship to the transatlantic slave trade and those who thought this was not a good use of time or resources. 27 general comments were received and of these, 10 (37%) suggested that the survey questions were irrelevant or unwelcome to them.

6.3 Citizen’s Panel survey – this survey was launched in Sep 2021 and ran until October 2021. As the results of the Citizen’s Panel survey were anonymous, it was not possible to cross-check the two surveys and therefore it is possible that some respondents had also filled in the public consultation the previous month. Respondents were asked the same 3 questions (see above) as the public consultation.

The full Citizen’s Panel survey results are available as Appendix 2, however in summary the most popular suggestions for telling the story of Inverclyde’s past were artistic interpretation (51%); history walks (50%); and plaques/information boards (37%). The most popular choice in the public consultation (inclusion in the schools’ curriculum) was the least popular choice in the Citizen’s Panel, attracting only 12% of the votes.

The demographic information for the Citizen’s Panel in general is as follows:

AGE	%
18-24	12
25-44	28
45-64	31
65-74	16
75+	14

Ethnic Origin	%
White	>95%
Other	<5%

It is not, however, possible to determine the demographics of the individuals who responded

to this particular survey. Results for the most deprived data zones were generally in line with the rest of Inverclyde with the most deprived 15% selecting the same 3 favoured methods to tell the story – artistic interpretation (52%); history walks (48%) and plaques/information boards (34%).

Having regard to the views expressed in the public consultation, the working group are of the view that a heritage trail of Inverclyde sites with links to slavery should be developed, and that including more information about these links in the local curriculum would be beneficial.

6.4 Listening events – respondents to both the public consultation and the Citizen’s Panel survey were invited to supply their details if they were interested to attend a listening event to enable participants to explore the issues at hand in more depth. 139 respondents indicated their interest. In the end, there were 15 participants at the two listening events which were held on 23 November 2021 at 11am and 6:30pm. Participants were asked:

- Whether they thought it was important to tell the story of the relationship between Inverclyde and the transatlantic slave trade, and if so, how?
- What action they thought the Council should take relative to features such as statues and street names that may be linked to the slave trade; and
- What action they thought the Council should take relative to the Gourock Burgh coat of arms.

Highlights from the meeting notes are appended as Appendix 3.

An interesting and thoughtful discussion took place at each event. Generally speaking, the majority of participants felt that it was important to tell the story of the relationship between Inverclyde and the transatlantic slave trade, and also that learning and interpretation was the best course of action the Council could take relative to slavery-linked features in the Inverclyde area. There was less of a unified view on the matter of the Gourock coat of arms and participants were split between calling for its retention and removal. Those who argued for retention, for the most part, urged the Council to produce interpretation to sit alongside the coat of arms.

6.5 Gourock consultation



The historical background to the Gourock Burgh Coat of Arms is that it is an amalgamation of the crest of the Stewarts of Castlemilk, a Dumfriesshire family who held the lands of Gourock until 1784, when they were sold to Duncan Darroch, a merchant who made his fortune in the

West Indies, and the Darroch crest. The Darroch crest bears a ship in full sail, with two oak trees above and one beneath. Above is a “demi-negro” or “demi-man, sable” – these are heraldic terms, “demi” because only the head and torso are shown, and “negro” or “sable” because the man is black. He also holds a dagger in his right hand. The oak trees show the fertility of the Darroch estate and the other devices bear witness to the fact that Duncan Darroch spent many years of his life in Jamaica. The ship indicates his voyages, and the “demi-negro”, likely to be an enslaved black man, is emblematic of the slavery which at that time was common on the American continent and in the West Indies, and which was the basis on which the Darroch fortune was built. The Darroch crest on the Gourock coat of arms could therefore be considered to be an outward depiction of slavery, and the money to be made from it. It should be noted that the enslavement (or otherwise) of the man has not been ascertained beyond doubt, nevertheless the visual is an arresting one on first sight.

The Gourock Coat of Arms is currently displayed in various places in Inverclyde including the Gamble Halls, the Provost’s Lamp at Shore Street, and alongside other local Burgh coats of arms on a stained glass window in the Watt Institution.

Gourock Ward Members, Gourock community councils, the Gourock communication and engagement group, the Gourock Regeneration Forum, other community groups in the Gourock area, and the two local secondary schools were invited to submit their comments on the Gourock Burgh Coat of Arms in an online survey launched November 2021, detailed in Appendix 4.

Respondents were asked:

- Are you aware of the Gourock Coat of Arms and are you aware of the depiction of an enslaved man on the Coat of Arms
- What, if anything, should Inverclyde Council do about the Gourock Coat of Arms?

There were 205 respondents to the survey. 18% were aware of the coat of arms and the enslaved man, 20% were aware of the coat of arms but not the enslaved man, and 62% were not aware of the coat of arms prior to undertaking the survey.

There were 29 general comments left as part of the survey; 11 of these were strongly negative about the coat of arms (some respondents were ‘shocked’ and ‘horrified’ upon seeing the coat of arms for the first time), 5 were of the view that it’s history and therefore cannot be changed, and 2 respondents believed it to be inaccurate to describe the man as enslaved.

As to the question about what the Council should do about the coat of arms, 50 respondents felt that the arms should be retained (although a great majority of the 50 were in favour of information boards beside any instances of the coat of arms to explain them); 77 respondents felt the coat of arms should be changed or removed; 23 respondents didn’t know or weren’t clear about their views.

Having regard to the views expressed in the Gourock coat of arms consultation, where both the online survey and the listening events were strongly in favour of its removal, the Working Group recommends that officers carry out further work to investigate the removal the coat of arms from display where practicable, and produce additional information on the coat of arms in any place where removal may prove problematic. In each individual case, officers will have to consider: practical and cost implications for any action; any listed building or other planning implications; and any title or other legal constraints that may apply. Actions with budget implications may require to be remitted to the appropriate service committee. If there is a desire to carry out action on property outwith the ownership or control of the Council, agreement would need to be reached with the owner or owners of the property in question.

The main locations in which a representation of the coat of arms can currently be found are:

Location	Owner	Comments
Gourock Municipal Buildings, Shore St, Gourock	Inverclyde Council	Coat of arms carved in stone above the entrance. Sable

		man and hand holding dagger sit separately from shield and could be easily removed.
Provost lamp post, Shore St, Gourock	tbc. Anticipated to be in Inverclyde Council ownership or part of adopted roads infrastructure.	Coat of arms on the glass part of the lamp. Sable man sits separately from shield and a glazier could remove.
Gamble Halls, Shore St, Gourock	Inverclyde Council. Managed by Inverclyde Leisure via service level agreement.	Coat of arms above side door (on King St). Easily removed. A coat of arms used to hang inside the building but this has already been removed from view by persons unknown and is stored in a cupboard.
Pavilion, Gourock Park, Gourock	Inverclyde Council. Managed by Inverclyde Leisure.	Coat of arms on front of building facing George Rd has been removed by persons unknown. Coat of arms on top of pavilion facing into the park features the sable man. Could be easily removed.
Dardanelles Memorial Window, Watt Institution, Greenock	Inverclyde Council owns the Watt Institution.	Coat of arms featuring the sable man on a section of the window featuring Gourock, Greenock and Port Glasgow burgh coats of arms. The artist or a glazier could remove.

If the recommendations in this report are approved, officers will take the approach outlined in paragraph 11.2 on any further sites that may be identified in the future.

Photographs of each of the coats of arms mentioned above can be seen in Appendix 5.

7.0 AUDIT

7.1 As part of its work, the working group commissioned an audit of features in the Inverclyde area that may have historical links with slavery. The audit was undertaken by Watt Institution staff with expertise in local and national history, research was bolstered by the addition of a PhD candidate from the Scottish Graduate School of Arts and Humanities specializing in the links between Scotland and the Caribbean, and further assistance was provided by local history and heritage organisations and networks, local historians, and the public consultation which was carried out.

Given that many who benefitted from slavery sought to keep their interests out of public view, much remains unknown or uncertain. The audit is a valuable living document which will grow and be amended as further information comes to light and will help shape and assist future heritage projects. While every effort has been made to be accurate, further instances and evidence will continue to come to light. The Watt Institution will be pleased to receive further information.

In compiling the audit, a brief descriptive has been provided to enable readers to consider the

possible degree of culpability or connection (or otherwise) of the items identified. The audit results have been themed for convenience, and can be seen at Appendix 6.

Having regard to the information gathered as part of the audit, the Working Group recommends that:

- further research is carried out into Inverclyde's links to slavery, both by Watt Institution staff and also by academics with expertise in the subject;
- information about the slavery-linked activities of James Watt and family be included within interpretation in the Watt Institution;
- the Gourock Coat of arms be removed from display where practicable (see Section 6 above and 11.2 below);
- officers produce information in online format (and using GIS) to better explicate the slavery links to some of Inverclyde's street names, buildings and places;
- in relation to Abram Lyle, Lyle Hill should be included as part of any slavery-linked heritage trail;
- officers investigate the possibility of proposing plaques celebrating Inverclyde's noted abolitionists through Historic Environment Scotland's Commemorative Plaque Scheme;
- no action is taken relative to Robert Burns where the connections to both Inverclyde and slavery are remote;
- officers investigate the feasibility of including interpretive information (possibly as part of a wider slavery-linked heritage trail) within Greenock Cemetery where Robert Wallace (first MP for Greenock, noted owner and abuser of enslaved people) is buried; and
- various places and people from the audit are chosen for inclusion in a heritage trail and/or web resource produced by Council officers.

8.0 INCLUSIVE CURRICULUM

8.1 63% of those who engaged with the public consultation and 12% of those who engaged with the Citizen's Panel survey identified improving inclusivity in the schools' curriculum as one of the best ways to tell the history of the Inverclyde area and its relationship to the transatlantic slave trade. An education sub-group of the main working group was formed to give further consideration to a more inclusive schools' curriculum, including black history and culture. The work of the Inclusive Curriculum sub-group links directly to identified outcomes within the Education Services Improvement Plan.

8.2 Informed by national materials to support and guide, the Inclusive Curriculum sub-group aim to develop and incorporate a local history project within the school curriculum to further develop existing materials in place, to raise teacher confidence in the delivery of this learning, and to improve the learning experiences and knowledge of young people in relation to local historical links to slavery. The group are currently developing this project which will consider how we better ensure that we teach young people in our schools about Inverclyde's historical links with the slave trade and will then facilitate the production of quality resources to support learning and teaching. To inform and support this work, the group are reaching out to practitioners and young people to seek their views and are identifying teachers who are keen to engage collaboratively to produce the learning resources. Possible engagement with an exciting professional learning opportunity with the Universities of Glasgow and Edinburgh to support this venture is also being explored. This work will continue across the school session, and into session 2022-23.

9.0 COMMUNITY REPARATIONS

9.1 Having regard to the findings of the consultative and audit aspects of its work, the Working Group also considered the subject of community reparations and specifically what would be appropriate and feasible in the context of Inverclyde. The group were strongly of the view that learning about the abuses of the past, and celebration of black history and culture, should be at the heart of any reparations plan for Inverclyde. The general recommendations for action in this report should be regarded as a reparatory plan.

10.0 MODERN DAY SLAVERY

10.1 Modern slavery refers to institutional slavery that continues to occur in present day society. It is an umbrella term used to describe slavery, servitude, forced or compulsory labour, and human trafficking. Generally speaking, modern slavery is different from chattel slavery or 'slavery by descent' in that chattel slaves were considered the personal property of someone else and were born into slavery. Enslavement no longer revolves around legal ownership, but rather around illegal control. In the 21st century, almost every country has abolished chattel slavery, but the number of people currently enslaved around the world is far greater than the number of slaves during the historical Atlantic slave trade.

Modern slavery is often seen as a by-product of poverty and it is most prevalent in impoverished countries and those with vulnerable minority communities, though it also exists in developed countries. Just as slavery helped drive the European and American economies of the 16th to 19th centuries, modern slavery is fuelled by growing consumer demand for cheaper goods and services. The number of people identified as victims of modern slavery has been rising year on year, with over 10,000 people in the UK referred to authorities in 2019 alone. The real number of people estimated to be trapped in slavery is estimated to be much higher.

11.0 PROPOSALS

11.1 The Working Group proposes that further work takes place to sensitively educate residents and visitors alike about Inverclyde's historical links to slavery, and that further work takes place to celebrate black history and culture.

A list of proposals, along with further information can be found below:

Proposal	Comments
Heritage trail across Inverclyde highlighting key aspects linked to the slave trade.	Work with Corporate Communications on a unified look and feel/Discover Inverclyde branding for the trail. Opportunity to work with Inverclyde Community Development Trust who are working on a slavery-linked audio trail along with other legacies of slavery projects – Council could augment with permanent signage.
Further research on Inverclyde's historical links to slavery to be carried out.	The University of Glasgow has recently completed very similar work on its own slavery links, establishing the Beniba Centre for Slavery Studies as part of this. Officers to contact the Centre for advice and support.
Propose new plaque dedicated to the many abolitionists who spoke in Greenock as part of Historic Environment Scotland's Commemorative Plaque Scheme.	There are 6 abolitionists noted on the audit, however only 1 plaque / commemoration is proposed.
Celebration of Black History Month in Inverclyde.	Many local authorities in Scotland already celebrate BHM with a programme of talks, films, events etc. Should this proposal be approved, a steering group, including representation from people of colour, would be set up to organise.
New interpretation around James Watt and family's links to slavery be included within the Watt Institution.	This will be done as part of a National Lottery Heritage Fund project to decolonise the museum's collections.
Online information available about	To better explicate the slavery links to some

Inverclyde's links to the slavery to be improved.	of Inverclyde's street names, buildings and places
---	--

11.2 It is also proposed that further work takes place on the Gourock coat of arms. The working group recommends that officers investigate the removal of the coat of arms from display where practicable, and produce additional information on the coat of arms in any place where removal may prove problematic. Further details of relevant locations identified to date are provided at section 6.5. The approach set out in this report will also be followed for any other locations that may be identified in future.

If the recommendations in this report are approved, then officers will in each case need to consider a number of matters before any removal or other action can take place, including but not limited to:

- assessment of the practical and cost implications for any action;
- any building standards, listed building or other planning implications;
- any title or other legal constraints that may apply;
- obtaining consent of any tenants or other parties with an interest in the property in question;
- any further Committee approvals that may be required (actions with budget implications may require to be remitted to the appropriate service committee).

If there is a desire to carry out action on property outwith the ownership or control of the Council, agreement would need to be reached with the owner or owners of the property in question.

12.0 IMPLICATIONS

12.1 Finance

Financial Implications:

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
EMR	Other expenditure		£40,000		Fully funded from Repopulation EMR

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
N/A					

12.2 Legal

With reference to the Gourock Burgh coat of arms, particular proposals on Council assets will require discussion with legal and other officers to consider any planning, title condition or other legal constraints. Any similar proposals on property outwith Council ownership or control will need agreement with the owner or owners of the properties in question.

12.3 Human Resources

There are no known Human Resources implications contained within this report.

12.4 Equalities

Equalities

- (a) Has an Equality Impact Assessment been carried out?

X

YES

--

NO – This report does not introduce a new policy, function or strategy or recommend a substantive change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required

- (b) Fairer Scotland Duty

If this report affects or proposes any major strategic decision:-

Has there been active consideration of how this report's recommendations reduce inequalities of outcome?

--

YES – A written statement showing how this report's recommendations reduce inequalities of outcome caused by socio-economic disadvantage has been completed.

X

NO

- (c) Data Protection

Has a Data Protection Impact Assessment been carried out?

--

YES – This report involves data processing which may result in a high risk to the rights and freedoms of individuals.

X

NO

12.5 **Repopulation**

There are no known Repopulation implications contained within this report.

13.0 **CONSULTATIONS**

13.1 As described in section 6 above.

14.0 **BACKGROUND PAPERS**

14.1 Appendices 1-6.

Appendix 1

Historic Links to Slavery Consultation
23 August - 10 September 2021



Historic Links to Slavery Consultation 23 August - 10 September 2021

1. What is the best way to tell the history of the Inverclyde area and its relationship to the transatlantic slave trade? (choose maximum of 3 answers)

Answer Choices			Response Percent	Response Total
1	History walks		49.29%	174
2	Plaques/information boards		58.64%	207
3	Exhibition(s)		46.74%	165
4	Webpages		18.98%	67
5	Article in local news		7.08%	25
6	Leaflet		6.52%	23
7	Artistic interpretation (film, media, plays, poetry etc.)		13.03%	46
8	Inclusion in the schools' curriculum		63.17%	223
9	Other (please specify):		7.65%	27
			answered	353
			skipped	0

Other comments include:

- Museum of slavery
- Demolish the Sugar Sheds
- Don't, you will not tell the truth
- Public sculpture commission
- Reparations

- Commemorative statue
- Address modern slavery
- Waste of money
- Interactive historical story...Disney-style, accessible for children
- Interpretation of street names
- Don't be so negative
- A substantial and permanent monument
- Permanent exhibition
- We do not need critical race theory
- Let sleeping dogs lie and do not create issues where there are none
- A memorial sculpture with interpretation board to act as a means of reminder, apology and education.

Of the 27 “other” comments received, 10 suggested that Inverclyde’s historic links to slavery should not be highlighted.

2. Inverclyde Council intends to conduct an audit of features within the Inverclyde area that may have links to the slave trade. This may include statues, monuments, memorials, gravestones, street names, buildings, private residencies etc. Are you aware of any such features within the area? If so, please assist us with our research by identifying them for us below.

Answer Choices		Response Percent	Response Total
1	Open-Ended Question	100.00%	169

- Street names
- James Watt
- Sugar Sheds
- Trinidad Hotel
- Mansions in the west end of Greenock / Esplanade area were built with sugar money
- Gourock/Darroch coat of arms and the links between the Darroch family and Jamaica.
- Gravestones in the South St cemetery
- Tate and Lyle sugar refinery site
- Tobacco Warehouse
- Darroch Park
- Some carvings on the Greenock town buildings
- All places associated with the Shaw Stewart family (Sir Michael Robert Shaw Stewart)
- Anything pertaining to Robert Wallace
- Victoria Harbour
- Stained glass window in the Watt Institution
- The statue on Bank Street





- The rope factory
- Bentinck Street
- Bellevue House
- Roxburgh Street
- Seafield House
- Mariner's Home
- Custom House
- East India Harbour
- Jamaica Street
- Tobago Street
- Lyle Hill
- Cemetery Entrance - sign board is noticeably absent of reference to slave trade - "Legacy of Love, Legacy of Trade"
- Large family obelisks / memorials in cemetery near Forsyth St gate
- Darroch family crest and Darroch park
- Cedars School building Ardgowan Sq
- Mansion House building corner Patrick St/ Ardgowan Sq

3. Inverclyde Council intends to hold one (or more, depending on level of interest) listening event on this subject matter, to allow us to discuss in greater depth with interested individuals. This would take the form of an online focus group. If you are particularly interested in this subject and would like to be invited to attend this virtual meeting(s), please leave your email address and/or telephone number below.

Answer Choices		Response Percent	Response Total
1	Open-Ended Question	100.00%	110

80 respondents left an email address indicating several listening events should be held.

4. Age

Answer Choices		Response Percent	Response Total
1	Under 25 	6.25%	22
2	25-54 	55.68%	196
3	55+ 	33.81%	119
4	Prefer not to answer 	4.26%	15



4. Age

answered 352








5. Ethnic group - ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box.

Answer Choices		Response Percent	Response Total
1	Scottish	75.28%	265
2	English	1.70%	6
3	Welsh	0.00%	0
4	Northern Irish	0.57%	2
5	British	11.93%	42
6	Irish	1.14%	4
7	Gypsy/Traveller	0.00%	0
8	Other European	1.14%	4
9	Other white	0.57%	2
10	Any mixed or multiple ethnic groups	1.99%	7
11	Pakistani, Pakistani Scottish or Pakistani British	0.00%	0
12	Indian, Indian Scottish or Indian British	0.28%	1
13	Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0.28%	1
14	Chinese, Chinese Scottish or Chinese British	0.28%	1
15	Other (please specify):	1.42%	5
16	African, African Scottish or African British	0.28%	1

5. Ethnic group - ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box.

17	Caribbean, Caribbean Scottish or Caribbean British		0.85%	3
18	Black, Black Scottish or Black British		0.00%	0
19	Prefer not to answer		2.27%	8
			answered	352
			skipped	1

6. Residency

Answer Choices		Response Percent	Response Total	
1	Greenock		39.77% 140	
2	Gourock		26.42% 93	
3	Port Glasgow		7.67% 27	
4	Kilmacolm / Quarriers Village		3.69% 13	
5	Inverkip		7.95% 28	
6	Wemyss Bay		4.26% 15	
7	Not in Inverclyde		10.23% 36	
			answered	352
			skipped	1

Citizens' Panel Autumn 2021 Survey

2.1 Historic links to slavery

While slavery has existed, and continues to exist, in most societies, the Atlantic slave trade of the 16th to 19th centuries was unique in its scale and long-term consequences. Slavery in mainland America and in the Caribbean was introduced and practised by Europeans who had established plantations and wanted cheap labour. Men, women and children were taken from their own countries and communities in West Africa to be used as forced labour to create the wealth of the plantations. Children born to the enslaved were automatically enslaved themselves and could be sold whenever their owner wished. The enslaved were beaten, branded and abused, without access to the law.

London, Liverpool and Bristol were the main UK ports for the beginning and end of slaving voyages, however, other smaller ports such as Greenock and Port Glasgow also had their involvement. The wealth and opportunities that slavery brought permeated across the whole of the British Isles, and can still be seen in local street names such as Jamaica Street, Virginia Street and Antigua Street. The social and economic development of Greenock and Port Glasgow rested on colonial tropical produce and that depended on slavery.

Inverclyde Council is currently examining the historical connections between Inverclyde and the transatlantic slave trade. As part of this work, we would like to find out what you think about the best way to tell the story of this relationship. While living individuals are in no way implicated in the abuses inflicted by their ancestors, it is important for us to consider how historical figures are understood and remembered.

Q1

What is the best way to tell the history of the Inverclyde area and its relationship to the transatlantic slave trade? *Please choose a maximum of three answers.*

The top 5 responses were as follows:

- Artistic interpretation (film, media, plays, poetry etc) 51%
- History walks 50%
- Plaques/information boards 37%
- Exhibition(s) 31%
- Web pages 20%.

What is the best way to tell the history of the Inverclyde area and its relationship to the transatlantic slave trade? *Please choose a maximum of three answers.*

	Total	Most deprived datazones	Rest of Inverclyde
Artistic interpretation (film, media, plays, poetry etc)	51%	52%	51%

History walks	50%	48%	51%
Plaques/information boards	37%	34%	39%
Exhibition(s)	31%	30%	32%
Web pages	20%	22%	19%
Articles in the local news	16%	17%	15%
Leaflet	13%	15%	11%
Inclusion in the schools' curriculum	12%	9%	13%

Other. *Please state.*

- Audio/video presentation in the Museum
- Don't do it. Passing phase. Tell of the benefit to the world of Great Britain.
- Don't rewrite history - the time in which this happened and setting should never be changed. Honesty of life and time is important. How else do we learn and move forward?
- History is history. We cannot undo the past. In case you are not aware, the Danes used to raid the West of Scotland for their slave markets in Ireland.
- New local heritage museum.

Q2

Inverclyde Council intends to conduct an audit of features within the Inverclyde area that may have links to the slave trade. This may include statues, monuments, memorials, gravestones, street names, buildings, private residencies etc. Are you aware of any such features within the area? If so, please assist us with our research by identifying them below.

Features within Inverclyde that may have links to slave trade:

- Cross Shore Street area, Custom House Quay area, Bank Street area
- Street names
- Street names – Tobago, Trinidad etc
- Greenock street names and buildings in them
- Jamaica Lane
- Shipyards
- Street names – Jamaica Street, Virginia Street, Tobago Street
- Lyle Fountain
- James Watt statue, street names – Jamaica, Madeira
- Captain Kidd
- Sugar history
- Sugar Shed, street names, James Watt
- Antigua Street, Clarence Street, Jamaica Street, Madeira Street, Nicolson Street, Tobago Street
- Darroch (made a fortune in the West Indies)
- Greenock Cemetery and Museum
- Greenock Esplanade, homes of the sugar traders. Barrhill Road in Gourock originally had traders who influenced the slave trade. James Watt's father was a prominent slave trader with plantations in the West Indies. Street names in Greenock all show that slavery was a big part of the Greenock, Gourock and Port Glasgow past.
- Municipal Buildings, Inverclyde Council, Greenock. North elevation, statues of slavery.
- Municipal Buildings Greenock. Statues North elevation, slavery.

- Municipal Buildings, Greenock - sculptures of slave on North elevation.
- Not aware - other than the obvious street names Tobago, Virginia, Jamaica
- Street names - as mentioned in your introduction. Custom House Building?
- Sugar and tobacco warehouses and street names
- Sugar owners, houses on the Esplanade were owned by slave traders
- The 'Sugar Sheds' are perhaps the most visible example
- The Esplanade houses were owned by slave traders, the sugar refineries were slave trader-owned
- Yes, as a member of the Inverclyde Heritage Network and as a keen local historian and photographer for over the last 30 years documenting the many changes in the Greenock area, I am very well aware of our local areas history over the last 150 years or so and working with various others on these sort of projects over the years
- Yes, aware but feel strongly about taking away historical references such as those mentioned
- War memorial.

Q3

Inverclyde Council intends to hold one (or more, depending on level of interest) on-line focus groups/listening events on this subject matter, to allow us to discuss it in greater depth with interested individuals. Would you like to take part in these meetings?

Fifty-nine Panel members expressed an interest in taking part in the meetings.

Appendix 3
Inverclyde's Historical Links to Slavery
Listening Event 23 November 2021



Inverclyde's Historical Links to Slavery
Listening Event 23 November 2021

LISTENING EVENTS
PARTICIPANTS' COMMENTS

1. Do you think it is important to tell the story of the Inverclyde area and its historical relationship to the transatlantic slave trade? If not, please explain why you think this. If so, how should this be done?

Yes, and there would be value in seeking guidance from experts to make sure it is done correctly.

This is an important heritage to explore, least of all due to reparation and reconciliation within the area. There should be education in schools (as we do with Holocaust Memorial Day and visits) and a permanent exhibition / museum space in the area to increase local knowledge, as we have done with local trades and industries such as sugar and shipbuilding.

Yes- the story needs to be told in some form. Scotland & Inverclyde's story needs to be told as far back as possible. All those involved not just owners such as manufacturers and suppliers of equipment. The abolitionists, role of activists, campaigners and women all need to be looked at. The story of those promoting and trying to criticise slavery should be told. As to how to tell the story there is no quick answer, use all available channels and research thoroughly. Renew as new information becomes available. Use appropriate channels depending on audience.

Too intellectual turns people off... Gather peoples' interest but if it is too intellectual people think it is not for them. We forget that there were people in Greenock who worked for a pittance and were in their own way enslaved.

Incredibly important that the story is told. I'd like to see the story being told through a specific curriculum insert. I'd also like to see a dedicated site to allow education. A walking trail to allow the impact to be viewed would also be beneficial to allow engagement from visitors/residents.

Yes- it is important to tell the story. Both in terms of information and research. Make more info available to the public & schools. Places in Inverclyde with connections to slavery & abolition should have information displayed- using QR codes etc. when here is a historical link to slavery.

Yes. Quoted from 1984 - Ministry of Truth - "Those who control the past, control the future, those who control the present, control the past".

Our history is a very broad canvas. It's up to us to look at the past again and the bits that have been forgotten as over the years some of our history has been manipulated a bit and painted over. Should be addressing these issues now through education, and be open about it – starting with our young people.

I think it's something we need to tackle, and education is probably the best way. It's important to remember that we live in a time when a lot of young people maybe know more about their heritage or slavery than people my age or senior. It's how we reach people who aren't within the education system – that's the difficulty we're going to face because the education system is weighing towards changing the way it teaches slavery, and even African culture more positively. How do we reach people who don't agree that it should be taught or that it existed or it happened, or they don't understand the nuances of slavery, and why it still exists today.

I think it is important to tell Greenock's historical story. Slavery is part of that story and should be included. I would love to see an interactive, possibly laser type museum, or one with tableaus, with lots of activity for children (and adults). There should be facts, as well as individual stories of actual people, bringing about a sense of the age. There should also be facts about today. There are more slaves in the world today than there were in the whole of the transatlantic slave trade and we should make this about acknowledging the slavery in our own time. When I visited Berlin, I felt the German people had got the balance right in talking about the war. They told the facts as they were. They weren't defensive or justifying things -they spoke truth. It was cleansing and healing and I think it is a good model to follow.

It is important to tell the story. Part of Inverclyde's wealth can be traced back to these links. It is important to understand how Inverclyde became what it is today. It is a massive part of our history but it is not going to be a complete view. Injustices need to be acknowledged and contextualised, there needs to be done on an ongoing basis, not by just one generation. Need to address this will be a continuing thing.

We should make young people aware about how Inverclyde became Inverclyde - explain and contextualise. Give unbiased, factual delivery. Learn from the past.

Yes - help people of Inverclyde understand the past, understand the present, understand what people did in the past to acquire wealth.

Yes. We need to learn from history. Don't believe in hiding it by changing street names, etc. All information is there on walks. Needs to be taught/pushed in schools.

Yes - this history of transatlantic slave trade and huge economic impact is vital to explore.

We need to tell the story. History sometimes seems remote and further away from ourselves, we struggle to tell our own history and how it affects us here. Coming from Gourrock, I had no association between sugar and slavery. I knew about the sugar part of the history story with no mention of the link to slavery. There is a denial of the older generation - we have gained from the money from the industry, from someone else's misery. It is hard but there is a real story to tell.

2. Inverclyde Council is currently conducting an audit of features within the Inverclyde area that may have links to the slave trade. This may include statues, monuments, memorials, gravestones, street names, buildings etc. What, if any, action do you think the Council should take relative to these features?

Statues and street names and people we celebrate from our past can be an expression of what we value today. It is important, I am not saying we should remove everything with a historic link to slavery, we do have historic imbalances in power which reflect who is represented in what we see in our streetscape. In the case of individuals who were egregious or it is well documented we need to think about links to actions that we don't condone. We need to think about whether this is really representing who we are and the message it also sends about how comfortable we are celebrating these people. That being said, I am not saying everything should be torn down or destroyed. Sometimes contextualisation is important and can be sufficient.

South Africa made changes after apartheid. Removing statues cost a fortune and things that happened were forgotten. Schools, highways and street names changed. Dreadful things in the past have been forgotten. We should contextualise and explain. We should not dismiss, destroy or deny.

There are some things that we need to address in terms of statues and street names. The coat of arms in Gourock needs to be addressed square on. The voice of history is predominantly male. Need to redress the history and how we see ourselves, and how we want future generations to see themselves.

Use the history as a learning tool. Can't eradicate history.

Important we bring attention to street names and provide context. Good to add plaques. Plinth of Henry Dundas in Edinburgh very useful example. Acknowledge it happened, this was the reality. Face up to it, don't bury as that is form of denialism

Tell the story and keep them there but don't glorify. As a feminist I am concerned they all depict old white men. There are none about people who have achieved from nothing. These would be great stories. We need to be careful about glorifying white privilege.

I absolutely understand why statues are being pulled down and people are asking for street names to be changed. We should use what we have to explain who they were, what the situation was and the impact that had.

As Edinburgh City Council have done, at the very least plaques which give the history and legacy and name the individuals as slave owners on statues and memorials. Renaming streets is difficult to achieve, but if the opportunity in town planning arises, naming streets in parallel for significant anti-slavery and artists/writers can provide balance and a significant statement of our new intent to remember and repair this history.

Statues are a talking point. The Bristol statues were objected to at the time they were erected. A lot of opposition and complaints were made. Just because the statues are in place does not necessarily mean everyone agreed with the actions of who is on the statue. It is about signage, plaques etc. walking tours, exhibits. We need to keep the evidence of the deeds at the time.

Without being racist I am worried that this has become about black people. Scottish and English people were taken as slaves who were ignored because they were white. Need to look in perspective of 200 years forward. Slavery happened and we should have something in Inverclyde that shows it.

Simply put them in context (information) – make them part of the education - hiding the past is not appropriate.

We want a simple message on the first level but also encourage people to take an interest in what actually happened.

Should look at Liverpool approach – they didn't change street names, they explained where the name came from. Statues – e.g. the John Crow Rock in Sandbank. Local schools, community groups got involved in changing it - renamed Puffin Rock, but will be recorded in history why its name was changed. We should be doing the same - recognising history and clarifying it. Good to have a full representation of our community involved.

In Gourrock we found a lot of evidence that held some truths that even historians attach credibility to, and we should be doing the same. As for which street or statue gets left or pulled down, if people are passionate about things and there's good stories – using the uniqueness of each thing or individual is important. Disappointed in Inverclyde that we don't have more people of African or other origins involved in these debates as we are getting a very Caucasian/white view of everything which is not what the area was built on.

There's a difference in naming things after someone now – continuously... that's part of the history, and I think removing any of it removes the truth about that person having been involved in something nefarious. The best way to do it is to update the information, and have that widely available and accessible, and in places and in ways that are indisputable – in libraries and on plaques – so it's something that's not to be debated – it's got to be "this is fact". In a strange age of disbelief and disinformation, doing things correctly with research with the correct journals in a manner that's appropriate to your constituents is always going to be the best way of having them on your side.

Agree with idea of contextualising through walks, plaques, QR codes because any encouragement in any of our history is enriching. We need to know, e.g. where buildings came from. Make the information accessible and explained in very plain terms.

I prefer placing a plaque by a slave owner statue giving facts, rather than pulling the statue or monument down. However, it is important to remember that this was at a time of empire and there was a very different culture. By that, I don't mean to excuse slavery, but often the slave traders also did great things for the public good. It's a bit like in our time climate change campaigners going on package holidays and booking flights, driving in non-electric cars, and astroturfing their gardens.

3. One of the entries in the audit is the Gourrock Burgh coat of arms, which depicts an enslaved man (visuals will be provided during the online event). What, if anything, do you think Inverclyde Council should do about the Gourrock coat of Arms, which is displayed in various places within the Inverclyde area?

I do not see any merit in removing or revising the coat of arms to eradicate the history of the Burgh and the family involvement in slavery, better that it should be clearer on its history and updated plaques or information displays can give an account of slavery and its legacy and funding for reparation raised. This is also something which should be built into local school education and part of a permanent display or museum in the area.

Not aware of the provenance or this or any the other crest in Inverclyde. Shouldn't be hidden away. Should be put in proper context. Anyone can make up their own a crest any time. There could be a new crest. That would be a more difficult challenge to get agreement. Context, understanding and interpretation are important. If we don't have the full detail there will be different interpretations. People see different things.

Not knowing much about the crest. I see the image as a sea god arising from the water. I don't really know the background.

Personal opinion is to remove it. I'm not sure of the story (how many are!) but it does not seem positive – a black man and a ship and a weapon sends out a lot of messages. This should be replaced with a coat of arms that depicts a forward thinking Inverclyde (if it is even required). Should be kept as an artefact.

In the 1950s the Provost published a story of the slave revolt, the leader of the slaves being chased by Darroch as he had kidnapped someone's daughter and to avoid capture jumped in the sea and stabbed himself. Darroch applied to the Lord Lyon for the Coat of Arms and was granted and it is listed in Burke's Peerage as a demi negro.

Different interpretations of Coat of Arms. Undoubted Darrochs were involved in slave trade. From Gourrock old photos book – figure of man is said to have represented a gang of slaves who stabbed himself on capture. All based on stories. It's 21st century, Gourrock should have new logo. It should be replaced – time to move on. Get schools involved.

Gourrock Community Council investigated the crest some years ago and are very happy to use it. Proud of the crest, proud of the demi man sable, who we see not as a slave as he wasn't as slave. We see a free man. Most crests across Scotland have people depicted like that on them.

If you aren't white, and you saw that, what do you see? What's that saying to young black people? I totally understand how people at that time weren't as educated, and that they were working for a pittance, but they were free. They were paid, they weren't kept well but they were kept unwell as humans – they weren't chattel. All the laws were made to make us "not human". When you talk about what do you see, it doesn't really matter you see, it matters what is perceived to that person. If the only thing that you see representative of black people is a Coat of Arms that's in dispute, as a young black person in Inverclyde, that's not positive. It doesn't matter how you say it's not positive, you not then turning a corner and seeing a celebration of Africa or the Caribbean to counteract that and knowing you have worth. You're think – the only thing I have from where I grew up that represents me is in dispute about being a slave in the sea, so what worth are you giving people of colour in Gourrock by keeping that? It's fine if you keep it, but then you have to have something that says you have worth, you have a place here.

From Court of Lord Lyon – no story or explanation as to why anything is on the crest. It is purely conjecture. Some are obvious, but we don't know the story of the man as it has been lost to time. There is so much symbolism in coat of arms, even the way people are facing, etc., has a meaning. Official term from Court of Lyon is 'demi man sable holding a Sgian Mhgu – thinks that's the more appropriate term to use. There are depictions of enslaved men in other coats of arms, e.g. bound in ropes, holding sugar can, tied by chains. In heraldry, distinct trend that there's no ambiguity as to whether they are enslaved or not. Gourrock COA man doesn't have any slave elements. He most resembles some Scottish clan crests.

Leave it be. It is our story and our truth. If you remove the enslaved man, and all the other clues to our past, then you remove our truth. The next generation might say: 'We never had slavery in Inverclyde. If slavery had been a feature, then there would be something to show for it, but look around you. There is nothing.' and that is far worse.

I have just seen this. I was horrified. It is hateful. The debate about the story is pretty irrelevant. It is a reasonable assumption that the image is of a slave. No-one would suggest that being offended by this is a stretch or disingenuous in any way. It has to go, not eradicated from the history books, it definitely has value as a teaching tool we should continue mention it. We should actively replace it. If it is covered up with a new version it is still there. We should consult about what the new representation of Gourrock should be. This would also give an opportunity to inform and discuss. This is an image that is offensive, If we keep it, it says something about us that we don't want said.

It should be removed but not sure what we should replace it with. Gourrock has an illustrious history, there are lots of things we could put in it. I don't think it should be there. I just saw it for the first time and it took my breath away that it should even be there.

Needs to be changed. Agree that there's a good teaching opportunity. We shouldn't duck that. Majority of black people and people of colour who would see that or be aware of it, would likely find it offensive, and be uncomfortable with it. Agree that people would look at it and wonder where on earth they had come to.

Don't remove it. Use as a learning tool. It is history – it is about how history was formed.

Gut reaction is that, as an emblem, it needs changed. If it is being used as current crest that appears to make it acceptable/supported. None of us know who is on that crest, and that is a very dehumanising portrayal of a human being. Shouldn't remain as an active coat of arms, as this is a form of soft acceptance that it's something we are in favour of.




A friend whose husband is mixed race was aghast when she had it pointed out to her. (She walks past it every day and was not aware of it even although it is depicted on the Gamble Halls and engraved on the outside of the Municipal Buildings.) From a human point of view we can't have symbols or emblems on our buildings that make people uncomfortable. The question from the couple was "Where have we moved to?"

We have to think about people moving here and living here. We are a warm welcoming community and we should demonstrate that. I am concerned about erasing history. We need to tell the story but does it really have to be on a prominent symbol? If it is glorifying or excusing anything we need to think about it. We glorify the Stewarts and Darrochs who had power and money and privilege. Do we really want that for our town?

Appendix 4
Gourock Coat of Arms Consultation
November/December 2021



Gourock Coat of Arms Consultation
November/December 2021

1. Prior to reading the background/context above, were you aware of the Gourock Coat of Arms, and were you aware of the depiction of an enslaved man on the Coat of Arms?				
Answer Choices			Response Percent	Response Total
1	I was aware of the Gourock Coat of Arms and the history behind the depiction of the enslaved man on the Coat of Arms.		17.56%	36
2	I was aware of the Coat of Arms but not the depiction of the enslaved man.		20.49%	42
3	I was not aware of the Gourock Coat of Arms.		61.95%	127
			answered	205
			skipped	1

Other comments include:

- The first time I saw it I remember being horrified by the depiction and wondering what on earth it could be a reference to.
- This is blatantly racist and is long overdue for removal. It may have been acceptable at the time, but time moves in as does progressive thoughts about identity and what is right for a coat of arms.
- Scotland's role in the slave trade is well known and is a piece of history which we must learn from, we cannot change the past.
- I think that the depiction at times in more recent iterations has become ambiguous and potentially offensive. This however can be countered with education and plaques which acknowledge the history of the Burgh and the family crests who benefitted from human slavery.
- I only recently discovered this depiction and was pretty horrified on discovering it.
- I wasn't aware and I am shocked that this is still the case.

- The man depicted is not enslaved, he appears as a free man, a strong man facing outward, with a power pose and weapon aloft, as depicted in many coats of arms, this man happens to be a Black man, and that is why the coat of arms is being questioned.
- My main objection is the description of the man as "enslaved." There are several examples of enslaved people in heraldry in the British Isles, such as the coats of arms of John Hawkin, the Burnaby family of Middlesex, the Browne family of Devonshire, the Reverend Durnay of Oxford, and the Donnellan family of Galway. The figures on these Coats of Arms are depicted bound in ropes, chains, or shackles, all of which are unambiguous markers of slavery: the Gourock man displays none of these. With this in mind, I do not feel it is necessarily accurate to describe the Gourock man as "enslaved," for the simple reason that he does not bear the visual markers of slavery as depicted in other examples of heraldry as mentioned above.
- Leave it alone, stop pandering to BLM etc
- It's a terrible thing but it has been there for years and it kind of shows what was acceptable back then compared to now
- I think it's not kind for people of colour to see an enslaved man on a coat of arms that's publicly showed; it should be changed as soon as possible

2. What, if anything, do you think Inverclyde Council should do about the Gourock Coat of Arms, which depicts an enslaved man and is displayed in various places within the Inverclyde area?

Answer Choices		Response Percent	Response Total
1	Open-Ended Question	100.00%	154

Comments





- Perhaps it's time for a contest for a symbol or image to replace the bottom right quadrant (perhaps the top left as well? it's not clear what that is about or if it's a reference to the knife the man holds?). It would be relatively simple to make it a herald with four sections, bottom left and top right as historic connections and bottom right and top left as new additions designed by locals -- and then with an interpretive plaque wherever it's displayed, giving some information so we don't erase the slave-plantation money that underlies the town's prosperous history.
- Remove them all. Competition for local school children to design a replacement. If too costly to remove then a policy of non-prosecutions for the public removing them...
- Absolutely nothing - you cannot rewrite history, nor can you change the fact that Scotland (and Inverclyde's) wealth has been built on trade which, by modern times, would be deemed highly immoral and unscrupulous.
- Keep the coat of arms as historic awareness.. if it is removed then people may not be given the visual trigger to remember why we should never treat fellow humans as slaves. The coat of arms can be used to start a conversation of tolerance and justice
- It is a part of history and in many ways how the modern Gourock has developed. However, its symbolism is highly offensive. The best thing to do in my book would be to retain its history within places like the McLean Museum, however, update the arms to create a modern coat, using elements of the original to symbolise the past and the future.





- Leave it as it is but ensure current practice reflects on the bad things of the past and ensures no recurrence. If money is available check what we are doing today that should be improved in the light of human dignity.
- We should remove this from the current building and use it as a teaching aid in highlighting and telling the story about how the town was funded on proceeds from the slave trade. Maybe we should design a new town coat of arms, or logo.
- This is an excellent opportunity to review the coat of arms and exclude this less attractive aspect of the history of the landowners while still retaining the historical connection. That said the existing coat of arms could be consigned to history.
- Replace it with something that shows Gourock in a positive light, e.g .Tower Hill, Cloch Lighthouse, yachts (since Inverclyde is Scotland's marine leisure capital). It's not a good idea to hide history, but I think it's appalling to have a Coat of Arms showing 2 blades when the area has had a significant issue with knife crime. That's not something to be proud of.
- Completely change the badge to something fitting such a fine community
- It should stay there as a reminder how Duncan Darroch made his money by the use of enslavement.
- I absolutely understand and wholeheartedly support the desire to redress the historical record in regards to the inexcusable crime against humanity which was slavery, and it is vital that current and future generations have a better understanding than we had before. This is why I support the placement of educational plaques in all locations where the Coat of Arms is depicted, such as the Gamble Halls.
- Regardless of the original intentions behind the depiction of the Gourock man, the Jamaican precedent shows that it is entirely possible to re-contextualise existing imagery in a manner more befitting present and future generations. Therefore, I propose that, rather than perpetuate the idea - true or otherwise - that the man depicted is "enslaved", and that the town crest represents an endorsement of the horror of slavery, the Gourock Man should be re-contextualised in a spirit more fit for a modern Scotland, in the same way the presence of the Taino and Arawak supporters on the Jamaican crest were. The Gourock Man could be presented as an acknowledgement of the shared links Scotland bears with Jamaica, founded on cruelty, but now in the spirit of reconciliation and cooperation as equals, presenting his similarity to other Scottish clan crests as emblematic of equal status & importance in heraldry.
- Keep them but explain the history maybe with a sign.
- Remove it. It does not reflect modern Gourock.
- The coat of arms is neither offensive nor does it depict a slave, therefore funding towards various means of communicating the representation would be helpful, but very sensitively done, with less than a hundred Black people living or working or being educated in Gourock it seems to put a spotlight onto a very small minority, which we are careful about. Once again, you have emphasised an opinion of this being an enslaved man, when there is no evidence to be found anywhere that this is the case, and in fact there is evidence in viewing the man himself that he was a free man.
- I think the coat should be fully researched to try to understand the true meaning of the depiction, although it may be lost to history. Then there should be updated information at each place the coat is on display with the history and meaning given. If it is deemed by the people of Inverclyde as out dated or offensive it should be removed to the museum and a new coat of arms should be decided by the area.

- I do not see any merit in removing or revising the coat of arms to eradicate the history of the Burgh and the family involvement in slavery, better that it should be clearer on its history and updated plaques or information displays can give an account of slavery and it's legacy and funding for reparation raised. This is also something which should be built into local school education and part of a permanent display or museum in the area.
- I believe that quadrant should be replaced with a non-offensive representation of Gourrock's economic past, including its wealth built on slavery and sugar, but also other parts of it. I believe new options should be given to the local population to enable education on what the coat of arms previously was and why it's changing, and the old one kept in museums and as an educational tool. I then believe that all other representations of this coat of arms in our town should be replaced or covered up with the new coat of arms.
- Remove it. Better no coat of arms at all.
- Change it
- The council should hold a competition to design a new coat of arms that reflects our values and everything that is wonderful, inclusive and welcoming about our beautiful area. Modern copies should be removed. Any old copies that are part of historic/ listed buildings should be retained and contextualised.
- I suspect most people don't even know what the CoA resembles. It is still part of history of the gentry of those times ...we should learn from it not hide away from it. Perhaps a new CofA depicting the shipbuilding honoring the hard working people who of Gourrock
- Keep it as it is with an explanation of it acknowledging its link to slavery as part of its past and therefore the past of Gourrock.
- I think that Inverclyde Council should remove the coat of arms from public viewing and it should be kept only in archives for historical and research purposes, and If the council should wish to have a crest to use for modern, official purposes then they should commission the creation of a new coat of arms that reflects the modern Gourrock and the culture of the current society.
- Raise awareness about the history but don't get rid of the coat of arms
- I think if it represents slavery and discrimination not only does it highlight Gourrock's almost support for it but also we paint it in a positive light
- Change it totally as it is extremely racist and insensitive to what black people went through
- Stop displaying it and using it since it has a bad message.
- It should be kept but an explanation given to the historical background to inform and generate discussion.
- It should definitely be more prominent throughout Inverclyde. A lot of people believe that we shouldn't be dredging up Inverclyde's past relationship with slavery but I feel it's ignorant to do so. Being wilfully blind to the fact that the ground below our feet was built on the backs of slaves is insane and everyone needs to know that just because we aren't directly responsible for slavery, we still reap the benefits of the demonically harsh treatment of them. Therefore we must devote our town to them even for a minimally slight chance at setting things right.
- It's part of history and should be remembered
- Change it because it could be harmful to people as it is an offensive image
- Replace it with something that more reflects the area now rather than the area 200-250 years ago

- It is not forward thinking and could be changed to represent other aspects of Inverclyde however it is part of history so should still be displayed somewhere and acknowledged
- It is the history of Gourock however the enslaved man can come across as inappropriate
- There should be a statue in Gourock at the memorial garden
- Keep it as it raises awareness
- I think it's a symbol of the past and I think it's important to know our history but I don't think many people would like their coat of arms to be of an enslaved man
- Either get a new Coat of Arms or include information about the history of the current one.
- If the plaque is not to be changed, Information plaques should be included to ensure that anyone viewing the plaques is aware of the history behind it. Preferably however, the plaque should be changed to reflect the good things about Gourock that we can be proud of.
- Redesign the coat of arms to make it inclusive whilst still depicting our local history

Demographic Information

3. Age				
Answer Choices			Response Percent	Response Total
1	Under 25		69.95%	142
2	25-54		17.24%	35
3	55+		9.85%	20
4	Prefer not to answer		2.96%	6
			answered	203
			skipped	3

4. Ethnic Group Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box.				
Answer Choices			Response Percent	Response Total
White				
1	British		11.82%	24
2	Scottish		80.79%	164
3	English		1.48%	3
4	Welsh		0.00%	0
5	Northern Irish		0.00%	0
6	Irish		0.49%	1

4. Ethnic Group Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box.

7	Gypsy/Traveller		0.00%	0
8	Other European	<input type="checkbox"/>	0.99%	2
9	Other	<input type="checkbox"/>	0.49%	1
Asian or Asian British				
10	Indian		0.00%	0
11	Pakistani		0.00%	0
12	Bangladeshi		0.00%	0
13	Any other Asian background		0.00%	0
Mixed				
14	White and Black Caribbean		0.00%	0
15	White and black African	<input type="checkbox"/>	0.49%	1
16	White and Asian	<input type="checkbox"/>	2.96%	6
17	Any other mixed background		0.00%	0
Black or Black British				
18	Caribbean		0.00%	0
19	African		0.00%	0
20	Any other black background		0.00%	0
Other Ethnic Group				
21	Chinese		0.00%	0
22	Any other Ethnic Group	<input type="checkbox"/>	0.49%	1
23	I do not wish to disclose my ethnic origin		0.00%	0
			answered	203
			skipped	3

Appendix 5
Gourock Coat of Arms Locations

GOUROCK COAT OF ARMS – LOCATIONS

Gourock Municipal
Buildings
Shore Street
Gourock



Provost lamp post
Shore Street
Gourock



Gamble Halls
Shore Street
Gourock



Pavilion
Gourock Park
Gourock



Dardanelles Memorial
Window
Watt Institution
Greenock



INVERCLYDE'S HISTORICAL LINKS TO SLAVERY AUDIT

JAMES WATT

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
James Watt		Greenock	<p>(Source: Mullen, Dr S and Newman, Prof S (2018), <i>Slavery, abolition and the University of Glasgow: report and Steering Committee</i>. James Watt's family were heavily involved in transatlantic commerce, including on occasion trading enslaved persons in Greenock. His father, James Watt Senior, was a transatlantic merchant in Greenock trading in sugar and tobacco with factors in North America and the Caribbean, at least from 1733-1771. James Watt's brother, John, worked in the father's business and branched out in slave trading. On 17 March 1762, Walter McAdam 'received from John Watt a Black boy which I promise to deliver to Mr John Warrant Mercht in Glasgow.' The enslaved boy was named Frederick...and he was delivered to the Saltmarket in Glasgow, to be forwarded to Lady Spynie at Brodie house as the property of James Brodie of Spynie." James Watt Senior supported his son (James Watt) through his apprenticeship in London, although he did not leave a will and it is impossible to ascertain how much was bequeathed to his son. James Watt himself profited from the ancillary commerce surrounding the West India trades in Great Britain: 1. acted as an agent for his father. 2. Was a major shareholder in Delftfield pottery firm (early nineteenth century shipments of delft left the Clyde destined for, amongst other places, Antigua, Trinidad, Jamaica and Grenada, islands with large contingents of resident Scottish planters). 3. Between 1800-1830, Caribbean planters were the main overseas customers of the Boulton-Watt steam engine, a new technology using steam power for the milling of sugar cane and the boiling of sugar syrup.</p>	James Watt and Slavery in Scotland – History Workshop	1736-1819

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
Watt Institution	Council Building	Greenock	As above		1736-1819
James Watt Dock	Commercial Facility	Greenock	As above		1736-1819
James Watt Building/Memorial	Council Building	Greenock	As above		1736-1819
Watt Library	Council Building	Greenock	As above		1736-1819
Watt Hall	Council Building	Greenock	As above		1736-1819
Watt Artwork & Trail	Site Specific Artworks	Greenock	As above		1736-1819
Watt Marble Monument WI	Council Building	Greenock	As above		1736-1819
Watt branding (Heritage Quarter)	Branding	Greenock	As above		1736-1819
James Watt Way	Street Name	Greenock	As above		1736-1819

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
Watt Street	Street Name	Greenock	As above		1736-1819
Watt Institution collections	Council Building	Greenock	Direct & indirect links to the wealth generated by the sugar trade		1736-1819
James Watt Dock	Semi Derelict Historic Industrial Building	Greenock	General maritime sheds used to store sugar circa 1950s +		1736-1819
James Watt Dock	Housing Development	Greenock	New modern housing development		1736-1819

GOUROCK COAT OF ARMS

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
Gourock Coat of Arms		Gourock / Darroch Family	<p>The coat of arms has a section that celebrates the Darroch family who made a fortune in Jamaica - appears to depict a slave holding a dagger - there were attempts to change the emblem - it was granted in 1954 and based on 19th century Burgh sea. The Gourock coat of arms features the crest granted in 1794 to Duncan Darroch, after he became wealthy during "twenty years in the mercantile line at Kingston in Jamaica", and bought the Gourock estate in 1784. He allegedly "made his money from slave plantations". Colin Milne – The History of Gourock 1858-1958 – says "The West Indian connection is reflected in the Darroch crest, a 'demi-negro, proper, stabbing himself in the breast with a dagger in his dexter hand.' During a rising, rebel slaves had abducted the daughter of Duncan Darroch's manager. An expedition was organised, and when Duncan Darroch came up with the leader, the latter, seeing that resistance was useless, stabbed himself in the breast with a dagger." Burke's General Armory (1842) says "Crest—A demi Negro, holding in the dexter hand a dagger ppr. Supporters—Two alligators ppr.". The crest and alligators can be seen on the tower of Old Gourock (and Ashton) Church, facing Church Street. (there are apparently no alligators on Jamaica, so perhaps they should be crocodiles) A relief of Gourock's coat of arms is carved above the doorway of the Municipal Buildings at 122 Shore Street. They feature on a plaque above the King Street entrance to the Gamble Halls, and on the glass panes of a provost's lamp outside the main entrance at the corner of Shore Street, and also on a plaque on the changing room building at George Road. In these, the demi-negro holds the dagger rather than stabbing himself. Related sites: Darroch mausoleum and site of Gourock House in Gourock park, stone tower on Tower Hill. Questions remain - there is no mention of the slave rebellion before Milne's book and he does not provide a reference for the story so the source material is unknown and the validity of the story questionable.</p>		
Watt Institution	Council Building	Greenock	Stained glass window installed in the Watt Institution by the Dardanelles Memorial Fund - Gourock Coat of Arms (amongst other coats of arms) represented on the window.		2019

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
Gamble Halls	Building	Gourock	Gourock - above entrance - coat of arms		
Gourock House	Private Domestic Residence, demolished in 1947	Gourock	The house of the Darroch family, stood on the site of Gourock Park.		1784-1947
Darroch Drive	Street Name	Gourock	Named after Darroch family		
Watt Institution	Museum & Archive	Greenock	Gourock coat of arms depicted on several artefacts within the collection.		
Darroch Park	Place	Gourock	Also known as Gourock Park.		
Darroch Family Mausoleum	Mausoleum	Gourock	Duncan Darroch		19th century-1913

STREET NAMES

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
Ardgowan St	Street Name	Greenock	Shaw Stewart Family		
Ardgowan Road	Street Name	Greenock	Shaw Stewart Family		
Ardgowan Place	Street Name	Greenock	Shaw Stewart Family		
Nicolson Street	Street Name	Greenock	Shaw Stewart Family		
Shaw Place	Street Name	Greenock	Sir Michael Shaw Stewart - MP for Lanarkshire - had property in the area and West Indian interests by marriage - supported the West Indian interests in Parliament		1766-1825
West Stewart St	Street Name	Greenock	Sir Michael Shaw Stewart - MP for Lanarkshire - had property in the area and West Indian interests by marriage - supported the West Indian interests in Parliament		1766-1825
West Shaw St	Street Name	Greenock	Sir Michael Shaw Stewart - MP for Lanarkshire - had property in the area and West Indian interests by marriage - supported the West Indian interests in Parliament		1766-1825
East Shaw St	Street Name	Greenock	Sir Michael Shaw Stewart - MP for Lanarkshire - had property in the area and West Indian interests by marriage - supported the West Indian interests in Parliament		1766-1825

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
Montgomerie St	Street Name	Port Glasgow	Port Glasgow - Named after Peter Montgomerie slave owner		
Bentinck Street	Street Name	Greenock	Named after William Henry Cavendish Bentinck 3rd Duke of Portland and PM of GB		
Roxburgh St	Street Name	Greenock	Named after sugar estate in Tobago and site of refinery built in 1832 by Hugh Hutton & Co		1832-1896
Sugarhouse Lane	Street Name	Greenock	Site of the first refinery built by Mark Kuhl in 1765 and 2nd refinery built by Alex Currie & co in 1788		
Main Street	Street Name	Greenock	Cartsdyke - site of small refinery built by Matthew Park - burnt down within a year.		1847-1848
Madeira St	Street Name	Greenock	Named after island that the merchants of Greenock traded with		
Inverkip Street	Street Name	Greenock	Site of Ferguson & Co refinery opened 1847 - taken over by John Walker & Co 1868		1847 -
Jamaica Street	Street Name	Greenock	Many local merchants had plantations in Jamaica		1750 - 1900
Virginia Street	Street Name	Greenock	Named after area for tobacco plantations		

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
Tobago Street	Street Name	Greenock	Named after area of sugar plantations		
Princes Street	Street Name	Greenock	Site of John Walker & Co sugar refinery opened in 1846 - burnt down 3 times		
Antigua Street	Street Name	Greenock	Named after area of sugar plantations		
Baker St	Street Name	Greenock	Site of sugar refinery 1831-1851		1831-1851
Togo Place	Street Name	Greenock	Named after area of sugar plantations		
Jamaica Lane	Street Name	Greenock	Named after area of sugar plantations		
Bogle Street	Street Name	Greenock	Site of the 3rd refinery built in Greenock owned by Robert McFie & Sons		1802-1854
Esplanade	Street Name	Greenock	Homes of people who benefitted from the trade in enslaved people.		
Cathcart Street	Street Name	Greenock	Site of the Greenock Sugar Exchange		

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
Ingleson Street	Street Name	Greenock	Site of refinery - Paul, Sword & Co - later became Orchard Sugar Refining co		1864 - tbc
Chapel Street	Street Name	Greenock	Site of Ballantine, Adam & Rowans refinery		1858-tbc
Drumfrochar Road	Street Name	Greenock	Site of refinery - Neill, Dempster & Neill		1868-tbc
Baker Street	Street Name	Greenock	Site of refinery by Deer Park Co - converted an old mill. Destroyed by fire then taken over by the Aluminium Co		1864-1868
Drumfrochar Road	Street Name	Greenock	Old cotton mill converted to Clyde Refining Co by Cowan, Oliphnat & Livingston		1873-1899
Crescent Street	Street Name	Greenock	Site of first fire proof refinery by (Crescent St Ref) Wrede & Co - then became Cartsburn Refining Co then Aitken & Stewart		tbc-1899
Baker Street	Street Name	Greenock	Site of Pattens & Co refinery		1848-tbc
Lynedoch St	Street Name	Greenock	Site of Anderson, Orr & co refinery - became Berryfields - later sold to Brewers Sugar Co which became Westburn Sugar refineries		1852-tbc
Fairrie Street	Street Name	Greenock	Possibly named after Fairrie family - James Fairrie & Co established a sugar refinery in Greenock in 1799 (1809?) at Cartsdylke Bridge some sons emigrated to the West Indies and became planters		1799

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
Sir Michael Street	Street Name	Greenock	Named after Sir Michael Shaw Stewart - MP for Lanarkshire - had property in the area and West Indian interests by marriage - supported the West Indian interests in Parliament		
Farquhar Road	Street Name	Port Glasgow	Possibly named after Robert Farquhar - claimed compensation for enslaved people in Antigua and Grenada		
Montgomerie Street	Street Name	Port Glasgow	Possibly named after Peter Montgomerie - trustee of claimant Robert Montgomerie		
East Crawford Street	Street Name	Greenock	Possibly named for Marion/Agnew/Arabella Crawford		1823-60
Tasker Street	Street Name	Greenock	Named for James & Patrick Tasker - James was awarded compensation for enslaved persons on Caribbean estates, lived on Union Street in 1840 - Patrick Tasker Merchant & Office holder Canada 1779-1845 - Tasker St Greenock		
Leitch Street	Street Name	Greenock	Possibly named for William Leitch - opened refinery at Clarence Street, Glebe in 1812		
Baker Street	Street Name	Greenock	Old log wood mill converted into refinery but burnt down within a year		1858

ABRAM LYLE

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
Abram Lyle		Greenock	<p>Neither Henry Tate nor Abram Lyle were born when the British slave trade was abolished in 1807. Henry Tate was 14 years old when the Act for the abolition of slavery was passed in 1833; Abram Lyle was 12. By definition, neither was a slave-owner; nor have we found any evidence of their families or partners owning enslaved people.</p> <p>However, we believe the firms founded by the two men, which later combined as Tate & Lyle, do connect to slavery in less direct but fundamental ways. First, the sugar industry on which both the Tate and the Lyle firms (the two merged in 1921) were built in the 19th century was itself absolutely constructed on the foundation of slavery in the 17th and 18th centuries, both in supply and in demand. Without slavery, the British sugar industry and the wider Atlantic sugar industry would not have existed in the form and on the scale they did. Henry Tate's career began as an apprentice to a dry goods merchant; Abram Lyle's father was a cooper in Glasgow whose firm Abram Lyle joined. Both these precursor businesses were closely connected to slave-grown sugar, which formed the basis for developing the consumer market served by dry goods merchants and for fostering supporting industries such as cooperage that furnished the casks for transportation of sugar and rum. Throughout the period of slavery, sugar grown in the British colonies had been brought into Britain at lower tariffs than sugar from foreign producers, thus protecting British slave-owners from foreign competition in the domestic market.</p> <p>Secondly, after the end of Britain's own slave-economy, Britain's sugar, including sugar for the Tate and Lyle companies, continued to come mainly from the Caribbean and South America. We do not know whether either sourced raw sugar from the slave-states of Cuba and Brazil which, after the equalisation of sugar-duties beginning in 1846, had become competitive suppliers to the British market and which remained slave-economies. Raw sugar imported from the British Caribbean by the Tate or Lyle companies in the post-slavery era would have been from estates established under slavery but worked at that point by wage-labourers and, in the case of British Guiana and Trinidad, by indentured labour, a system which lasted into the early 20th century. The monoculture of sugar, and the land-ownership and labour practices</p>	<p>www.tate.org.uk/about-us/history-tate/tate-galleries-and-slavery</p>	1820-1891

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
			implemented by British firms that dominated the industry in the British colonies in the second half of the 19th century and most of the 20th century, contributed to the progressive under-development and impoverishment of the Caribbean.		
Lyle Fountain	Historic Structure	Greenock	As above		1820-1891
Lyle Hill	Historic Landscape	Greenock	As above		1820-1891
Lyle Road	Street Name	Gourock	As above		1820-1891
Lyle Street	Street Name	Greenock	As above		1820-1891
Lyle Place	Street Name	Greenock	As above		1820-1891
Lyle Grove	Street Name	Greenock	As above		1820-1891
Tate & Lyle Sugar Refinery	Place	Greenock	Westburn Refinery Lynedoch Street - 1896 Berryard's Refinery		1820-1891
Lyle Buildings	Place	Kilmacolm	Kilmacolm		1820-1891

ABOLITIONISTS

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
Olaudah Equiano	Abolitionist	Greenock	Former slave, writer and abolitionist visited Greenock in 1792 (30th Jan 1792)	Olaudah Equiano – Scotland and Atlantic Slavery (wordpress.com)	1745-1797
Frederick Douglass	Abolitionist	Greenock	From 'Frederick Douglass in Greenock – Colin S MacDonald', Douglass campaigned against slavery on 10 April 1846 at the church at the corner of Patrick Street and Grey Place in Greenock, now used by H G Pyper as a furniture showroom, on 21 September 1846 at a "very large church" which may have been the Mid Kirk, and on 23 January 1860 in Greenock Town Hall. The Grey Place church is just across Aldi's car park from the Glebe Sugar Refinery building where a refinery had been founded in 1831. Abram Lyle took up sugar refining there in 1865 (with four partners) and rebuilt the refinery. Spoke in New Town Hall on 23rd Jan 1860 (GT 24th Jan 1860)	Scotland - Frederick Douglass in Britain and Ireland	1817-1895
Samuel Ringgold Ward	Abolitionist	Greenock	Samuel Ringgold Ward visited Greenock (1853 or 1855) and had great hopes for an anti-slavery society set up then, led by Mrs Hepburn with "untiring energy", and associated with "so many of the truly pious and benevolent of that beautiful town".	African American Activists in Scotland. Samuel Ringgold Ward. Struggles for Liberty. National Library of Scotland (nls.uk)	1817-1866
Rev Josiah Henson	Abolitionist	Greenock	(Insp for Uncle Tom in UTC) gave a lecture in G Town Hall in 29th March 1877. Former slave, abolitionist, Methodist minister, author and officer in Canadian army. (GT 23rd March 1877)	Josiah Henson National Library of Scotland (nls.uk)	1781-1883
Amanda Berry Smith	Abolitionist	Greenock	Toured Scotland - exact connection to Greenock to be confirmed	African American Activists in Scotland. Amanda Berry Smith. Struggles for Liberty. National Library of Scotland (nls.uk)	1837-1915
McGregor Laird	Commercial / Abolitionist	Greenock	Born on Greenock he worked in Africa to develop trade and raise living standards as a means to defeat the trade in enslaved peoples.	Macgregor Laird - Wikipedia	1808-1861

ROBERT BURNS

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
Robert Burns			Robert Burns (1759–1796), the celebrated ploughman poet, is lauded for the humour and earthy realism of his poems that raised the status of the Scots dialect and showed new respect for the rural poor in Scotland. He is a Scottish cultural icon and a national obsession. Many public monuments were erected in his honour in the nineteenth century, often through public subscription, with vast crowds attending unveilings. The first Burns Supper was held in Greenock in 1802 (only six years after his death), Burns Clubs were founded across the country and many Scottish streets were named after him. However, few will know that this poet celebrity, who railed against oppression in Scotland and wrote 'The Slave's Lament' (1792), once intended to emigrate to Jamaica to work as a bookkeeper on a sugar plantation that made its money from the labour of enslaved African people.	www.scotland.org/features/robert-burns-and-slavery	1759-1796
Burns Road	Street Name	Robert Burns	As above		1759-1796
Burns Square	Street Name	Robert Burns	As above		1759-1796
Burns Club	Organisation / Tourist Attraction	Robert Burns	As above		1759-1796

ROBERT WALLACE

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
Robert Wallace			<p>Merchant (partner in Wallace, Hunter, q.v.) and MP, son of the West India merchant John Wallace (of Cessnock and then of Kelly) and brother of the soldier Sir James Maxwell Wallace (q.v.), and owner of the Cessnock and Glasgow estates in western Jamaica (owned or co-mortgaged five plantations in Jamaica with a combined total of over 500 slaves).</p> <p>Second son of John Wallace (1712-1805) of Cessnock and Kelly and his third wife Janet, daughter of Robert Colquhoun of St Kitts. His father was a merchant in Glasgow, who amassed a large fortune in the West Indies and became proprietor of several large estates. 'By his father's will Robert Wallace received the estate of Kelly and part of the West Indian property.' He married Margaret, daughter of Sir William Forbes of Craigievar; they had no children. 'A devoted Whig', first MP for Greenock under the Act (until 1846). Law and postal reformer. 'In 1846 Wallace became embarrassed financially by the depreciation in value of some of his West Indian estates and deemed it prudent to resign his seat in Parliament. The estate of Kelly was sold, and Wallace lived in retirement at Seafield Cottage, Greenock. After his resignation a liberal public subscription was made for him, which proved an annuity of £500 p.a. Wallace died at Seafield on 1 April 1855.</p> <p>Described in the eye witness accounts of Joseph Sturge and Thomas Harvey in The West Indies in 1837, Wallace's plantations were: "Worse than any property in the parish ... we are strongly impressed with the conviction, that there are no estates more oppressively or even cruelly managed, than those of many liberal, humane and even religious proprietors resident in England."</p>	<p>www.ucl.ac.uk/lbs/person/view/19150</p>	1773-1855
Seafield Cottage	Private Domestic Residence	Greenock	Retirement home of Robert Wallace slave owner.		1773-1855
Wallace Street	Street Name	Greenock	Greenock - possibly named after Robert Wallace slave owner		1773-1855

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
Wallace Place	Street name/building	Greenock	Greenock - possibly named after Robert Wallace slave owner		
Wallace Street	Street Name	Port Glasgow	Port Glasgow - possibly named after Robert Wallace slave owner.		1773-1855
Robert Wallace Memorial	Place	Greenock	Greenock Cemetery - Memorial / Grave to Robert Wallace		1773-1855

PLACES

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
Kempock	Private Residence	Gourock	Archibald Graham Laing - lived in Kempock - claimed compensation for enslaved persons in Jamaica	Summary of Individual Legacies of British Slavery (ucl.ac.uk)	1836
Mansion House	Private Domestic Residence	Greenock	Agnew and May/Marjory Crawford - Claimed compensation for enslaved persons in Jamaica - Marjory died in Mansion house in Greenock in 1823	www.ucl.ac.uk/lbs/person/view/1339661395	d.1856
Duchal House	Private Domestic Residence	Kilmacolm	Alexander and Boyd Porterfield - According to the UCL database, Alexander built Duchal House in 1710, before he inherited and had a share in a Jamaican estate in 1735 - Boyd Porterfield of Duchal was part owner of this Jamaican estate and built the east wing of the house, other accounts say that the house was built in 1768	www.ucl.ac.uk/lbs/person/view/2146650419	1783-1867
Bellevue House	Private Domestic Residence	Greenock	John McFarquhar - Claimed compensation for enslaved people in Guiana.	Summary of Individual Legacies of British Slavery (ucl.ac.uk)	Decade after 1830s
Kelly Estate	Private Domestic Residence	Wemyss Bay	John Wallace, who made his fortune in Jamaica, bought the estate. Kelly House at Wemyss Bay was bought in 1867 by James Young, inventor of paraffin, a friend of David Livingstone. After the explorer's death, his servants the freed slave Chuma and Susi were funded by Young to visit Kelly. They made replicas of the "kilanda" they had made to carry Livingstone, and the grass hut they had built for him.	Wemyss Bay, Kelly House Canmore	1777-1834
Well Park	Place	Greenock	Home of the Shaws	Greenock, Mansion House Canmore	tbc-1756
Virginia Quay	Place	Greenock	Named after area famed for tobacco plantations		

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
Jamaica Apartments	Residential	Greenock	Residential block of flats		
Ardgowan Estate	Place	Inverkip	Home of the Shaw Stewarts	Ardgowan House Canmore	1200-Present
Inverkip Cemetery	Place	Inverkip	Burial vault of the Shaw Stewarts		1796-tbc
Tobacco Warehouse	Place	Greenock	Late 19th century Clarence St Greenock	Tobacco Warehouse (Former), 5-7, Clarence Street, Greenock Buildings at Risk Register	c1875-1900
Greenock	Place	Greenock	Town owed its prosperity in large part during the 18th & 19th centuries to the sugar trade which was totally dependent on the import of raw sugar from the forced labour of enslaved peoples in the Caribbean, USA & south America		
Port Glasgow	Place	Port Glasgow	Town owed its prosperity in large part during the 18th & 19th centuries to the tobacco trade which was totally dependent on the import of raw tobacco from the forced labour of enslaved peoples in the Caribbean, USA & South America.		
Kilmacolm	Place	Kilmacolm	Ties with plantation owners - Porterfields		
Inverkip Cemetery	Place	Inverkip	Burial vault of the Shaw Stewarts		
Gourock Rope Works	Building	Gourock / Port Glasgow	Investors such as Colin Campbell made their money from sugar plantations in the Caribbean	Port Glasgow, Gourock Ropeworks Canmore	1700-Present

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
Jamaica Court	Building	Greenock	Named after area of sugar plantations		
Jamaica House	Building	Greenock	Named after area of sugar plantations		
Glebe Building	Building	Greenock	Sugar Refinery founded 1831 by Thomas Young & Co at Ker Street Greenock	Glebe Sugar Refinery, Ker Street, Greenock Buildings at Risk Register	1831
Custom House	Building	Greenock	Maritime heart of Greenock	Greenock, Custom House Place, Custom House Canmore	1818-2010

PEOPLE

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
Sir Michael Shaw Stewart 6th	Person	Inverkip	MP for Lanarkshire - had property in the area and West Indian interests by marriage - supported the West Indian interests in Parliament	https://www.ucl.ac.uk/lbs/person/view/2146636353	1788-1836
Sir Michael Shaw Stewart 5th	Person	Inverkip	Plantation owner - Tobago Roxburgh, claim 2nd May 1836, 143 Enslaved, £2998 8s 8d, enslaved persons registered by James Kirk, manager, in 1834; in 1819 the enslaved people had been registered by Philip McKenna attorney for Sir Michael Shaw Stewart.	Summary of Individual Legacies of British Slavery (ucl.ac.uk)	1766-1825
Sir John Shaw Stewart 4th	Person	Inverkip	Plantation owner - Roxburgh	Summary of Individual Legacies of British Slavery (ucl.ac.uk)	1739-1812
Sir Michael Shaw Stewart 3rd	Person	Inverkip	Plantation owner - Roxburgh	Summary of Individual Legacies of British Slavery (ucl.ac.uk)	-1796
Archibald Stewart	Person	Inverkip/Tobago	Son of SirMSS3rd - Archibald Stewart purchased Queens Bay division (St Paul parish) Lot no. 18 (200 acres) 05/06/1770. By 1773 he owned both this Lot and Queens Bay division (St Paul parish) Lot no. 5 (500 acres), originally purchased by D. Mill and A. Young 19/03/1767. The two Lots became the Roxborough estate, which he released to his brother Sir Michael Stewart in 1775.	Summary of Individual Legacies of British Slavery (ucl.ac.uk)	-1779
Alexander Ferrier	Person	Gourock	Was in Gourock in 1830, possessed plantations in Surinam	www.ucl.ac.uk/lbs/person/view/21466646371	1841
Marion Crawford	Person	Greenock	Unsuccessful claimant for compensation for enslaved persons; noted as 'Spinster of Greenock' in UCL database - was the sister of Agnew Crawford	www.ucl.ac.uk/lbs/person/view/721753923	1834
James Hunter	Person	Greenock	Claimed compensation for enslaved persons in Jamaica, noted as the likely son of Greenock merchant James Hunter	www.ucl.ac.uk/lbs/person/view/43138	1834

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
John Martin	Person	Greenock	Claimed compensation for enslaved persons in Jamaica, saying money and slaves were bequeathed by a relative in Jamaica to his mother, he is noted in the UCL database as 'Merchant and possibly sugar-refiner of Greenock'	www.ucl.ac.uk/lbs/person/view/2146651939	d.1817
Arthur Oughterson Senior	Person	Greenock/Barbados	From Greenock, owned a plantation in St Michael in Barbados	Summary of Individual Legacies of British Slavery (ucl.ac.uk)	d.1813-15
Dugald Malcolm Ruthven	Person	Greenock/Jamaica	Merchant in Greenock and Jamaica, presumably involved in plantations	Summary of Individual Legacies of British Slavery (ucl.ac.uk)	18th and 19th centuries
Fairrie Family		Greenock	James Fairrie & Co established a sugar refinery in Greenock in 1799 (1809?) at Cartsdye Bridge some sons emigrated to the West Indies and became planters	www.ucl.ac.uk/lbs/person/view/44527	1807 (inherited)
James & Patrick Tasker	Person	Greenock	James was awarded compensation for enslaved persons on Caribbean estates, lived on Union Street in 1840 - Patrick Tasker Merchant & Office holder Canada 1779-1845 - Tasker St Greenock	www.ucl.ac.uk/lbs/person/view/43765	1783-1867 & 1823-1860
Robert Farquhar	Person	Port Glasgow	Claimed compensation for enslaved people in Antigua and Grenada	www.ucl.ac.uk/lbs/person/view/11426	1755-1836
Peter Montgomerie	Person	Port Glasgow	Trustee of claimant Robert Montgomerie	www.ucl.ac.uk/lbs/person/view/28688	1792
Agnew Crawford	Person	Greenock	Agnew and May/Marjory Crawford - Claimed compensation for enslaved persons in Jamaica - Marjory died in Mansion house in Greenock in 1823	www.ucl.ac.uk/lbs/person/view/1339661395	-1834
Arabella Crawford	Person	Greenock	Unsuccessful claimant for compensation for enslaved persons, noted as 'Spinster of Greenock' in UCL database - was the sister of Agnew Crawford	www.ucl.ac.uk/lbs/person/view/64614282	d1840

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
John Mcfarquhar	Person	Greenock	Claimed compensation for the enslaved people on Plantation Johanna in British Guiana. Comp awarded to partners of John Campbell Sen. Of Glasgow - 'they having withdrawn their counterclaim and the claimant having assigned to them the compensation in payment of their debt.	www.ucl.ac.uk/lbs/person/view/21466630945	d1842
Patrick Maxwell Stewart	Person	Greenock/Inverkip/Tobago	London merchant (under his own name) and MP, son of Sir Michael Shaw Stewart the 5th bart., and brother of the 6th. Agent for Tobago in the 1830s; prominent member of the West India Committee. Invested in Greenock Shaws Water & Railways	Summary of Individual Legacies of British Slavery (ucl.ac.uk)	1795-1846
Alexander Fairley Harrower	Person	Port Glasgow	Merchant in Demerara in 1826 - registered 51 enslaved people, 47 male and 4 female - but based in PG for a while where he died in October 1842	Port Glasgow – Scotland and Atlantic Slavery (wordpress.com)	1673-1743
Alexander Porterfield of Porterfield	Person	Jamaica	Grand Vale Estate Jamaica	www.ucl.ac.uk/lbs/person/view/2146650419	d1795
Boyd Porterfield of Duchal	Person	Jamaica	Grand Vale Estate Jamaica	www.ucl.ac.uk/lbs/person/view/2146650421	d1802
Archibald Campbell of Inverawe	Person	Port Glasgow	West Indies Merchant. Rented Finlaystone House circa 1802	www.ucl.ac.uk/lbs/person/view/2146660319	1799-1863
Robert Cunninghame Cuninghame Graham	Person	Port Glasgow	Finlaystone	www.ucl.ac.uk/lbs/person/view/10520	1775-1852
Elizabeth Martin	Person	Greenock	Inherited The Deanery and Long Bay Jamaica from John Scott. 140 enslaved	www.ucl.ac.uk/lbs/person/view/14717	1801-1875
William Kidd	Person	Greenock	Pirate/Privateer - born in Greenock - executed in London. Settled in NYC in 1691 and had interests in cotton and tobacco trades with Britain. A reference to a William Kidd who made a reparation claim in 1837 has no details so are two being confused?	https://www.undiscoveredscotland.co.uk/usbiodgraphy/k/williamkidd.html www.ucl.ac.uk/lbs/person/view/10520	1655-1701

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
William Leitch	Person	Greenock	Opened refinery at Clarence Street, Glebe in 1812		1812-1847
John Lindsay	Person	Greenock	Traded in dried fish - herring - to the plantations as a main source of food for the enslaved.		c1770s
Buchannan & Co	Company	Greenock	Traded in dried fish - herring - to the plantations as a main source of food for the enslaved.		c1770s
Blair, Reid & Steele	Person	Greenock	Opened Ingleston refinery in 1847		1847-1882
Spiers & Wrede	Person	Greenock	Cappielow Refinery built in 1833		1833-1877
George Dale	Person	Jamaica / Greenock	George Dale of Edinburgh, written in 1790. Captured in Africa as a child and sold into slavery in Jamaica, as Dale expressed it, "like so many swine", he was later bought by a Mr McNicoll. Dale travelled on a ship to Greenock with his new owner, but when they landed McNicoll said he had no further use for him. With injuries sustained during his life of slavery and no means to support himself, Dale "betook himself to carry some trifling things in a box, about the streets, and working at mills	lbsscotland2.pdf (ucl.ac.uk)	c1760s
AAnderson	Person	Greenock	Took over Cappielow Refinery and ran in till 1877		1833-1877
John Wallace	Person	Greenock	Merchant of Greenock. The merchant John Wallace of Cessnock and Kelly, owner of estates and slaves on Jamaica, bought the lands of Kelly in 1792, and built Kelly House mansion: its site is now occupied by lodges at 'Argyll View', Wemyss Bay Holiday Park. In 1803 his son Robert Wallace inherited Jamaican estates, and Kelly Estate which he extended and planned as a resort. He became Greenock's first MP (1832 Reform Act) and helped introduce the penny post. With the Slavery Abolition Act 1833, owners were	Summary of Individual Legacies of British Slavery (ucl.ac.uk)	1712-1805

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
			compensated and slaves became "apprentices". Sturge and Harvey's 'The West Indies in 1837' reported how this worsened working conditions, with one of Wallace's estates particularly bad example, though he could have been "kept in ignorance" of this cruelty. After full emancipation in 1838, former slaves grew their own food crops rather than work on the estates. In 1846 Wallace's estates were devalued. He resigned as MP, and sold the Kelly Estate.		
Daniel King	Person	Port Glasgow & Tobago	Owned a half share in Sherwood Park estate in Tobago. The compensation for the enslaved people on this estate was shared between his three daughters, one of whom, Celia, married Andrew Scott at Port Glasgow in 1821	lbsscotland2.pdf (ucl.ac.uk)	c1800
James (Paraffin) Young	Person	Wemyss Bay	Kelly Estate (now Wemyss Bay Holiday Park) was a prominent abolitionist, known for supporting Livingstone's work to end the East African slave trade (through Zanzibar) which lasted into the late 19th century. In announcing a 2011 plaque, the Royal Society of Chemistry described Young as an anti-slavery campaigner who continued to finance the anti-slavery movement after Livingstone had died.	RSC honours forgotten Scottish scientific hero	-1876
Jamie Montgomerie	Person	Virginia & Port Glasgow	Jamie Montgomerie was taken by his owner, Robert Shedden, a Virginian planter, to be trained as a carpenter. When he refused to return to Virginia he was forcibly taken to Port Glasgow to be shipped back. Montgomerie escaped to Edinburgh, where Shedden placed adverts in local papers appealing for his capture. Montgomerie was apprehended and held in the Old Tolbooth Gaol. Though he sued for his freedom, he died in 1757 before the case could be heard	lbsscotland2.pdf (ucl.ac.uk)	c1750s
Archibald Graham Laing	Person	Gourock	Archibald Graham Laing - lived in Kempock - claimed compensation for enslaved persons in Jamaica	Summary of Individual Legacies of British Slavery (ucl.ac.uk)	c1836
Neil & Dempster	Person	Greenock	Built refinery near Dellingburn Reservoir - destroyed by fire		1853-1865

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
Darroch Family	Person	Gourock	<p>The coat of arms has a section that celebrates the Darroch family who made a fortune in Jamaica - appears to depict a slave holding a dagger - there were attempts to change the emblem - it was granted in 1954 and based on 19th century Burgh sea. The Gourock coat of arms features the crest granted in 1794 to Duncan Darroch, after he became wealthy during "twenty years in the mercantile line at Kingston in Jamaica", and bought the Gourock estate in 1784. He allegedly "made his money from slave plantations". Colin Milne – The History of Gourock 1858-1958 – says "The West Indian connection is reflected in the Darroch crest, a 'demi-negro, proper, stabbing himself in the breast with a dagger in his dexter hand.' During a rising, rebel slaves had abducted the daughter of Duncan Darroch's manager. An expedition was organised, and when Duncan Darroch came up with the leader, the latter, seeing that resistance was useless, stabbed himself in the breast with a dagger." Burke's General Armory (1842) says "Crest—A demi Negro, holding in the dexter hand a dagger ppr. Supporters—Two alligators ppr.". The crest and alligators can be seen on the tower of Old Gourock (and Ashton) Church, facing Church Street. (there are apparently no alligators on Jamaica, so perhaps they should be crocodiles) A relief of Gourock's coat of arms is carved above the doorway of the Municipal Buildings at 122 Shore Street. They feature on a plaque above the King Street entrance to the Gamble Halls, and on the glass panes of a provost's lamp outside the main entrance at the corner of Shore Street, and also on a plaque on the changing room building at George Road. In these, the demi-negro holds the dagger rather than stabbing himself. Related sites: Darroch mausoleum and site of Gourock House in Gourock park, stone tower on Tower Hill. Questions remain - there is no mention of the slave rebellion before Milne's book and he does not provide a reference for the story so the source material is unknown and the validity of the story questionable.</p>	Clan Darroch - Wikipedia	1790s

EVENTS

Location / Name / Event	Typology / Ownership	Associated Person / Place	Context / Comments	Reference	Associated Date
Hanover (Ship)	Commercial	Port Glasgow	PG Built ship sent to West Africa to trade in enslaved peoples - extensive records of its journey- acquired 134 enslaved peoples from Nigeria but by time reached Barbados only 87 still alive - called 'sheep' in records.	Slavery - Port Glasgow's Forgotten History	1719
Loyalty (Ship)	Commercial	Port Glasgow	PG Built ship sent to West Africa to trade in enslaved peoples - unsuccessful journey returned home empty after being attacked by pirates	Slavery - Port Glasgow's Forgotten History	1719

Report To:	Education & Communities Committee	Date:	25 January 2022
Report By:	Corporate Director Education, Communities & Organisational Development	Report No:	EDUCOM/13/22/RB
Contact Officer:	Ruth Binks	Contact No:	01475 712748
Subject:	Update on Swimming for Under 16s and Gym Membership		

1.0 PURPOSE

- 1.1 The purpose of this report is to provide proposals for the provision of free or subsidised swimming for the year 2022/2023 and to give an update on a pilot for gym membership.

2.0 SUMMARY

- 2.1 At the meeting on Tuesday 19 January 2021 the Education and Communities Committee considered options for providing free swimming for under 16s, following a decision of the Council in December 2020 to agree, as part of the budget process, a saving of £100,000 from the £180,000 budget. The proposals in the paper considered by the Committee in January 2021 are outlined in section 4.2. Option 3 was the option recommended by the CMT.
- 2.2 The Committee asked that consideration be continued to the March Committee for a further detailed report providing further detail and financial implications relative to (1) the possible provision of the extra £27,000 being allocated from the Under 19s Sports Subsidy rather than the GTVO (2) the proposal comprising the following:
- (a) that Inverclyde Leisure be paid for each swim rather than a set annual sum;
 - (b) that under 11s swim be continued on the same basis;
 - (c) that children 11 to under 16 be able to access free swimming with the presentation of a Young Scot Card to enable customer information to be gathered;
 - (d) that the remaining budget be allocated from COVID funding for the period 2021/22; and that a report be brought back to a future Committee providing information on customers using swims who were entitled to free school meals.
- 2.3 A report was taken back to the March 2021 Education and Communities Committee with the following proposals:
- That the Committee asks the Council as part of the 2021/23 Budget consideration to defer the saving until March 2022;
 - That during the year 2021/22 Inverclyde Leisure be paid for each swim rather than a set annual sum;
 - That in order to access a subsidised swim young people under 16 register free of charge for an Under 16 residents' swim card. This card will be provided by Inverclyde Leisure and will ask for proof of address and an agreement that data can be shared with the Council. This method is thought to be the most pragmatic approach. The Young Scot Card would be too costly to link with the IL database already in place and the Council and IL would not be able to monitor data of usage. The Under 16 residents' swim card would entitle users to a free swim during the year April 2021 to end of March 2022; and
 - That a report is submitted to a future Committee to consider how the allocated £80,000 per annum to subsidise swimming is implemented

2.4 Because of the software required and the capacity of any option to use cards to support subsidised swimming will not be in place by March 2022. In order to achieve the saving then the Education and Communities Committee is asked to reconsider the options in section 4.2 of this paper and to reach a conclusion at the January 2022 Committee with option 3 as outlined in paragraph 4.2.3 being the recommended proposal.

This proposed option gives the following:

- Every term time swim subsidised by an additional £2 (giving a cost of £2.60 per swim for under 16s)
- A 2 hour slot for free swimming on Saturday and Sunday from 9 a.m. – 11 .m.
- A further subsidy of £1 per swim during school holiday periods to give a reduced price during holiday periods of £1.60 per swim for under 16s
- Family swim packages

If the Committee does not wish to pursue option 3 at this time and wishes to continue with the scheme operated during 2021/22 then the Committee would need to consider how this would be funded. Whilst it is difficult to predict given the impact of COVID-19 on usage data, officers estimate that the cost of continuing to deliver free swimming for 2022/23 will be approximately £120,000. This leaves a budget pressure of £40,000 which could be funded from the Community Grants Fund.

2.5 In November 2021 the Education and Communities Committee also asked that it be remitted to officers to submit a report to the Members Budget Working Group on the potential for, and financial implications of, providing free access to Inverclyde Leisure gym facilities for young people. Paragraph 5.5 of this report gives an update to the Committee on a pilot linked to this proposal.

3.0 RECOMMENDATIONS

3.1 The Education and Communities Committee is asked to consider the contents of this report and:

- approve the option for subsidised swimming outlined in paragraph 4.2.3; and
- note the pilot for free gym usage

Ruth Binks
Corporate Director
Education, Communities & Organisational Development

4.0 BACKGROUND

4.1 At the meeting on Tuesday 19 January 2021 the Education and Communities Committee considered options for providing free swimming for under 16s following a decision of the Council in December 2020 to agree, as part of the budget process, a saving of £100,000 from the £180,000 budget.

4.2 The proposals in the paper considered by the committee in January are outlined below. Option 3 was the option recommended by the CMT.

4.2.1 Option 1

This option proposes to change the free swimming to holidays only and a 2 hour slot for free swimming during weekends from 9 am – 11 am.

The cost of this option is approximately £100,000. The intention would be to allocate the additional funding for the free weekend slots from the GTVO (now the Community Grants fund). This proposal means that 51% of current swims used would be free.

The advantage of this proposal is that it allows access to free swimming during the holidays and all year round at off peak times at weekends.

The disadvantage of this option is that the cost would exceed the allocated £80,000 and further funding would need to be found from elsewhere. The average cost per swim of £4.60 outwith these off peak times when families have to pay may also be prohibitive for some.

4.2.2 Option 2

This option proposes to subsidise every swim by £2 and have a 2 hour slot for free swimming on Saturday and Sunday from 9 a.m. -11 a.m. This means that the cost for an under 16 swim would be £2.60 throughout the year and the option of free swimming would be still be available every weekend between 9am and 11am. This would cost £88,000. The proposal would be to allocate the additional sum of £8,000 from GTVO (now Community Grants Fund)

The advantage of this option is that free swimming is still available at a period of time at weekends and all swims at other times are subsidised.

The disadvantage of this option is that there is still a cost for young people and families during the holiday periods.

4.2.3 Option 3

This option is similar to option 2 but allocates more money from the Community Grants Fund to further subsidise swimming during the holidays. An extra subsidy of £1 per swim during the school holidays would bring the cost of holiday swimming down to £1.60 per under 16 during the holiday period. This option would make it more affordable for families during the holiday period. This option gives the following:

- Every term time swim subsidised by £2 (giving a cost of £2.60 per swim for under 16s)
- A 2 hour slot for free swimming on Saturday and Sunday from 9 a.m. – 11 .m.
- A further subsidy of £1 per swim during school holiday periods to give a reduced price during holiday periods of £1.60 per swim for under 16s
- Family swim packages

This option could cost approximately £27,000 in addition to the £80,000 allocated to support swimming.

4.3 The Committee asked that consideration be continued to the March Committee for a further detailed report providing further detail and financial implications relative to (1) the possible provision of the extra £27,000 being allocated from the Under 19s Sports Subsidy rather than the GTVO (2) the proposal comprising the following:

- (a) that Inverclyde Leisure be paid for each swim rather than a set annual sum
- (b) that under 11s swim be continued on the same basis
- (c) that children 11 to under 16 be able to access free swimming with the presentation of a Young Scot Card to enable customer information to be gathered
- (d) that the remaining budget be allocated from COVID funding for the period 2021/22 and that a report be brought back to a future Committee providing information on customers using swims who were entitled to free school meals.

4.4 A report was taken back to the March 2021 Education and Communities Committee with the following proposals:

- That the Committee asks the Council as part of the 2021/23 Budget consideration to defer the saving until March 2022;
- That during the year 2021/22 Inverclyde Leisure be paid for each swim rather than a set annual sum;
- That in order to access a subsidised swim young people under 16 register free of charge for an Under 16 residents' swim card. This card will be provided by Inverclyde Leisure and will ask for proof of address and an agreement that data can be shared with the Council. This method is thought to be the most pragmatic approach. The Young Scot Card would be too costly to link with the IL database already in place and the Council and IL would not be able to monitor data of usage. The Under 16 residents' swim card would entitle users to a free swim during the year April 2021 to end of March 2022; and
- That a report is submitted to a future Committee to consider how the allocated £80,000 per annum to subsidise swimming is implemented.

4.5 An update report on usage was taken to the November 2021 Education and Communities Committee. This highlighted that because of COVID-19, it was difficult to give any trend analysis with confidence but that usage of the pool was broadly in line with the SIMD demographics of Inverclyde. Although the cards issued by Inverclyde Leisure have allowed the Council to better understand the usage of the pools but data from a full year's 'normal' usage will not be available until COVID-19 stops having an impact on pool numbers.

5.0 PROPOSALS

5.1 The hope is to replace the current IL free swimming cards with the new Young Scot Cards which will be issued this year to incorporate free travel for young people. It is anticipated that the new cards will be able to work with the Inverclyde Leisure booking system and although the full extent of the capabilities of the new card are not yet known, it may be possible that the cards could be pre-loaded with free or subsidised swimming sessions.

5.2 In order to achieve the agreed saving of £100k, the Education and Communities committee is asked to reconsider the options in section 4.2 of this paper and to agree option 3 as outlined in paragraph 4.2.3

- Every term time swim subsidised by £2 (giving a cost of £2.60 per swim for under 16s)
- A 2 hour slot for free swimming on Saturday and Sunday from 9 a.m. – 11 .m.
- A further subsidy of £1 per swim during school holiday periods to give a reduced price during holiday periods of £1.60 per swim for under 16s
- Family swim packages

This does not exclude further targeted work being considered if the committee wish to pursue this option and the software becomes available.

5.3 Since the March 2020 Education and Communities Committee the GTVO and Under 19 sports subsidy have now been amalgamated into the Community Grants Fund, so it is

anticipated that if members are so minded that any additional funding required would be allocated from this fund.

- 5.4 If the Committee does not wish to pursue option 3 at this time and wishes to continue the scheme operated during 2021/22 then the Committee would need to consider how this would be funded. Whilst it is difficult to predict, officers estimate that the cost of continuing to deliver free swimming for 2022/23 will be approximately £120,000. This still leaves a budget pressure of £40,000, which could be funded from the Community Grants Fund.
- 5.5 The November 2021 Education and Communities Committee also asked officers to undertake work on the financial impacts of free use of gyms for secondary aged pupils. This was in light of positive feedback from the free usage over the summer 2021 period. An application to the Covid health and wellbeing recovery fund has been made for £15k to provide free gym usage for 6 free hours per week to allow all young people in Inverclyde aged 12-16 access to all Inverclyde Leisure gyms. This pilot will run from 3 January 2022 until 1 June 2022. At the time of writing, the full implications of full free access to gyms is not known. The only specific funding implications known at this point is that Inverclyde Leisure currently has 225 12-16 year old members paying direct debits and the loss of income to IL from these members would be £4,950. Other than this more work is needed to fully identify the cost. This work will be not completed in time for the 2022/23 budget setting process. It also makes sense to wait until the Young Scot card is in place to begin this work.
- 5.6 At this point in time, the Scottish Government has indicated that it may be considering funding activities during the summer holiday (in a similar way to activity during the summer of 2021). If this is the case, then members may wish to consider allocating some of this funding towards subsidised or free swimming or gym sessions in the future.

6.0 IMPLICATIONS

6.1 Finance

Financial Implications:

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (if Applicable)	Other Comments
Inverclyde Leisure	Subsidised Swimming	2022/23	£107k	£27k	£27k virement needed from Community Grants Fund

6.2 Legal N/A

6.3 Human Resources N/A

6.4 Equalities

Equalities

- (a) Has an Equality Impact Assessment been carried out?

X

NO – This report does not introduce a new policy, function or strategy or recommend a substantive change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required

- (b) Fairer Scotland Duty

If this report affects or proposes any major strategic decision:-

Has there been active consideration of how this report's recommendations reduce inequalities of outcome?

X

YES – A written statement showing how this report's recommendations reduce inequalities of outcome caused by socio-economic disadvantage has been completed.

NO

- (c) Data Protection

Has a Data Protection Impact Assessment been carried out?

X

YES – This report involves data processing which may result in a high risk to the rights and freedoms of individuals.

NO

6.5 **Repopulation**

N/A

7.0 **CONSULTATIONS**

- 7.1 The CMT support the recommendations in the report.

8.0 **BACKGROUND PAPERS**

- 8.1 January 2021 Education and Communities Committee agenda item 3
March 2021 Education and Communities Committee agenda item 3
November 2021 Education and Communities Committee agenda item 6

Report To:	Education & Communities Committee	Date:	25 January 2022
Report By:	Steven McNab, Head of Organisational Development, Policy and Communications	Report No:	EDCOM/08/22/SMcN/KB
Contact Officer:	Karen Barclay, Corporate Policy and Performance Officer	Contact No:	01475 712065
Subject:	Results from the Citizens' Panel Autumn 2021 Survey		

1.0 PURPOSE

1.1 The purpose of this report is to inform the Committee of the headline results from the Citizens' Panel Autumn 2021 Survey. More information is provided in the Appendix.

2.0 SUMMARY

2.1 The Survey focused on the following topics:

- historic links to slavery in Inverclyde; and
- Inverclyde's libraries.

2.2 The response rate to the Survey was approximately 59%. Throughout the report, commentaries on the results are included from the Culture, Communities and Educational Resources Service.

2.3 A number of significant points emerged from the Autumn 2021 Survey, including:

- just over half (51%) of Panel members thought artistic interpretation (film, media, plays, poetry etc) was the best way to tell the history of the Inverclyde area and its relationship to the transatlantic slave trade;
- the library visited most often by respondents was Greenock Central (28%); and
- the most popular reasons for visiting Inverclyde libraries were to borrow books (60%), browse for books (38%) and collect books (27%).

3.0 RECOMMENDATIONS

3.1 It is recommended that the Committee:

- a. notes the main findings from the Citizens' Panel Autumn 2021 Survey; and
- b. takes account of the results when reviewing service delivery, as appropriate.

Ruth Binks

Corporate Director – Education, Communities and Organisational Development

4.0 BACKGROUND

- 4.1 The Citizens' Panel was established in 2007 to enable the Council to regularly consult with Inverclyde residents on a wide range of issues and to obtain feedback to improve and develop services to meet the needs of local people. The Panel comprises 1,000 residents, with membership refreshed annually by one third.
- 4.2 Overall, 591 people, approximately 59% of Panel members, responded to the Autumn 2021 Survey. While this response rate is around 3% lower than we usually receive, a variation in the response rates to Surveys is perhaps to be expected given that Panel members are now required, in line with the General Data Protection Regulation, to sign a form to provide the Council with their consent to process their information in response to the questionnaires. It is hoped that, in future, as Panel members become more familiar with providing their consent in this way, response rates will return to historical levels.
- 4.3 All sample Surveys are subject to a degree of random error. Based on the return rate for the Autumn 2021 questionnaire, the margin of error is +/- 5%. It is important to bear this in mind when considering the results.

5.0 SURVEY TOPICS, FINDINGS AND COMMENTARIES

5.1 HISTORIC LINKS TO SLAVERY IN INVERCLYDE

We provided background information to the first part of the Survey by advising that, while slavery has existed, and continues to exist, in most societies, the Atlantic slave trade of the 16th to 19th centuries was unique in its scale and long-term consequences. Slavery in mainland America and in the Caribbean was introduced and practised by Europeans who had established plantations and wanted cheap labour. Men, women and children were taken from their own countries and communities in West Africa to be used as forced labour to create the wealth of the plantations. Children born to the enslaved were automatically enslaved themselves and could be sold whenever their owner wished. The enslaved were beaten, branded and abused, without access to the law.

We then informed Panel Members that London, Liverpool and Bristol were the main UK ports for the beginning and end of slaving voyages, while other smaller ports such as Greenock and Port Glasgow also had their involvement. The wealth and opportunities that slavery brought permeated across the whole of the British Isles, and can still be seen in local street names such as Jamaica Street, Virginia Street and Antigua Street. The social and economic development of Greenock and Port Glasgow rested on colonial tropical produce and that depended on slavery.

We advised respondents that the Council is currently examining the historical connections between Inverclyde and the transatlantic slave trade. As part of this work, we would like to find out what they think about the best way to tell the story of that relationship. We concluded by saying that, while living individuals are in no way implicated in the abuses inflicted by their ancestors, it is important for us to consider how historical figures are understood and remembered.

- 5.2 Panel members were firstly asked for their views - choosing a maximum of three answers - on the best way to tell the history of the Inverclyde area and its relationship to the transatlantic slave trade; the responses were:

	%
• Artistic interpretation (film, media, plays, poetry etc)	51
• History walks	50
• Plaques/information boards	37
• Exhibition(s)	31
• Web pages	20

• Articles in the local news	16
• Leaflets	13
• Inclusion in the schools' curriculum	12.

Comments included in response to the *Other* option at this question were:

- Audio/video presentation in the McLean Museum.
- Don't do it. Passing phase. Tell of the benefit to the world of Great Britain.
- Don't rewrite history - the time in which this happened and the setting should never be changed. Honesty of life and time is important. How else do we learn and move forward?
- History is history. We cannot undo the past. In case you are not aware, the Danes used to raid the West of Scotland for their slave markets in Ireland.
- New local heritage museum.

5.3 We introduced the next question by informing Panel Members that the Council intends to conduct an audit of features within the Inverclyde area that may have links to the slave trade, adding that this may include statues, monuments, memorials, gravestones, street names, buildings, private residencies etc. The Panel was asked that, if they were aware of any such features within the area, they would assist us with our research by identifying them; the responses are listed in the Appendix.

5.4 Lastly, we advised Panel Members that the Council intended to hold one (or more, depending on level of interest) on-line focus groups/listening events on this subject matter, to allow us to discuss it in greater depth with interested individuals. Fifty-nine Panel members indicated that they would like to take part in these meetings (which were later arranged for 23 November 2021).

Historic links to slavery in Inverclyde – Service commentary

Questions on the public views of Inverclyde's historical links to slavery were included in the Autumn 2021 Citizens' Panel Survey because Inverclyde's Historical Links to Slavery Working Group was running a public consultation at around the same time (August-September 2021) and it was therefore an additional route to consult with local residents on this subject.

The Citizens' Panel findings were similar to the responses gathered as part of the public consultation, with 50% and 37% respectively of those polled believing that history walks and plaques/information boards in relevant places are the best way to tell the story of Inverclyde's relationship to slavery. In contrast, the most popular option in the Citizens' Panel – artistic interpretation – was the least popular option in the public consultation. Many excellent suggestions were received for features within the Inverclyde area that could potentially be added to an audit of such features' historical link to slavery.

In addition to a general public consultation and the Citizens' Panel Survey, the Working Group also held two listening events - which 59 Panel members expressed an interest in attending - and ran a further consultation specifically on the subject of the Gourock Burgh coat of arms.

Officers are currently preparing the Working Group's Final Report and Recommendations for presentation to the Education and Communities Committee in the near future.

6.0 INVERCLYDE'S LIBRARIES

6.1 The second section of the Survey comprised questions about library provision in the local area.

We advised the Panel that Inverclyde libraries offer a range of services to people who live

and work in the area. These include book and audio book lending for all age groups in both physical and e-format; a programme of activities and events for all ages, both online and in person; learning opportunities; PC use; free Wi-Fi; book groups; clubs for children and adults. We aim to provide all services in a friendly and safe environment.

- 6.2 We began by asking respondents if they have used a public library service in Inverclyde in the last 12 months. Thirty-two per cent of Panel members said they had used the service in person in the last year, while a quarter (25%) did so on-line, with Panel members indicating that they used the service as indicated in the following table:

	Once %	Weekly %	Monthly %	Once every few months %
In person	9	6	5	12
On-line	3	6	9	7.

Just over two thirds (68%) of respondents said they have not used a library in person in the past 12 months, while three quarters (75%) of respondents indicated that they had not accessed libraries services on-line in the last year.

- 6.3 The most popular day for Panel members' last physical visit to a library was Thursday (24%), followed by Tuesday and Friday (both 19%), while the least popular day was Wednesday (9%).
- 6.4 The most common time of day for physical visits to libraries was 10-11 am (28%), followed by 2-3 pm (18%), while the least common time was 9-10 am (1%). No respondents said they visited libraries between 5 and 6 pm or 6 and 7 pm.
- 6.5 We introduced the next part of the Survey by advising Panel members that libraries had to adapt and change during the Coronavirus pandemic, adding that, initially, due to Covid-19 restrictions, branches were closed and the Council moved as much service delivery on-line as possible. We invested in our e-book stock and offered e-mail and telephone support to customers. When the restrictions eased, the book delivery service was reinstated and expanded. Additionally, from June 2020, access to libraries for PC use was allowed and the book collection (Connect and Collect) service began, while browsing in branches was reinstated in May this year.

When Panel members were asked about the purpose of their visit(s) to Inverclyde libraries, whether in person or on-line, the responses were:

	Every visit %	Some visits %	Never %
Attend a children's <i>Bookbug</i> session or activity (either on-line or in person)	0	27	73
Attend a local on-line group, for example, book group, <i>Chatty Café</i>	0	10	90
Attend an on-line author event	0	0	100
Attend an on-line IT class	0	6	94
Borrow audio books	0	8	92
Borrow books	60	20	20
Borrow e-audio books	16	24	59
Borrow e-books	13	29	58
Browse for books	38	45	16
Collect books (Connect and Collect service)	27	31	42
Maintain a Universal Credit Account on the internet	2	13	85
Print/photocopy	6	35	58
Search for jobs on the internet	2	19	80

Use the library PCs for other reason	15	27	58.
--------------------------------------	----	----	-----

Other reasons why people visited a library were as follows:

- For studying and reference work. I would have been using the library more often as I often visited 4/5 times per week before Covid-19. I found the library was an essential tool for the above.
- I took my granddaughter to get her involved but most of the time the library was closed. It really does need to be moved. It is in the wrong place (next to the Oak Mall entrance, another white elephant) and I am sure the attendance figures will confirm this.
- Look at the leaflets on noticeboards about volunteering and groups and events.
- Research.

6.6 When asked, prior to the introduction of the Covid-19 restrictions in March 2020, which Inverclyde library they visited most often, the responses were:

	%
Greenock Central	29
Greenock South West	11
Port Glasgow	11
Gourock	10
Inverkip and Wemyss Bay	7
Kilmacolm	5.

Just over a quarter (27%) of Panel members said they do not visit libraries in Inverclyde.

6.7 Panel members were then asked how they travelled to the library and the two most common modes of transport were car (46%) and taxi (39%); these were followed by walking (8%) and bus (6%). No respondents said they travelled to libraries by bicycle, on a motorbike or scooter or by train.

6.8 The next question included a list of words that could describe Inverclyde libraries, with Panel members invited to indicate the extent to which they agreed or disagreed with each one:

	Strongly agree %	Agree %	Neither/nor %	Disagree %	Strongly disagree %
Accessible	39	44	12	4	0
Adaptable	23	42	32	2	1
Approachable staff	50	43	7	0	0
Boring	2	7	20	43	28
Community focused	15	44	38	3	0
Educational	37	53	8	2	0
Essential for society	65	32	3	0	0
Happy	27	43	27	4	0
Helpful	43	48	8	1	0
Inspiring	23	38	34	5	0
Knowledgeable staff	43	42	12	2	0
Light and airy	27	44	27	3	0
Modern	22	40	33	6	0
Open	24	44	28	5	0
Quiet	22	58	11	8	0
Relaxing	22	50	25	2	1
Safe places to be	34	54	11	1	0
Social	21	41	30	8	0
Welcoming	34	47	14	5	0.

Other comments which were made in response to this question are listed in the Appendix.

6.9 We then invited respondents to indicate what would encourage them to use a local library more often and the results were:

	Strongly agree %	Agree %	Neither/nor %	Disagree %	Strongly disagree %
Book events/meet the author signings	16	41	35	6	1
Covid-19 safe procedures and environment	19	40	31	9	1
Exhibitions/music recitals/cultural events	1	47	25	7	0
To attend an interest group or course (e.g. art class, computers, local history)	26	50	16	7	0
To get more information and resources related to health (e.g. books; clubs about health; to collect hearing aid batteries and walking stick ferrules)	14	40	37	8	1
For help to set up an interest group (e.g. on local history, craft, Chatty Cafés)	17	38	41	3	1
More children's activities	12	34	49	4	1
Proximity to home or workplace	23	34	33	6	3
Relaxing space	19	35	42	4	1.

The responses to the option entitled *Different opening hours* are outlined in the Appendix.

6.10 When asked where they would go to find out information about the services and resources provided in Inverclyde libraries, the most popular responses were:

- the Council's website - 49%;
- local press (e.g. *Greenock Telegraph*, *Inverclyde Now*) - 33%; and
- in libraries - posters and leaflets - 33%.

In contrast, very small numbers of Panel members used the following sources of information:

- public information screens in Council buildings including libraries (5%);
- community centres (4%); and
- W-Pac (the library catalogue) (3%).

- 6.11 The final question in the Citizens' Panel Autumn 2021 Survey invited respondents to make any other comments they may have about libraries in Inverclyde, all of which are outlined in the Appendix.

Inverclyde Council's libraries – Service Commentary

The library service welcomes the many positive comments about Inverclyde's libraries in response to the Autumn 2021 Citizens' Panel Survey.

Despite a very difficult year for libraries with closures, disruption, reduced hours and reduced access brought about by the Covid-19 pandemic, the service is pleased to see that just under a third (32%) of Panel members have used library services in person and quarter (25%) of respondents have used the libraries online; however, it is clear from the figures and comments that service use is by no means back to normal.

The service will conduct further research into why this may be and take action, where possible. The results shows that book borrowing is still the most popular activity to take place in libraries and we have invested more in our eBooks and eAudiobooks service in the last year in order to continue meeting this need, even while closed during the lockdowns.

Finally, the data on preferred days and times for library use by the public is helpful and will inform future service planning.

7.0 IMPLICATIONS

7.1 Finance

Financial implications:

One-off costs:

Cost centre	Budget heading	Budget year	Proposed spend this report	Virement from	Other comments
n/a	n/a	n/a	n/a	n/a	n/a

Annually recurring costs/(savings):

Cost centre	Budget heading	With effect from	Annual net impact	Virement from	Other comments
n/a	n/a	n/a	n/a	n/a	n/a

7.2 Legal

There are no direct legal implications arising from this report.

7.3 Human Resources

There are no direct human resources implications arising from this report.

7.4 Equalities

(a) Has an Equalities Impact Assessment (EIA) been carried out?

	Yes.
X	No. This report does not introduce a new policy, function or strategy or recommend a substantive change to an existing policy, function or strategy. Therefore, no EIA is required.

(b) Fairer Scotland Duty

If this report affects or proposes any major strategic decision:

Has there been active consideration of how this report's recommendations reduce inequalities of outcome?

	Yes.
X	No.

(c) Data Protection

Has a Data Protection Assessment been carried out?

	Yes. This report involves data processing which may result in a high risk to the rights and freedoms of individuals.
X	No.

7.5 Repopulation: Provision of Council Services which are subject to close scrutiny with the aim of delivering continuous improvement for current and potential citizens of Inverclyde support the Council's aim of retaining and enhancing the area's population.

8.0 CONSULTATION

8.1 The Culture, Communities and Educational Resources Service was consulted on the development of the Autumn 2021 Citizens' Panel Survey. Commentaries on the results of Survey from the Service are included in this report.

9.0 CONCLUSION

9.1 The results of the Citizens' Panel Autumn 2021 questionnaire are presented for the Committee's consideration, with the recommendation that they are taken into account when reviewing service delivery, as appropriate.

10.0 BACKGROUND PAPERS

10.1 Citizens' Panel Autumn 2021 Survey Results.

Q2**Features within the Inverclyde area that may have links to the slave trade.**

- Cross Shore Street area, Custom House Quay area, Bank Street area
- Street names (2 responses)
- Street names – Tobago, Trinidad etc
- Greenock street names and buildings on them
- Sugar Sheds
- Jamaica Lane
- Shipyards
- Street names – Jamaica Street, Virginia Street, Tobago Street
- Street names – Jamaica, Antigua and Virginia
- Lyle Fountain
- Street names – Jamaica and Tobago
- James Watt statue. Street names – Jamaica, Madeira.
- Captain Kidd
- Sugar history
- Sugar Sheds, street names, James Watt
- Antigua Street, Clarence Street, Jamaica Street, Madeira Street, Nicolson Street, Tobago Street
- Virginia Street, Tobago Street, Jamaica Street
- Darroch (made a fortune in the West Indies)
- Greenock Cemetery and Museum
- Greenock Esplanade, homes of the sugar traders. Barrhill Road in Gourrock originally had traders who influenced the slave trade. James Watt's father was a prominent slave trader with plantations in the West Indies. Street names in Greenock all show that slavery was a big part of the Greenock, Gourrock and Port Glasgow past.
- I am aware of the various street names, but not much else
- I am aware some street names and buildings are there but not exactly which ones
- I have no particular suggestions to make
- I'm unaware of links however the Inverclyde Heritage Network will have more information.
- Just drop the whole idea
- Municipal Buildings, Inverclyde Council, Greenock. North elevation, statues of slavery.
- Municipal Buildings Greenock. Statues North elevation, slavery.
- Municipal Buildings, Greenock - sculptures of slaves on the North elevation
- Not aware other than the obvious street names of Tobago, Virginia, Jamaica
- Street names – as mentioned in your introduction. The Custom House Building?
- Street names mentioned
- Sugar and tobacco warehouses and street names
- Sugar owners, houses on the Esplanade were owned by slave traders
- The Sugar Sheds are perhaps the most visible example
- The Esplanade houses were owned by slave traders; the sugar refineries were slave trader-owned
- Yes, as a member of the Inverclyde Heritage Network and as a keen local historian and photographer for over the last 30 years documenting the many changes in the Greenock area, I am very well aware of our local areas history over the last 150 years or so and working with various others on these sort of projects over the years
- Yes, I am aware but feel strongly about taking away historical references such as those mentioned
- War Memorial

Q8

Here are a number of words that could describe Inverclyde libraries. Please indicate the extent to which you agree or disagree with each one.

Other. *Please state.*

- Before Covid-19, I attended an astronomy group in the South West Library. Staff were very helpful and welcoming. The Library is an asset to the area.
- Essential to the community
- Handy too!
- I LOVE Kilmacolm Library, as does my daughter. We used frequently prior to Covid-19. Loved the staff too. Very helpful.
- It wasn't welcome when it was announced we could only browse for 15 minutes. That felt too pressuring for me and I need to sit down and rest often and can't stand for too long due to long Covid-19.
- More information on local history is required
- The best buildings to be in Inverclyde. They need to be used more - the young need to be told about them and encouraged.
- The old Greenock Library was much better, and was far more relaxing, airy, quiet, spaced out, had more resources including study rooms, research areas, reference sections, music library, larger children's library and, of course, the wonderful spiral staircase! I realise the current one is the original one but the one I knew best was more suitable I think.
- Too warm, lacking natural ventilation

Q9

Which of the following would encourage you to use a local library more often? Please tick all that apply.

Different opening hours. *Please provide more details.*

- Evening opening hours and Saturday afternoon
- I probably would not attend regardless of anything introduced
- It used to be hard to get to the library to pick up reserved books as it closed at 6 pm and the most popular Glasgow to Gourock train arrived at Gourock just after 6 pm so it felt like a missed opportunity that all those commuters couldn't make any use of the library except on Saturday mornings. However, now I am working from home I can visit at weekday lunchtimes and on Saturday mornings which is fine for the Gourock Library.
- I think you really need to change the system where your library card expires every year and needs to be manually reopened by library staff - that puts people off using the online reservation App. During the pandemic, I had to email the library and ask them to open my card as it had expired and I wanted to access the family history subscription websites.
- Late openings for those studying or working during the day
- Longer opening hours would be great but probably not financially viable
- Open all day and every day
-
- The reason I have said *Strongly agree* to the first of these is that libraries have always been for the middle classes and quite frankly the middle classes want to keep it that way. (As a retired university lecturer, I would consider myself middle class). However, libraries should be at the centre of a town, next door to *McDonald's*, cafés and restaurants and not in isolated situations.
- Thursday till 8 pm
- Saturday 9 am opening

Q11

Do you have any other comments about libraries in Inverclyde? (Please state.)

- A vital resource being developed to meet community needs. We need our libraries. I've been a library user for nearly 60 years.
- Applying for City status - most cities have shops!
- Don't use libraries, and don't know anyone who does when you have access to all information online

- Excellent for children to develop reading skills
- Greenock Central Library is in the wrong building in the wrong place
- Haven't used a library for many years
- I am not a big reader, and have not been to a library for about four years. The last time I was at the Central Library was on a computer course about four years ago.
- I don't seek information about libraries. I wish I knew more about them but haven't had the need to use them.
- I don't look for this type of information
- I have not used a library for about 40 years
- Libraries deserve more care than they get, they are a vital resource for those continuing to be crippled by capitalism
- Not spacious enough
- Please do not close any
- The libraries provide an essential service that has been cut back a lot prior to Covid-19. I am lucky as I am able to visit two libraries and find that reading from a page (or even online) and taking notes in a public environment is better for learning. I tend to concentrate more when I am in a library and also have access to Glasgow libraries as well, however the travelling is not ideal and Inverclyde libraries are my preference.
- The online e-book library service locally was my LIFELINE during lockdown
- The *Spydus* App is really useful to reserve books online from other libraries and renew my books online. I didn't start using the library facilities again after the pandemic until the App was working again to let me reserve the books I wanted.
- The *Facebook* page was interesting too and I participated in posts asking what I was reading and recommending.
- I find it hard to remember the opening times and have to look them up regularly but I am happy with Gourock opening times. I would borrow more books if there was a better paperback selection including historical fiction and more books from the top ten best-selling books but as I can order them in from other libraries it is still a pretty useful place. The online access to family history resources was great during the pandemic but I am not sure if it is still available to home users as not much is communicated about it. It would be great if the library had a subscription to www.findmypast.co.uk that users with a library card could use at home too.
- Some more soft chairs in Gourock would be nice too so I could rest after standing too long. I would be interested in a book group on weekday lunchtimes at Gourock or Saturday mornings so I could fit it in around work.
- These are essential services as much as cleansing or planning. They must be protected for the next generations.
- They are a fabulous service which I think play a huge part in society
- Throughout the Covid-19 lockdown, staff continued to provide history research articles for funded projects I was managing
- We loved *Bookbug* when our children were younger. It would be fabulous to have new ways to encourage young readers into the library.
- Yes, move the library into the old *Marks and Spencer* space in the town centre. Put on more events to encourage people to go and this might increase the footfall for other shops in The Oak Mall.

Report To:	Education & Communities Committee	Date:	25 January 2022
Report By:	Corporate Director Education, Communities and Organisational Development	Report No:	EDUCOM/10/22/MR
Contact Officer:	Michael Roach	Contact No:	01475 712824
Subject:	Education Scotland Follow Through Report on All Saints Primary School		

1.0 PURPOSE

- 1.1 The purpose of this report is to inform the Education & Communities Committee of the recent Education Scotland follow through visit of All Saints Primary School.

2.0 SUMMARY

- 2.1 All Saints Primary School was inspected in November 2018, under Education Scotland's full inspection model. The inspection focused on evaluating the school's work against the four Quality Indicators used for full inspections as well as evaluating the work of the Communication and Language Base.
- 2.2 The report published in March 2019 outlined numerous strengths including the leadership of the head teacher, the positive relationships across the school and its community, the pupils of the school who were described as "enthusiastic and polite" and the focus and priority given to family learning.
- 2.3 The report also identified areas for improvement, focussing on strengthening approaches to self-evaluation, taking forward developments in the curriculum, using assessment to identify clear next steps in learning and reviewing practices and procedures to ensure the needs of individual children are met in the communication and language base.
- 2.4 During the Autumn term of 2021/22 Education Scotland announced that they would resume their scrutiny programme with an initial focus on carrying out follow through visits that had been due to take place at the start of the pandemic in March 2020.
- 2.5 All Saints Primary School had a follow through visit led by an HMI, in partnership with the school and Education Officer for one day during November 2021.
- 2.6 The HMI agreed that the school had made very good progress towards the areas for improvement identified above and that no further visits would be made in connection to the 2019 inspection report.
- 2.7 Particular praise was made of the school's response to the Covid-19 Pandemic, its support for families and its ongoing focus, despite the pandemic, on continuing to improve and address the areas for improvement.

3.0 RECOMMENDATIONS

- 3.1 It is recommended that the Education & Communities Committee notes the Education Scotland follow through report on All Saints Primary School.

Ruth Binks
Corporate Director
Education, Communities & Organisational Development

4.0 BACKGROUND

4.1 As part of Education Scotland's inspection framework, All Saints Primary School was inspected in November 2018. Education Scotland staff and associates assessors from education authorities, evaluated the education provision provided within the school.

4.2 The inspection covered key aspects of the work of the school at all stages, identified key strengths and areas for improvement.

The framework for this inspection included reviewing quality indicators (QIs) which enabled Education Scotland to evaluate aspects of:

- 1.3 Leadership of change
- 2.3 Learning, teaching and assessment
- 3.1 Ensuring wellbeing, equality and inclusion
- 3.2 Raising attainment and achievement

4.3 Education Scotland assessed and reported on the views of parents, pupils and staff, the quality of learning and teaching and how well the school was raising attainment and achievement for all pupils.

4.4 The report was published in March 2018, identified strengths as well as areas for improvement. The school was graded against the four QIs in 4.2. These were:

1.3	Leadership of change	Satisfactory
2.3	Learning, teaching and assessment	Good
3.1	Ensuring wellbeing, equality and inclusion	Satisfactory
3.2	Raising attainment and achievement	Satisfactory

4.5 Four areas for improvement were also identified. These were:

- Strengthen approaches to self-evaluation to identify improvement priorities that reflect the local context. Engage stakeholders more effectively and ensure that leadership opportunities make an increased difference to children across the school.
- Take forward the planned improvements to refresh and update the curriculum. Ensure children benefit from a relevant and ambitious curriculum that takes account of what children already know.
- Raise attainment using assessment information to plan appropriate next steps in learning and increase the pace of progress for all children.
- Review practices and procedures to ensure the needs of individual children are met in the communication and language base. This includes working with partners to support children's development and provide appropriate professional learning for all staff.

4.6 In November 2021 Education Scotland carried out a follow through visit of the school as indicated would be the case in the 2019 report. This had been delayed due to the Covid-19 Pandemic.

5.0 FOLLOW THROUGH REPORT

5.1 All Saints Primary School has received a very positive follow through letter from Education Scotland which outlines the progress made in the key areas identified for improvement. As a result there will be no further visits made by Education Scotland in relation to the report of March 2019.

The initial section of the letter written by Education Scotland as the outcome of their visit to the school, outlines the response to supporting pupils and families during the Covid-19 Pandemic. It reports that the school staff know their pupils and families very well, act out of

compassion and acknowledges the significant impact that the pandemic has had.

The letter also states that, *“The headteacher has maintained a strong focus on following guidelines and protocols to keep people safe. The wellbeing of children, families and staff remains a very high priority for the school.”*

- 5.2 The letter also acknowledges the work of the school in identifying accurate assessments over time in order to plan for support for pupils, refers to the additionality of staffing that the school has in place and acknowledges the emerging positive impact that this is having.

The ongoing focus on family learning is also referred to: *“Staff continue to provide valuable and much appreciated support to families through the school’s Hive. This includes providing help to access wider supports in the community, and organising family learning activities.”*

- 5.3 The letter states that the school’s leadership team have made very good progress against the areas for improvement identified in the March 2019 report.
- 5.4 Improvements have been made to involving all stakeholders and partners in self-evaluation and improvements, including pupils.
- 5.5 Work has been carried out to develop the curriculum and learner pathways however the school knows that more now needs to be done to further review the school’s vision, values and aims as part of this.
- 5.6 Work has been done to improve assessment processes, including teachers questioning techniques and clearer identification of next steps in learning.
- 5.7 The letter highlights the work of the Principal Teacher of the Communication and Language Base (CLB) who has *“led significant improvements effectively since the inspection.”*
- 5.8 A number of aspects of the work of the CLB were identified including the professional learning of the staff that has led to improving consistency of approach, planning to meet individual learner’s needs, developing to the physical environment to better meet pupils’ sensory needs and regular inter agency meetings are now in place.
- 5.9 The relationships between pupils and staff were also highlighted: *“Children in the base benefit from trusting relationships with all staff. There is consistency in the use of language and visual images to support children. Staff are skilled at promoting positive behaviour and redirecting children to prevent situations escalating. This helps learners in the base to be calm, happy and fully engaged in their learning.”*

6.0 IMPLICATIONS

6.1 Finance

Financial Implications:

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
N/A					

6.2 Legal

N/A.

6.3 Human Resources

N/A.

6.4 Equalities

Equalities

(a) Has an Equality Impact Assessment been carried out?

--

YES

✓

NO – This report does not introduce a new policy, function or strategy or recommend a substantive change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required

(b) Fairer Scotland Duty

If this report affects or proposes any major strategic decision:-

Has there been active consideration of how this report's recommendations reduce inequalities of outcome?

--

YES – A written statement showing how this report's recommendations reduce inequalities of outcome caused by socio-economic disadvantage has been completed.

✓

NO

(c) Data Protection

Has a Data Protection Impact Assessment been carried out?

--

YES – This report involves data processing which may result in a high risk to the rights and freedoms of individuals.

✓

NO

6.5 Repopulation

N/A.

7.0 CONSULTATIONS

7.1 N/A.

8.0 BACKGROUND PAPERS

8.1 The inspection reports for All Saints Primary School can be accessed here:

<https://education.gov.scot/education-scotland/inspection-reports/reports-page/?id=1377>

Report To:	Education & Communities Committee	Date:	25 January 2022
Report By:	Interim Director of Finance & Corporate Governance and Corporate Director Education, Communities & Organisational Development	Report No:	FIN/82/21/AP/IC
Contact Officer:	Iain Cameron	Contact No:	01475 712832
Subject:	Education Revenue & Capital Budget Report - 2021/22 Projected Out Turn at Period 7 to 31 October 2021		

1.0 PURPOSE

- 1.1 To advise the Committee of the 2021/22 Education Revenue and Capital Budget positions as at Period 7 to 31 October 2021.

2.0 SUMMARY

- 2.1 The total Education budget for 2021/22, excluding planned carry forward for Earmarked Reserves, is £88.238 million. The School Estate Management Plan accounts for £10.635 million of the total Education budget. The latest projection at Period 7, up to end of October 2021, is an underspend of £273,000, a reduction in expenditure of £74,000 since last Committee.
- 2.2 The main variances relating to the 2021/22 Revenue Budget projected underspend are –
- (a) Within Employee Costs there is a projected underspend of £169,000 for Teachers Employee Costs mainly as a result of vacant posts within Psychological Services; a projected underspend of £47,000 for Education Non Teacher Employee Costs, mainly due to vacant posts within Community Learning and Development; and a projected underspend of £89,000 for Facilities Management Employee Costs.
 - (b) Within Property Costs, there are projected underspends of £51,000 for Non Domestic Rates (NDR) and £24,000 for Electricity, mainly due to lower consumption.
 - (c) Projected underspend of £65,000 for FM Catering Provisions linked to the reduction in school meal income.
 - (d) Projected overspend of £40,000 for Education IT Charges. £13,000 of the projected overspend relates to Microsoft 365 Initiation and the balance relates to Sophos Maintenance contract.
 - (e) There is a projected underspend of £100,000 for SPT School Buses, partially offset by a projected overspend of £24,000 for Pupil Consortium Travel.
 - (f) Projected underspend of £30,000 for Early Year's Framework expenditure.
 - (g) Projected under recoveries in School Meal Income and Breakfast Club income of £300,000 and £40,000 respectively, due to lower than budgeted uptake.

(h) Projected under recovery of £172,000 for Facilities Management Income (Cleaning £85,000 and Catering £106,000 under recovered. Janitors projected to over recover by £19,000) due to projected underspends for FM Catering Provisions and FM Employee Costs.

2.3 The Education 2021/24 Capital Budget is £18.577 million with £4.908 million projected to be spent in the current Financial Year. The original budgeted expenditure was £4.280 million for current year so accelerated expenditure is £628,000 (15%). Expenditure at 30 November 2021 was £3.712 million or 76% of the projected expenditure for 2021/22. The costs of the overall Capital Programme are being contained within existing budgets. Appendix 4 gives more financial information by project with updates on physical progress of projects provided elsewhere on this agenda.

2.4 Earmarked Reserves for 2021/22, excluding those for Asset Plans and Strategic Funds total £4.016 million of which £2.104 million is projected to be spent in the current Financial Year. To date expenditure of £542,000 (26%) has been incurred. Spend to date per profiling was expected to be £584,000, therefore slippage to date is £42,000 (7%).

3.0 RECOMMENDATIONS

3.1 That the Committee note the projected underspend of £273,000 for the 2021/22 Education Revenue budget as at Period 7 to 31 October 2021.

3.2 That the Committee note the financial position of the specific capital projects detailed in Appendix 4 and note that the cost of the current Education Capital Programme is being contained within existing budgets.

Alan Puckrin
Interim Director of Finance
& Corporate Governance

Ruth Binks
Corporate Director Education, Communities &
Organisational Development

4.0 BACKGROUND

- 4.1 The purpose of this report is to advise Committee of the current position of the 2021/22 Education Revenue and Capital Budgets as at Period 7 to 31 October 2021 and to highlight the main variances contributing to the projected underspend of £273,000 for the 2021/22 Revenue Budget.

5.0 2021/22 REVENUE BUDGET PROJECTED OUT TURN

- 5.1 The total Education budget for 2021/22, excluding planned carry forward for Earmarked Reserves, is currently £88.238 million. This is a decrease of £3.199 million from the approved budget. Appendix 1 gives details of the budget movements responsible for this decrease. The latest projection is an underspend of £273,000, a reduction in spend of £74,000 since Period 5.
- 5.2 The main issues to highlight in relation to the 2021/22 projected underspend of £273,000 are:

Employee Costs - Teachers

The current budget for Teachers Employee Costs is £52.803 million and the latest projection is an underspend of £169,000 which is a decrease in expenditure of £39,000 since last Committee. The majority of the projected underspend relates to vacant posts within Psychological Services. It should be noted that in addition to core staffing there are now an additional 46.8fte Covid Recovery Teachers employed using a combination of Scottish Government grant funding and Early Years 1140 underspend.

Employee Costs – Non Teachers

The current budget for Non Teacher Employee Costs is £28.449 million and the latest projection is an underspend of £128,000, a decrease in expenditure of £30,000 since last Committee. Facilities Management employees are projected to underspend by £89,000. An over spend of £21,000 for Janitors and Public Convenience employees is offset by under spends of £85,000 for Cleaning and £25,000 for Catering. Education Non Teacher Employee Costs are currently projected to underspend by £47,000, mainly due to vacant posts within Community Learning & Development.

Non Domestic Rates (NDR)

The current budget for Non Domestic Rates is £3.353 million and the latest projection is an underspend of £51,000 due to successful RV appeals. The projected underspend is the same as reported to last Committee.

Electricity

The current budget for Electricity is £941,000 and the latest projection is an underspend of £24,000 mainly due to reduced consumption in schools. Projected expenditure has increased by £6,000 since last Committee.

Education Contract Cleaning

The current budget for Education Contract Cleaning is £1.230 million and the latest projection is an underspend of £85,000, an increase of £9,000 since last Committee. This is due to vacant posts within Facilities Management. There is a corresponding underspend in Employee Costs and shortfall in Income within Facilities Management.

Facilities Management Catering Provisions

The current budget for Catering Provisions is £980,000 and the latest projection is an underspend of £65,000, the same as reported to last Committee. A saving due to a reduction in the number of school meals being produced is partially offset by an increase in food provisions costs post Covid. There is a corresponding under recovery of Facilities Management Income as a result of this underspend.

Education Catering Contract

The current budget for Education Catering Contract is £3.435 million and the latest projection is an underspend of £90,000 which is due to the projected underspend for Facilities Management Employee Costs and Provisions noted above.

SPT School Buses

The current budget for SPT School Buses is £1.190 million and the latest projection, based on information supplied by SPT, is an underspend of £100,000, a reduction in expenditure of £22,000 since last Committee.

Pupil Consortium Travel

The current budget for Pupil Consortium Travel is £60,000 and the latest projection is an overspend of £24,000, the same as previously reported to Committee.

Early Years Framework

Early Years Framework is projected to underspend by £30,000, the same as previously reported to Committee.

School Meal Income

The total budget for School Meal Income is £1.022 million and the latest projection is an under recovery in income of £300,000, the same as previously reported to Committee

Facilities Management Income

The current budget for Facilities Management Income is £6.250 million and the latest projection is an under recovery of £172,000 - £106,000 relates to Catering and £66,000 to Cleaning due to the projected underspends reported above. The balance relates to Janitors.

Appendices 2 and 3 provide more details on the projected variances

6.0 2021/24 CAPITAL BUDGET PROJECTION

6.1 The Education 2021/24 Capital Budget is £18.577 million with £4.908 million projected to be spent in the current Financial Year. The original budgeted expenditure was £4.280 million for current year so accelerated expenditure is £628,000 (15%). Expenditure at 30 November 2021 was £3.712 million or 76% of the projected expenditure for 2021/22. The costs of the overall Capital Programme are being contained within existing budgets. Appendix 4 gives more financial information by project with updates on physical progress of projects provided elsewhere on this agenda.

7.0 EARMARKED RESERVES

7.1 Earmarked Reserves for 2021/22, excluding those for Asset Plans and Strategic Funds total £4.016 million of which £2.104 million is projected to be spent in the current Financial Year. To date expenditure of £542,000 (26%) has been incurred. Spend to date per profiling was expected to be £584,000, therefore slippage to date is £42,000 (7%).

8.0 VIREMENTS

8.1 There are no virements this Committee cycle.

9.0 IMPLICATIONS

9.1 Finance

All financial implications are discussed in detail within the report above.

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report £000	Virement From	Other Comments
N/A					

Annually Recurring Costs / (Savings)

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report £000	Virement From	Other Comments
N/A					

9.2 Legal

There are no specific legal implications arising from this report.

9.3 Human Resources

There are no specific human resources implications arising from this report.

9.4 Equalities

Equalities

(a) Has an Equality Impact Assessment been carried out?

	YES
X	NO – This report does not introduce a new policy, function or strategy or recommend a substantive change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required

(b) Fairer Scotland Duty

If this report affects or proposes any major strategic decision:-

Has there been active consideration of how this report's recommendations reduce inequalities of outcome?

	YES – A written statement showing how this report's recommendations reduce inequalities of outcome caused by socio-economic disadvantage has been completed.
X	NO

(c) Data Protection

Has a Data Protection Impact Assessment been carried out?

	YES – This report involves data processing which may result in a high risk to the rights and freedoms of individuals.
X	NO

9.5 **Repopulation**

There are no repopulation issues with this report.

10.0 CONSULTATION

10.1 The paper has been jointly prepared by the Interim Director of Finance & Corporate Governance and the Corporate Director Education, Communities & Organisational Development.

11.0 BACKGROUND PAPERS

11.1 There are no background papers for this report.

Education Budget Movement - 2021/22
Period 7 - 1st April 2021 to 31st October 2021

Service	Approved Budget	Movements			Transferred to EMR	Revised Budget
	2021/22 £000	Inflation £000	Virement £000	Supplementary Budgets £000		2021/22 £000
Corporate Director	148					148
Education	76,992	(3)	(4,567)	1,545	(300)	73,667
Inclusive Education	14,189	10	116			14,315
Facilities Management	108					108
Totals	91,437	7	(4,451)	1,545	(300)	88,238

Movement DetailExternal Resources

Probationer Teachers 594
Recovery Teachers 951

£000

1,545

Virements

SEMP to Loan Charges (4,588)
Alcohol Team from HSCP to CLD 88
Remove Music Tuition Fees Budget 35
From Communities for Swim Lessons 16
Cleaning Reallocation (2)

(4,451)

Inflation

SEMP 45
Water (48)
Speech & Language Therapy 10

7

(2,899)

EDUCATION**REVENUE BUDGET MONITORING REPORT****CURRENT POSITION****Period 7 - 1st April 2021 to 31st October 2021**

2020/21 Actual £000	Subjective Heading	Approved Budget 2021/22 £000	Revised Budget 2021/22 £000	Projected Out-turn 2021/22 £000	Projected Over/(Under) Spend £000	Percentage Over/(Under)
48,031	Employee Costs - Teachers	46,468	52,803	52,634	(169)	(0.3%)
27,423	Employee Costs - Non Teachers	26,598	28,449	28,321	(128)	(0.4%)
17,921	Property Costs	14,300	14,272	14,071	(201)	(1.4%)
5,429	Supplies & Services	5,343	5,822	5,675	(147)	(2.5%)
2,137	Transport Costs	2,210	2,142	2,043	(99)	(4.6%)
633	Administration Costs	672	665	654	(11)	(1.7%)
8,150	Other Expenditure	16,302	12,923	12,893	(30)	(0.2%)
(23,292)	Income	(20,456)	(28,538)	(28,026)	512	(1.8%)
86,432	TOTAL NET EXPENDITURE	91,437	88,538	88,265	(273)	(0.3%)
0	Earmarked Reserves	0	0	0	0	
0	Loan Charges / DMR	0	(300)	(300)	0	
(2,376)	Additional Funding Covid-19	0	0	0	0	
84,056	TOTAL NET EXPENDITURE excluding Earmarked Reserves	91,437	88,238	87,965	(273)	

2020/21 Actual £000	Objective Heading	Approved Budget 2021/22 £000	Revised Budget 2021/22 £000	Projected Out-turn 2021/22 £000	Projected Over/(Under) Spend £000	Percentage Over/(Under)
160	Corporate Director	148	148	156	8	5.4%
62,390	Education	61,814	63,332	63,286	(46)	(0.1%)
94	Facilities Management	108	108	110	2	1.9%
9,974	School Estate Management Plan	15,178	10,635	10,635	0	-
72,458	TOTAL EDUCATION SERVICES	77,100	74,075	74,031	(44)	(0.1%)
10,070	ASN	10,395	10,406	10,258	(148)	(1.4%)
1,656	Community Learning & Development	1,713	1,793	1,695	(98)	(5.5%)
2,088	Other Inclusive Education	2,081	2,116	2,125	9	0.4%
13,814	TOTAL INCLUSIVE EDUCATION	14,189	14,315	14,078	(237)	(1.7%)
86,432	TOTAL EDUCATION COMMITTEE	91,437	88,538	88,265	(273)	(0.3%)
0	Earmarked Reserves	0	0	0	0	
0	Loan Charges / DMR	0	(300)	(300)	0	
(2,376)	Additional Funding Covid-19	0	0	0	0	
84,056	TOTAL EDUCATION COMMITTEE excluding Earmarked Reserves	91,437	88,238	87,965	(273)	

EDUCATION**REVENUE BUDGET MONITORING REPORT****MATERIAL VARIANCES****Period 7 - 1st April 2021 to 31st October 2021**

<u>Out Turn</u> <u>2020/21</u> <u>£000</u>	<u>Budget</u> <u>Heading</u>	<u>Budget</u> <u>2021/22</u> <u>£000</u>	<u>Proportion</u> <u>of Budget</u>	<u>Actual to</u> <u>31-Oct-21</u> <u>£000</u>	<u>Projection</u> <u>2021/22</u> <u>£000</u>	<u>(Under)/Over</u> <u>Budget</u> <u>£000</u>	<u>Percentage</u> <u>Over / (Under)</u>
48,031	Employee Costs -Teachers	52,803	29,569	28,492	52,634	(169)	(0.3%)
27,423	Employee Costs - Non Teachers	28,449	15,318	15,410	28,321	(128)	(0.4%)
3,292	Non Domestic Rates (NDR)	3,353	3,353	3,302	3,302	(51)	(1.5%)
815	Electricity	941	471	403	917	(24)	(2.6%)
1,201	ED Cleaning Contract	1,230	718	661	1,145	(85)	(6.9%)
3,148	ED Catering Contract	3,435	1,431	1,209	3,348	(87)	(2.5%)
120	ED IT Charges	98	25	125	138	40	40.8%
287	FM Catering Provisions	980	572	287	915	(65)	(6.6%)
1,021	SPT School Buses	1,190	595	559	1,090	(100)	(8.4%)
84	Pupil Transport - Consortium	60	30	21	84	24	40.0%
20	Early Years Framework	37	22	7	7	(30)	(81.1%)
(283)	School Meal Income	(1,022)	(500)	(282)	(722)	300	(29.4%)
(2)	Breakfast Club Income	(50)	(24)	(4)	(10)	40	(80.0%)
(5,730)	FM Income	(6,250)	(3,646)	(3,176)	(6,078)	172	(2.8%)
Total Material Variances						(163)	

EARMARKED RESERVES POSITION STATEMENT

COMMITTEE: Education & Lifelong Learning

<u>Project</u>	<u>Lead Officer/ Responsible Manager</u>	<u>Total Funding 2021/22</u> £000	<u>Phased Budget To Period 7 2021/22</u> £000	<u>Actual To Period 7 2021/22</u> £000	<u>Projected Spend 2021/22</u> £000	<u>Amount to be Earmarked for 2022/23 & Beyond</u> £000	<u>Lead Officer Update</u>
Beacon Arts Year of Young People Legacy	Tony McEwan Tony McEwan	87 30	0 0	0 0	0 30	87 0	Funding not required in 2021/22 Will fund two youth events later in FY, plans still being worked on
Early Years 1140 c/f	Michael Roach	3,899	584	542	2,074	1,825	Projection updated to include additional Teacher and Property Services costs. £1,377k projected underspend for 2021/22 budget now transferred to EMR for use in future years.
Total		4,016	584	542	2,104	1,912	

Report To:	Education & Communities Committee	Date:	25 January 2022
Report By:	Corporate Director Education, Communities and Organisational Development	Report No:	EDUCOM/12/22/EM
Contact Officer:	Eddie Montgomery	Contact No:	01475 712472
Subject:	Education Performance Report - Capital Programme Progress		

1.0 PURPOSE

- 1.1 The purpose of this report is to consider performance reporting for the Education part of the Education and Communities Committee and provide an update in respect of the status of the projects forming the Education Capital Programme.

2.0 SUMMARY

- 2.1 This report advises the Committee in respect of the progress of the projects within the Education Capital Programme including the 1140 Hours Expansion of Early Learning and Childcare.

3.0 RECOMMENDATIONS

- 3.1 That the Committee notes the current position of the 2021/24 Capital Programme and the progress on the specific projects.

Ruth Binks
Corporate Director
Education, Communities and
Organisational Development

4.0 BACKGROUND

- 4.1 This report shows the current position of the approved Education Capital programme reflecting the allocation of resources approved by Inverclyde Council on 18 March 2021.
- 4.2 The report also covers progress on the programme of works connected with the 1140 Hours Expansion of Early Learning and Childcare.

5.0 EDUCATION CAPITAL PROJECTS

5.1 Gourock Primary School Extension

The completion works contract was accepted through the use of Emergency Powers in April. The Contractor commenced on site at the end of May and works are progressing on site. Roofing works to the extension are substantially completed and weather tight with minor flashing works to complete. Electrical and plumbing second fix works are progressing. Internal finishes are also progressing following the drying out of the now weather tight structure. As verbally reported to the last Committee the Contractor is currently reporting behind programme and has applied for an extension of time with the overall programme to completion under review. Completion of the main phase which includes the new hall and remodelled office accommodation is now projected for March 2022 with the final phase thereafter.

5.2 Hillend Children's Centre Refurbishment

The works were certified practically complete on 8 October with Care Inspectorate inspection and registration completed and first day of operation after the October holiday period on 19 October. As previously advised, the estimated cost of the project is anticipated to increase and the Committee will be advised when a final account has been agreed with the Contractor.

5.3 Former Kelly Street Children's Centre Landscaping Works

The programme for the works had been impacted by a number of material availability issues as previously reported. The remaining items have now been addressed with completion certified on 17 November and the area now in use by the school. The Committee had also previously been advised that the estimated cost of the works was projected to increase and the draft final account has now been agreed with the Contractor. The projected final cost of the project is £40K (18%) more than the original budget which is reflected in the updated appendix within the separate revenue & capital budget report. The additional funding required is being provided from the complete on site budget with the over expenditure therefore contained within the overall existing education capital programme allowances.

5.4 Demolition of Former Sacred Heart Primary School

The demolition of the former Sacred Heart Primary School is included as phase 2 of the Larkfield Early Learning Centre new build project. The demolition was scheduled to follow on upon completion of the construction of the new facility as outlined in 7.2 below. The programme for the demolition has been impacted by the utility providers who have been unable to provide disconnection dates within the previously requested timescales. It is anticipated that the services disconnections will now be completed by mid-January to allow the main demolition works to commence.

6.0 SCHOOL ESTATE LIFECYCLE WORKS 2021/22

6.1 School Artificial Pitches

The lifecycle work associated with artificial pitches across the Education estate forms part of the asset plan agreed at the September 2020 Education & Communities Committee. The 2021/22 programme included the replacement of the 7-a-side 3G pitch carpet at Wemyss Bay Primary School as previously reported.

6.2 General Lifecycle Works

The lifecycle programme for the Education estate is informed from the external condition surveys carried out in connection with asset management and estate core fact reporting. The budget also addresses suitability issues identified from the surveys undertaken through Heads of each establishment and sufficiency issues identified through the continued monitoring of school rolls and projections. The 2021/22 programme works has included the following to date:

- Ardgowan PS – works to lower ground floor library/teaching space.
- Inverkip PS - classroom floor covering replacement and minor works.
- Kings Oak PS – hygiene room formation, mechanical & electrical plant and component replacement, minor internal works.
- Newark PS - floor covering replacement and decoration (various).
- St Francis PS - floor covering replacement and decoration (various).
- St Joseph's PS - car park resurfacing/improvements.
- St John's PS - floor covering replacement (various).
- St Michael's PS - decoration and floor coverings (various).
- Wemyss Bay PS - classroom decoration & floor covering replacement and pupil toilet refurbishment.
- Inverclyde Academy - floor covering replacement and decoration (various); roofing lifecycle works; building management system lifecycle works; façade cleaning.
- St Columba's HS – Emergency lighting upgrade to LED.
- Craigmarnoch – Conversion of rooms to teaching space.
- Various primary schools – cycle shelter lifecycle works; water chiller replacement; LED lighting upgrade to external building mounted/ site lighting.
- Various standalone early years facilities – flooring replacement; decoration; external improvement works; LED lighting upgrade.

6.3 Public Partnership Schools (PPP) Lifecycle Works

The lifecycle programme for the four PPP schools is managed as part of the contract through the FM provider with monitoring via Property Services. The 2021/22 programme has been completed as previously reported with the 2022/23 programme currently being scoped / finalised.

7.0 1140 HOURS EXPANSION PROJECTS

7.1 Rainbow Family Centre Extension

The works were certified practically complete on 30 July with Care Inspectorate inspection and registration completed in early August in readiness for operation at the start of the new term.

7.2 Larkfield Children's Centre New Build

The works were certified practically complete on 12 November with Care Inspectorate inspection and registration completed and first day of operation on 18 November.

7.3 Glenpark Early Learning Centre Outdoor Unit

The works commenced mid-August and were certified complete in early October with the unit now occupied and in use.

7.4 Various Early Years Establishment – Direct Access / Canopies / Environmental

An allocation of funds was made available from the projected early years revenue underspend to address improvements across a number of early years establishments associated with access to and use of external environments. Officers from Property Services are currently progressing proposals with a number of items at various stages of progression. Environmental improvement works were included as part of the Hillend Children’s Centre project (item 5.2) which have now been completed, and free-flow / direct access related work has recently been instructed at Blairmore Nursery school. Further works will be progressed over the remainder of the current financial year and into the next financial year to the extent of the available funding.

8.0 INTERACTIVE WHITEBOARD / ACTIVE PANEL REFRESH

8.1 The replacement of interactive whiteboards across the education estate and a longer term refresh programme of active panels has been approved by the Education & Communities Committee as part of the 2021-28 Education Services Digital Learning Strategy. The on-going construction sector challenges in terms of materials shortages and labour supply continues to impact the progression of projects either in terms of increased lead-in / start dates or through delays on site with the subsequent impact on the delivery of the 2021/22 Capital Programme and forecast expenditure. As such there is a need to consider acceleration / advancement of 2022/23 project expenditure in any areas where this may be feasible to assist in mitigating projected slippage. The Committee is requested to note that Authority was sought through the Policy & Resources Executive Sub-Committee in December 21 to accelerate the 2022/23 interactive whiteboard refresh programme to allow a tender acceptance to be issued in sufficient time to maximise spend in the current financial year. The tender acceptance was issued in early January with works programmed to commence at the end of January and be complete by the end of March. The £700k contract will address all of the remaining interactive whiteboards across the estate through replacement with new active panels. The annual refresh programme thereafter will vary year to year in line with the age of the active panel equipment and the 7 year refresh cycle.

9.0 IMPLICATIONS

9.1 Finance

Financial Implications:

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
N/A					

--	--	--	--	--	--

9.2 Legal

There are no known Legal implications contained within this report.

9.3 Human Resources

There are no known Human Resources implications contained within this report.

9.4 Equalities

Equalities

(a) Has an Equality Impact Assessment been carried out?

	YES
X	NO – This report does not introduce a new policy, function or strategy or recommend a substantive change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required

(b) Fairer Scotland Duty

If this report affects or proposes any major strategic decision:-

Has there been active consideration of how this report's recommendations reduce inequalities of outcome?

	YES – A written statement showing how this report's recommendations reduce inequalities of outcome caused by socio-economic disadvantage has been completed.
X	NO

(c) Data Protection

Has a Data Protection Impact Assessment been carried out?

	YES – This report involves data processing which may result in a high risk to the rights and freedoms of individuals.
X	NO

9.5 Repopulation

The regeneration works outlined in this report should contribute to retaining and increasing the population within the area. There are no repopulation implications contained within this report.

10.0 CONSULTATIONS

10.1 None.

11.0 BACKGROUND PAPERS

11.1 None.

Report To:	Education & Communities Committee	Date:	25 January 2022
Report By:	Ruth Binks, Corporate Director Education, Communities and Organisational Development	Report No:	EDUC/01/ 22/KM
Contact Officer:	Andrina Hunter, Corporate Policy, Performance and Partnership Manager	Contact No:	712042
Subject:	Education and Communities Corporate Directorate Improvement Plan 2019/22 Progress Report		

1.0 PURPOSE

1.1 The purpose of this report is to update the Committee on the delivery of the improvement actions in the Education, Communities and Organisational Development (ECOD) Corporate Directorate Improvement Plan (CDIP). Details are provided in the Appendices.

2.0 SUMMARY

2.1 This is the first progress report on the delivery of the year 3 actions within the ECOD CDIP and focuses on the improvement actions that sit within Education Services and the Culture, Communities and Educational Resources Service.

2.2 Full detail of the progress that has been made is provided in Appendix 1. The latest performance information for the CDIP key performance indicators (KPIs) is provided in Appendix 2.

2.3 The status of the CDIP's improvement actions as at December 2021 is shown below:

Status	blue - complete	red - significant slippage	amber - slight slippage	green - on track
December 2021	1	-	9	6

One action, Community Safety & Resilience (Improving Inverclyde Initiative), is not yet started.

3.0 RECOMMENDATIONS

3.1 It is recommended that the Committee:

- Note the progress made in delivering the year three improvement actions contained within the Education, Communities and Organisational Development CDIP.

Ruth Binks
Corporate Director,
Education Communities and
Organisational Development

4.0 BACKGROUND

- 4.1 CDIPs are a key component of the Council's Strategic Planning and Performance Management Framework. They are the principal vehicle for the delivery of the organisational priorities in the Council's Corporate Plan 2018/22, as well as the wellbeing outcomes.
- 4.2 The Education, Communities and Organisational Development CDIP 2019/22 was approved by this Committee on 7 May 2019. At its meeting on 14 September 2021, the Policy and Resources approved the extension of the CDIP and Corporate Plan term for an additional year to allow time for appropriate stakeholder consultation to be carried out on local priorities going forward.
- 4.3 This performance report focuses on the improvement actions that sit within Education Services and the Culture, Communities and Educational Resources Service. It aims to provide the Committee with the opportunity to make an appropriate judgement on performance in relation to the progress being made in the delivery of the pertinent actions with the ECOD CDIP. It also includes the most recent performance data for the CDIP key performance indicators.

5.0 YEAR THREE IMPROVEMENT PLAN – PROGRESS

- 5.1 This is the first progress report on the year three improvement actions within the ECOD CDIP. The status of the improvement actions as at December 2021 is summarised below:

5.2 Status	blue – complete	red – significant slippage	amber – slight slippage	green – on track
December 2021	1	-	9	6

- 5.3 6 improvement actions have a green 'on track' status and 9 have an amber status, meaning there has been slight slippage in the work stream. One action, Community Safety & Resilience (Improving Inverclyde Initiative), has not started. Appendix 1 provides further information on each of the improvement actions, together with a commentary from the appropriate Service.

6.0 IMPLICATIONS

6.1 Finance

None

Financial Implications:

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
N/A					

6.2 Legal

There are no direct legal implications arising from this report.

6.3 Human Resources

There are no direct human resources implications arising from this report.

6.4 Equalities

Equalities

(a) Has an Equality Impact Assessment been carried out?

	YES
X	NO – This report does not introduce a new policy, function or strategy or recommend a substantive change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required

(b) Fairer Scotland Duty

If this report affects or proposes any major strategic decision:-

Has there been active consideration of how this report's recommendations reduce inequalities of outcome?

	YES – A written statement showing how this report's recommendations reduce inequalities of outcome caused by socio-economic disadvantage has been completed.
X	NO

(c) Data Protection

Has a Data Protection Impact Assessment been carried out?

	YES – This report involves data processing which may result in a high risk to the rights and freedoms of individuals.
X	NO

6.5 Repopulation

The provision of services which are subject to close scrutiny with the aim of ensuing continuous improvement for current and potential citizens of Inverclyde support the Council's aim of retaining and enhancing the area's population.

7.0 CONSULTATIONS

7.1 Updates on the progress of the implementation of the improvement actions within the CDIP have been provided by the nominated officer with lead responsibility for each action.

8.0 BACKGROUND PAPERS

8.1 Education, Communities and Organisational Development Corporate Directorate Improvement Plan 2019/22

Education and Communities Corporate Directorate Improvement Plan - Progress Report 2021/22

Corporate Improvement Actions 2021/22

These improvement actions have implications for the whole Council or more than one Directorate

Corporate Improvement Actions 2020/21					
	Where do we want to be?	How will we get there?	Status December 2021	Commentary December 2021	Corporate Plan priority
1.	<p><u>Children's Services Plan</u></p> <p>Governance framework provides overview of progress and service level accountability.</p> <p>Strategic leads take forward projects and report on progress to the Children's services Partnership</p> <p>The delivery plan and key performance measures are agreed and actioned.</p>	<p>Delivery of identified CSP outcomes by CS Partnership sub-groups. Priority Leads and sub-group Chairs will meet regularly to co-ordinate and monitor progress. Meetings will now resume post COVID-19.</p>	●	<p>Amber – slight slippage</p> <p>The three year Children's Services Plan 2020-2023 was published and the annual report will be published in draft by December 2021. The Scottish Government has allowed flexibility of deadlines due to the impacts of COVID—19 on services. Despite the impacts, the CSP identifies areas of progress across the 4 priority areas.</p>	<p>OP5 OP6 OP9 OP10</p>
2.	<p><u>The UNCRC Incorporation (Scotland) Bill</u></p> <p>All Directorates have an awareness of the UNCRC legislation</p> <p>A council wide strategy is in place to ensure compliance with the change in legislation relating to UNCRC incorporation.</p> <p>Revised governance systems are in place to ensure that all services consider UNCRC as part of their</p>	<p>Establishment of council wide working group to create an action plan.</p> <p>Awareness raising / training rolled out over 2021 and establish Rights Champions.</p> <p>Establish Rights Impact Assessment as part of overall</p>	●	<p>Amber – slight slippage</p> <p>The action plan is being progressed with Champions across relevant services. The requirement to comply by October 2021 has been stepped back due to the UK Government's challenge to the Scottish Government being upheld by the Supreme Court, however the Council will continue to roll out the approaches agreed by the working group and CMT. An update will be provided to the Policy and Resources Committee in February 2022.</p>	<p>OP9 OP10</p>

Corporate Improvement Actions 2020/21

Where do we want to be?	How will we get there?	Status December 2021	Commentary December 2021	Corporate Plan priority
planning and implementation processes.	governance process and align with equality impact assessment etc.			
<p>3. <u>The Community Empowerment (Scotland) Act 2015</u></p> <p>The Council and its partners can demonstrate that it is effectively delivering the statutory requirements of the Community Empowerment (S) Act 2015</p> <p>Roll out the LPGs to all localities</p> <p>The Alliance is investing in building the capacity of communities. Robust and comprehensive community involvement and engagement takes place in each of the 6 localities.</p> <p>Communities can influence how budgets can be used to address local priorities.</p>	<p>Continue to develop appropriate, local responses to Scottish Government guidance.</p> <p>Utilise the learning from the pilot to plan the further roll out. Review the Locality Action Plans.</p> <p>Work with the groups to take action to tackle the issues that they want us to prioritise Support the Communication and Engagement Groups to increase membership, and provision of training and support on digital engagement.</p> <p>Implementation of the revised approach as agreed by the Policy and Resources Committee</p>	●	<p>6 Communication and Engagement Groups meet on a monthly basis to take forward the actions within the Locality Plans.</p> <p>Inverclyde Council is supporting all of the Communication and Engagement Groups, reviewing impact and assessing areas for improved engagement.</p> <p>Steering groups are being developed and each Communication and Engagement Group is progressing at different timescales.</p> <p>Two Locality Planning Groups have taken place, one in Port Glasgow and one in Wemyss Bay/Inverkip.</p> <p>A Participatory Budgeting framework is now agreed and proposals are in place for PB activity for 2021/22</p>	OP1-8
<p>4. <u>Volunteering Strategy</u></p> <p>A strategy and volunteer charter is produced</p> <p>Volunteer strategy forms part of the workforce development priority in the CLD 3-Year Plan 2021-24</p>	<p>A volunteer consultation survey carried out to inform the strategy</p> <p>Strategy development events/meeting carried out from April 2021. 3 Working Groups set up:</p>	●	<p>A volunteer, staff and partnership consultation has been carried out. A draft Volunteer Strategy has been developed, which includes a Volunteer Charter and is currently out for consultation.</p>	OP1 OP2

Corporate Improvement Actions 2020/21

	Where do we want to be?	How will we get there?	Status December 2021	Commentary December 2021	Corporate Plan priority
	<p>Action plans are developed to outline key delivery priorities</p>	<ul style="list-style-type: none"> - Volunteer Survey - Volunteer Strategy - Volunteer Charter <p>Impact assessment carried out by Sept 2021</p> <p>Volunteer Pathways developed by March 2022.</p> <p>Development and delivery of a range of leadership and volunteering opportunities.</p>			
5.	<p><u>Child Poverty</u> To reduce child poverty locally and work towards the achievement of national targets.</p>	<p>Implementation of the anti-poverty initiatives.</p> <p>Local and national data will be analysed to evidence local impact on child poverty and on the national targets.</p> <p>Monitor and review the projects in the Inverclyde Child Poverty Action Report</p>	●	<p>All initiatives are progressing towards the agreed outcomes. Contracts have been agreed with community and third sector organisations. Despite challenges associated with recruitment of staff each project has now either recruited or is in the recruitment process. A detailed report was presented to Policy and Resources Committee in November 2021.</p> <p>A Community Analyst has been appointed and is working closely with other analysts within the council and HSCP to develop a local strategic needs assessment that will provide the local and national data and targets. The community analyst will present the initial child poverty data to the Child Poverty Action Group on Thursday 9 December. A KPI discussion workshop will also take place at this meeting to review the impact of the projects implemented in the first 3 Local Child Poverty Action Reports. This discussion will also outline the contents for the Year</p>	<p>OP1 OP4 OP5 OP6</p>

Corporate Improvement Actions 2020/21

	Where do we want to be?	How will we get there?	Status December 2021	Commentary December 2021	Corporate Plan priority
				4 CPLAR with input from the National Child Poverty Lead from Improvement Service.	

Cross-Directorate Improvement Actions 2021/22

These improvement actions are implemented by more than one Council Service

Cross-Directorate Improvement Actions 2021/22					
	Where do we want to be?	How will we get there?	Status December 2021	Commentary December 2021	Corporate Plan priority
1.	<p><u>CLD 3 year Plan</u></p> <p>Plan completed by Sept 2021</p> <p>Key elements of the plan to include</p> <ul style="list-style-type: none"> - Involvement - Shared delivery priorities - Unmet need - Planning - Governance - Workforce development 	<p>Delivery of the key activities as set out in the 3 year plan.</p> <p>New governance structures and arrangements in place</p> <p>Reporting of progress to the Strategic Implementation Group.</p>	<p>●</p> <p>Green- on track</p>	<p>The 3 year plan was completed and published on the Council's website at the end of September in line with SG/ES guidance.</p> <p>New Governance structures have been approved and the new Co-ordinating Group is scheduled to meet early Jan 2022. The Strategic Implementation Group will receive quarterly updates.</p>	<p>OP3 OP4 OP6 OP9 OP10</p>
2.	<p><u>Develop and implement Sport and Physical Activity Strategy</u></p> <p>Draft Strategy developed and launched by Nov 2021</p>	<p>Strategy working group is established and meeting regularly</p> <p>The action plan is refreshed in light of Covid-19 with an initial focus on recovery</p> <p>Community engagement with regards to Action Plan will follow Strategy launch for completion by March 22</p> <p>Establish a reporting mechanism through Inverclyde Alliance Board.</p> <p>Operational group to be established in line with Action Plan Development and other key developments such as Community Sport Hubs.</p>	<p>●</p> <p>Amber- slight slippage</p>	<p>Strategy working group formed and meeting.</p> <p>Action Plan in development currently.</p> <p>Action Plan Engagement Plan in draft to be actioned by Core group in Jan 22</p> <p>Plan submitted to Alliance Board and approved. Report dates agreed</p> <p>Group membership being discussed with a view to meeting in January 2022</p>	<p>OP9</p>

Service Improvement Actions 2021/22

These improvement actions are implemented by individual Council Services

Education				
Where do we want to be?	How will we get there?	Status December 2021	Commentary December 2021	Corporate Plan priority
<p>1. <u>Scottish Attainment Challenge</u> An increase use of data to set targets and inform next steps and improvement</p> <p>A recovery curriculum is in place to ensure that the needs of all learners are met and that there are opportunities to fill learning gaps due to COVID-19</p> <p>Increased usage of data to set targets and inform next steps and improvements</p> <p>Parents are enabled to better support their children in Literacy, Numeracy and Health and Wellbeing</p> <p>Clearly articulated approaches to multi-agency professional learning to sustain collaborative and collegiate interventions.</p> <p>A consistent shared understanding of high –quality learning, teaching and assessment.</p> <p>Continue to reduce exclusions.</p>	<p>Continue to support and challenge staff in interpreting and using data to close the poverty related attainment gap.</p> <p>Continue to review and embed the range of interventions focused on closing the poverty-related attainment gap.</p> <p>Co-ordinated quality programmes are in place with partners which impact on attainment</p> <p>Continue to support and establish on family learning programmes and to support parents.</p> <p>Continue collaborative professional learning as demonstrated through highly effective implementation groups and professional learning communities. Disseminate effective practice.</p> <p>Continue to support and develop the leadership programmes that are provided across the authority, through the Regional improvement collaborative and nationally.</p> <p>Evidence informed interventions which positively impact on the lives of children</p>	<p>●</p> <p>Green - on track</p>	<p>The 2021/22 plan is being successfully implemented. An announcement on the 23/11 has confirmed the approach to the SAC refresh from April 22. Work is under way to respond to this.</p> <p>Good work is being carried out to ensure the effective use of data, tracking and analysis linked to interventions is being carried out, particularly in primary with the introduction of the recovery associates role. Latest data available shows good gains being made to recover to historic outcomes.</p> <p>Family learning is still affected by the return to school guidance however schools are being creative and using buildings other than schools to support and work with parents / CLD.</p> <p>Leadership programmes are well underway with new pathways such as a leadership programme for nursery deputies in place.</p> <p>2020/21 exclusion rates show a continuing decrease in exclusion rates.</p>	<p>OP1, OP4 OP5, OP9 OP10</p>

Education				
Where do we want to be?	How will we get there?	Status December 2021	Commentary December 2021	Corporate Plan priority
<p>Approaches and initiatives which have impacted on attainment are embedded.</p> <p><u>Recovery Curriculum</u></p> <p>Schools use ongoing assessment and tracking to pin-point highly effective targeted intervention alongside QFLT.</p> <p>The school workforce is highly trained and can support pupils as part of QFLT and through effective interventions.</p> <p>Schools continue to develop tracking and monitoring of other aspects of BGE curriculum and develop report templates.</p> <p>Tracking and monitoring will increasingly be used to provide effective interventions in learning.</p> <p>Schools are accessing information independently and are confident in the use of all measures to remove barriers to learning</p> <p>The Quality Improvement Framework (i) is in place and understood by all and (ii)</p>	<p>and young people.</p> <p>Ongoing implementation and evaluation of policies e.g. the Attendance Policy and 'Positive Relationships Positive Behaviour</p> <p>Build practitioner capacity across all sectors via high quality professional learning.</p> <p>Increase the digital literacy of all teachers and practitioners</p> <p>Updated Attainment Challenge plan for 2021/22 including the introduction of recovery associate roles in primary.</p> <p>Development of plans for SAC 2 for 22/23. Revising the Quality Assurance / school improvement Framework across the authority.</p> <p>Continue to develop the quality assurance framework and SEEMIS reporting and tracking system</p> <p>Establish toolkits for schools for recovery curriculum and pedagogy</p> <p>Ongoing work with SEEMIS</p>	<p>●</p> <p>Green - on track</p>	<p>Ongoing work to address attendance is underway, however overall national picture from Aug to Nov 21 shows lower rates overall – we are generally just above the national average.</p> <p>Support for this is ongoing and CMO for digital is becoming increasingly effective. A good number of schools are working towards the 'Digital Schools Award' in 2021/22.</p> <p>This is well under way and on track.</p> <p>Work is now progressing post Scottish Government announcement about the SAC refresh to create plans for this. A SAC decommissioning group has been established to oversee this. The revised QA framework is being implemented subject to the school guidance allowing for this.</p> <p>Schools' use of data and the ongoing evolution of our data dashboard is having an impact. The impact of the SEEMIS and data officers in this regard is significant.</p> <p>A variety of support has been on offer to ensure schools have considered their curriculum and pedagogy approaches to support recovery.</p>	<p>OP1, OP5, OP9, OP10</p>

Education				
Where do we want to be?	How will we get there?	Status December 2021	Commentary December 2021	Corporate Plan priority
<p>has been adapted for recovery planning</p> <p>Following review and evaluation, the data set is consistently used across all establishments.</p> <p>The Regional Improvement Collaborative Plan is revised and updated</p> <p>Progression frameworks for other areas of the curriculum are beginning to be developed.</p>	<p>Continue to have representation on the RIC working groups and programme board</p> <p>The coaching and modelling officers will continue to work with schools to identify appropriate progression.</p>		<p>CMOs have been in post for 1 term and are making good progress in gaining confidence to support schools. It is hoped that we can sustain these staff into the next year of SAC to allow them to have further impact.</p>	
<p>3. <u>National ASL Review</u></p> <p>There is parity of esteem for all pupils in marking achievements.</p> <p>The understanding of inclusion and the skills to work in this area will continue to evolve.</p>	<p>Work with Heads of Establishment and Corporate Comms to develop approaches to celebrate success for all.</p> <p>Ongoing work with staff to ensure that there is strength based language throughout GIRFEC Wellbeing Assessments</p> <p>Support for senior leaders.</p> <p>Refresh the Positive Relationships policy in line with the ASL Review.</p> <p>Develop training and embed into yearly staff updates, the leadership programme and probationer teacher induction.</p> <p>Develop bespoke and ongoing training and coaching for Pupil Support assistants.</p>	<p>●</p> <p>Amber-slight slippage</p>	<p>Meetings scheduled for the new year with Corporate Communications to examine the task and outcomes will be shared with Heads of Establishment.</p> <p>Several events have taken place with ASN Leaders to ensure that there is improved content in Wellbeing Assessments and that this is strength based. Assessments provided to the ASN Forum now almost all adopt this approach.</p> <p>A refresh of the Positive Relationships policy is currently being undertaken and it is being cross referenced against the expectations of the ASL Review.</p> <p>The leadership programme now has a section on the Review. PSA training is also being undertaken in line with recommendations from the Review. Probationer teacher induction will be the next aspect to take forward.</p>	<p>OP5, OP6,OP9</p>

Education					
Where do we want to be?	How will we get there?	Status December 2021	Commentary December 2021	Corporate Plan priority	
<p>4. <u>1140 hours expansion in early learning and childcare</u></p> <p>1140 hours offered to all eligible children across Inverclyde.</p> <p>Continue to address the restrictions in choice of establishment / patterns of placement.</p> <p>Delivering provision in line with Scottish Govt. guidance and legislation.</p>	<p>The strategic work group will continue to monitor the implementation of the expansion plan.</p> <p>Monitoring of admissions data and uptake of places.</p> <p>Continue engagement with Scottish Govt. via regular meetings and sharing of information.</p>	<p>●</p> <p>Green - on track</p>	<p>The implementation of the expansion programme is now complete. The final infrastructure project, Larkfield ELC, opened in November 2021. Admission data for this year has been reviewed and most children received their preferred placement. There continues to be pressure for term-time 9:00 – 15:00 places.</p> <p>A formal consultation process on ELC closes on 6 December 2021. The findings of this will inform the next 3 year plan.</p>	<p>OP4, OP5, OP6, OP9, OP10</p>	
<p>5. <u>Digital Strategy</u></p> <p>Updated and improved key infrastructure across all establishments including improved connectivity, enhanced Wi-Fi and updated hardware. Evidence of improved pedagogy utilizing digital approaches including readiness to respond for remote / online learning.</p> <p>Improved access to digital devices for pupils in line with the Scottish Government programme.</p>	<p>Implementation of the Education Digital Strategy as part of the overall Council Digital Strategy over the next three years.</p>	<p>●</p> <p>Amber – slight slippage</p>	<p>As agreed at the Education Committee and CMT in Nov 21 a fuller audit is being undertaken of hardware in schools to identify next steps and priorities.</p> <p>We are still waiting on clarity from the SG as to the strategy for funding pupil devices - we expect this in April 22. Work is ongoing around improving connectivity, Wifi and replacing interactive boards in classrooms.</p>	<p>OP2, OP3, OP4, OP5</p>	
<p>6. <u>Education Equality Outcomes</u></p> <p>Progress is made with the delivery of the Education Outcomes Improvement Plan 2021/25</p>	<p>Devising of an Improvement Plan 2021/25 for submission to the Education and Communities Committee on 2 November 2021</p>	<p>●</p> <p>Complete</p>	<p>The Education Outcomes Improvement Plan 2021/25 was approved by the Corporate Management Team and the related Equality Impact Assessment published on the Council's website. Progress reports on the delivery of the Plan 2021/25 will be submitted to the Council's Corporate Equalities Group.</p>	<p>OP2 OP5, OP9</p>	

Culture, Communities and Educational Resources

	Where do we want to be?	How will we get there?	Status December 2021	Commentary December 2021	Corporate Plan priority
1.	<p><u>Introduce the food and nutritional guidelines across all establishments and improve the uptake of free school meals</u></p> <p>To sustain free school meal provision at an appropriate level in light of Covid-19 restrictions.</p>	<p>Through monitoring and assessing the provision and promotion of the initiative to parents and children through each school.</p>	<p style="text-align: center;">●</p> <p>Green- on track</p>	<p>Free school meal provision was extended to P5 in primary from August 2021 and will be implemented for P6 & P7 in line with national direction.</p> <p>Free meal uptake in secondary remains low. Moving forward there are plans to introduce meal deals and a more varied menu choice whilst adhering to the nutritional guidelines from the Scottish Government.</p>	<p>OP4, OP6</p>
2.	<p><u>Cultural Services - Library Services</u></p> <p>Joined up library services for children and young people, making best use of all available resources across public, school and "pop-up" libraries.</p> <p>The Attainment Challenge work acts as a bridge between school and public libraries with sustainability built into resultants linkages, programming etc.</p>	<p>Review of children and young people's library services across Inverclyde to ensure that public library services, secondary school libraries, and outreach work are operating efficiently, in tandem, and adhering to modern best practice.</p> <p>Review of existing library provision within primary schools.</p> <p style="text-align: right;">2021/22</p>	<p style="text-align: center;">●</p> <p>Amber – slight slippage</p>	<p>AC Library officer delivering bridging programmed work with Official Engagement as at end November 2021: 16 Primary Schools , 4 Secondary Schools, 1 ASN School</p> <p>66% of Inverclyde schools have engaged with the Reading Schools initiative so far. Scottish Book Trust have indicated that this is the 2nd highest level of engagement within the West Partnership and 3rd highest across all eligible local authorities, demonstrating that there is a high level of interest and commitment from schools in achieving reading schools accreditation.</p> <p>Primary School Engagement Full Libraries Inspire Blended learning Programme</p>	<p>OP1, OP2, OP8, OP9, OP10</p>

Culture, Communities and Educational Resources

	Where do we want to be?	How will we get there?	Status December 2021	Commentary December 2021	Corporate Plan priority
3.	<p><u>Community Safety & Resilience – Improving Inverclyde Initiative</u></p> <p>The introduction of a neighbourhood / community based community safety and resilience initiative in Lower Port Glasgow in a post-Covid restriction period.</p>	<p>Engagement with agencies and services to identify post-Covid resources and current assets within the identified area.</p> <p>Assess post-Covid community engagement responses to identify unmet and changed community need</p> <p>Engagement with communities and the Community Council to encourage participation and ownership</p> <p>6 month evaluation of the project to identify successes/areas for improvement and the opportunity to roll out to other areas.</p> <p>12 month evaluation of the initiative to identify self-sustaining initiatives, community impact and community perceptions.</p>	<p>Not yet started</p>	<p>Pre-Covid a draft action plan was at final discussion stages with the local housing providers to identify existing services and potential for improvement/additionality.</p> <p>The Community Safety Partnership Strategic Group agreed to put the initiative in hiatus to ensure that changed community needs post-Covid are assessed, understood and planned for.</p> <p>The delivery plan for the lower Port-Glasgow initiative will be implemented, through engagement with the Community Council, to ensure that community views are considered prior to final modelling and launch.</p> <p>An update on the delayed implementation will be provided to the Community Safety Partnership in January 2022.</p>	<p>OP1, OP2, OP5, OP6, OP7, OP9</p>
4.	<p><u>Youth Consultation & Representation structures</u></p> <p>Community engagement structures enhance the participation levels of our young people.</p> <p>The voices of our young people have an appropriate platform to be heard.</p>	<p>Review and refresh the Youth Representation structure in light of Covid-19.</p> <p>Review the Youth Participation Strategy.</p> <p>Re-establish LGBT+ provision in Inverclyde following Covid-19</p> <p>Collaborate with young people and stakeholders to plan and deliver Clyde Conversations 2021.</p>	<p>Amber – slight slippage</p> <p style="text-align: center;">●</p>	<p>Inverclyde Youth Council has recruited new members and working through induction training</p> <p>Review to be done in consultation with young people. Keen to strengthen existing structures and engage new MSYPs before reviewing.</p> <p>Pride Picnic in August relaunched Clyde Pride Group. Group currently meeting weekly and looking to recruit new members.</p>	<p>OP2, OP9</p>

Culture, Communities and Educational Resources

Where do we want to be?	How will we get there?	Status December 2021	Commentary December 2021	Corporate Plan priority
	<p>Ensure effective arrangements are in place for the Scottish Youth Parliament (SYP) Elections 2021. Establish a Youth Consultation Group linked to the requirements for UNCRC.</p>		<p>Steering group established and meeting weekly in order to plan Clyde Conversations due to take place in Feb 2022.</p> <p>Elections took place in November 2021 with 2 new MSYPs elected. Over 2400 votes cast by local young people.</p>	

Education and Communities Corporate Directorate Improvement Plan - Progress Report 2021/22 Performance Indicators

The Council's key performance indicators help demonstrate performance against strategic objectives. Full year performance figures for 2018/19, 2019/20 and 2020/21 are shown below.

Key Performance Indicators				
Key performance measure	Performance 2018/19	Performance 2019/20	Performance 2020/21	Target 2021/22
Culture, Communities and Educational Resources				
Libraries: total number of visits	671,212	682,714	529,804	530,000
Watt Institution: number of visits to/usages of the Museum	57,076	42,277	48,146	49,000
Adult learners:				
• the number achieving qualifications	261	314	64	80
• the number improving their literacies	750	421	148	300
Key Performance Indicators				
Key performance measure	Performance 2018/19	Performance 2019/20	Performance 2021/22	Target 2021/22
Education Services				
% of primary pupils (P1, P4 and P7 combined) achieving expected levels or better in literacy (based on reading, writing and talking and listening)	72.4%	Not available	67.9%*	75%
% of primary pupils (P1, P4 and P7 combined) achieving expected levels or better in numeracy	78.9%	Not available	74.5%*	82%

Key Performance Indicators				
Key performance measure	Performance 2018/19	Performance 2019/20	Performance 2021/22	Target 2021/22
% of S3 pupils achieving third level or better in literacy (based on reading, writing and talking and listening)	91.2%	Not available	Not available	91%
% of S3 pupils achieving third level or better in numeracy	91.9%	Not available	Not available	89%
% of S3 pupils achieving fourth level or better in literacy (based on reading, writing and talking and listening)	38%	Not available	Not available	45%
% of S3 pupils achieving fourth level or better in numeracy	50.3%	Not available	Not available	45%
% of leavers achieving SCQF Level 5 or better in literacy	84.9%	87.2%	Not available	86%
% of leavers achieving SCQF Level 5 or better in numeracy	73.5%	75.5%	Not available	76%
% of leavers achieving 1 or more awards at SCQF Level 6 or better	72%	74.7%	Not available	70%
% of leavers achieving 5 or more awards at SCQF Level 6 or better	35.6%	38.3%	Not available	36%
Attendance:				
Primary	94.2%	92.3%	95.0%	90%
Secondary	89.8%	89.4%	92.9%	85%
Additional Support Needs	91.5%	89.2%	91.9%	80%
Exclusions from school per 1,000 pupils:				
<ul style="list-style-type: none"> • primary • secondary • additional support needs 	3.2 40 93	0.4 34.6 37.2	1.1 27.5 15.5	No target set, however the aim is to reduce exclusions

Report To:	Education & Communities Committee	Date:	25 January 2022
Report By:	Corporate Director Education, Communities & Organisational Development	Report No:	EDUCOM/11/22/RB
Contact Officer:	Ruth Binks	Contact No:	01475 712748
Subject:	Education Update Report – Overview of National and Local Initiatives		

1.0 PURPOSE

- 1.1 The purpose of this report is to give an update on national and local projects and initiatives linked to education.

2.0 SUMMARY

- 2.1 This report contains updates on the following:

2.2 COVID -19 updates

- Return to school guidance update
- Latest update from SQA
- Education Scotland follow through inspections, resumption of scrutiny and thematic inspections

Early years updates

- Update on inspection of Happitots Greenock and Inverkip
- Early Learning and Childcare Consultation 2021
- West College Scotland Nursery update
- Early Years Budget

School holiday – benchmarking

School meals and breakfast clubs

- Breakfast Clubs
- Universal free school meal provision for P6 and 7 from August 2022

3.0 RECOMMENDATIONS

- 3.1 The Education and Communities Committee is asked to note the updates contained within this report.

Ruth Binks
Corporate Director
Education, Communities & Organisational Development

4.0 COVID -19 UPDATES

4.1 Return to school guidance update

The guidance for return to schools and early year's establishments was updated on 5 January 2022. The latest version can be found at this link:

<https://www.gov.scot/publications/coronavirus-covid-19-guidance-on-reducing-the-risks-in-schools/>

Attendance

Prior to the Christmas break overall pupil attendance has begun to improve however schools continued to be affected as pupils awaited tests and outcomes. Inverclyde schools remained broadly in line with the overall national average. More data on this can be found here: <https://public.tableau.com/app/profile/sg.eas.learninganalysis/viz/COVID19-SchoolsandChildcareInformationAugust2021/Introduction>

Before Christmas staff absence had improved after having been higher than normal at the start of the October term, largely due to staff having to be absent from work pending the outcome of a PCR test. The actual number of staff having to be absent from work due to a positive PCR outcome or isolating due to being in contact with a positive cases was low. This has meant that any additional staff in schools such as recovery teachers have had to be used to cover staff absences.

Vaccinations 12 – 15 year olds

The role out of this continues and is led by our colleagues in health. So far schools have not been directly involved in or used as centres for vaccinations of pupils.

4.2 Scottish Qualifications Authority (SQA) update

The update below from the November Committee remains the latest information we have. Schools continue to progress plans for exams and most schools are now either planning for or carrying out preliminary assessments.

November update

SQA exams will take place from 26 April to 1 June 2022 with results day on 9 August 2022. While detailed planning for delivering exams is now underway, it is also important that SQA, along with the whole education system, plans for any further disruption that may happen due to the Covid-19 pandemic. The SQA are continuing to discuss with the National Qualifications Group any additional measures that will help the education system respond to further significant disruption to learning or changes to public health conditions.

Planning for a full exam diet

SQA have also published a variety of proposals for contingency as well as mitigations for a full exam diet. The services is working with schools to develop our own approaches to ensure that current assessment process are secure and robust without creating a dual assessment approach i.e. over assessing now in case exams do not proceed.

More information can be found at the link below:

<https://www.sqa.org.uk/sqa/99158.html>

4.3 Education Scotland update

Since the start of the academic year Education Scotland announced that they would resume their scrutiny programme which would include carrying out follow through inspections of establishments that were due pre pandemic. As well as this they announced that full scrutiny of regular inspection would resume from January 2022. Further to this they announced that they would carry out three thematic inspections during the Autumn term focussing on Outdoor Learning, Well-being and overall approaches to recovery.

Thematic Inspections

National thematic reports see HM Inspectors of Education share their professional view on particular aspects of education. Reports review current practice in focus areas and contain

advice and guidance around what is working well, as well as important areas for discussion and further development.

Inverclyde agreed to engage with all three of the thematic inspections as below:

- Outdoor Learning – full day visit by an HMI to Kilmacolm Primary School
- Well-being - full day visit by an HMI to Kilmacolm Primary School
- Approaches to recovery – presentation on our approaches to supporting primary schools with recovery, focus groups of Head teachers and a visit to St Patrick's Primary school

We do not receive individual reports on each visit. We may see some of the practice observed and shared written up as a case study in the overall report. However, informal feedback from all three visits was very positive, supportive and encouraging.

As soon as these national reports are published they will be shared with this Committee.

Resumption of inspection

In December 2021 Education Scotland announced that they would not resume full inspection programme from January 2022 as planned. This is largely in recognition of the ongoing impact of the pandemic on education services nationally. Instead, a series of visits to establishments will be carried out from February 2022 with a focus on identifying best practice in recovery. As yet we await the detail of these visits. More information can be found here: <https://education.gov.scot/education-scotland/who-we-are/management/annual-programme-of-scrutiny/>

4.3.1 Follow through visits

2 schools in Inverclyde had inspections pre pandemic which required a follow through visit: All Saints Primary School and Lady Alice Primary School.

These follow through visits took place during November 2021 with the All Saints letter being published in December 2021 and the Lady Alice letter due to be published in January 2022. The All Saints report is the subject of a separate report to this committee and the Lady Alice report will be reported to the March Committee.

5.0 EARLY YEARS UPDATES

5.1 Happitots Greenock and Inverkip Update

Recent inspections by the Care Inspectorate of Happitots (Greenock) and Happitots (Inverkip) resulted in both settings failing to meet Scottish Government's national standard and Inverclyde Council's contract.

Both reports have now been published on the Care Inspectorate website. The providers are responsible for sharing these with parents.

Both Happitots settings have submitted an improvement plan to Education Services. The following scrutiny processes have been undertaken:

- Meetings with the management of Thrive Childcare;
- Scheduled scrutiny / monitoring visits;
- Unannounced visits;
- Support from an ELC teacher.

Further updates will be submitted to Committee in March and May 2022.

5.2 Early Learning and Childcare Consultation 2021

Inverclyde Council has a statutory duty under the Children and Young People (Scotland) Act 2014 to consult with parents regarding the local delivery of Early Learning and Childcare. The consultation should seek the views of parents in order to review the delivery and impact of Early Learning and Childcare (ELC) and to inform the Early Learning and Childcare Delivery Plan.

The parental survey opened on 15 November and closed on 6 December 2021. 211 responses were received. Early analysis of the responses identifies:

- The main priorities for parents using ELC were utilising ELC entitlement, employment, to meet child's needs; to get child ready for school, for studying / education, to look for employment.
- The main reasons for parents choosing a provider are qualification of staff, reputation of provider, Care Inspectorate grades, suitability of operational hours; outdoor learning, close to home and affordability.
- 61% of families identified that the full day, term-time model best suits their needs. Other models such as extended year and day were less popular.

A full analysis of the survey findings and a draft delivery plan will be submitted to Committee in May 2022.

5.3 West College Scotland Nursery

West College Scotland nursery is located in the Finnart Campus in Greenock. The service is registered to provide 48 Early Learning and Childcare (ELC) places. It provides childcare for students and is contracted by Inverclyde Council to provide ELC places for children in the community.

On 15 December 2021 Education Services was informed that a decision has been taken to close the nursery on 17 June 2022.

Currently 23 children receive their ELC entitlement in West College Nursery. 13 of this cohort will move on to school and will therefore not be affected by the closure. 10 of this cohort are ante pre-school and will need to transfer to an alternative nursery for their pre-school year.

The implications of this decision are currently being investigated but will include:

- An impact on Inverclyde Council's duty to provide ELC for all 3 – 5 year olds. Given current capacity additional provision will need to be identified.
- The loss of a valued Provider in a locality where there is no other nursery provision.
- The loss of full day, term-time places which are the most sought after placements by parents.

Education Service's Officers will continue to work with the college to support both staff and families.

A further report will be submitted to Committee in March 2022.

5.4 Early Years Budget

Scottish Government has advised that the Early Learning and Childcare (ELC) specific grant will reduce in the next financial year. Although a reduction in funding was anticipated it was thought that this would be on a phased basis.

In financial year 21/22 the Specific Grant for ELC was £8.734m. For 22 /23 this reduces to £7.598million resulting in a funding reduction of £1.136million

Officers are currently scoping the impact of the reduction and it should be noted that there has been a historic underspend in the ELC budget. A full report will be brought to Committee in March 2022.

6.0 SCHOOL HOLIDAYS

- 6.1 Further to a request from the Education and Communities Committee at its meeting on 2 November 2021 regarding the school holidays throughout the West Partnership, please see attached appendix 1 showing the holidays confirmed for 2022/23 and the principles attached to these holiday periods. Members will note the synergy across many of the school holiday dates across the partnership.

7.0 SCHOOL MEALS AND BREAKFAST CLUBS

7.1 Breakfast Clubs

Since the schools returned in August, breakfast provision in primary schools has been provided on a 'grab and go' basis to account for the restrictions around social distancing in canteen areas. Over the past few months there has been a planned return to lunchtime canteen service in schools and it was hoped that by January 2022, all primary schools would have returned to the original breakfast provision which will be served at tables and in line with nutritional guidelines. The guidance at the time of writing is that "bubbles" should remain in place and this means where practical classes will be kept separated from each other indoors. This may have an impact on breakfast clubs.

It is hoped that once breakfast clubs return to the original provision that the service will see an increase in uptake of breakfast provision in our schools as a result of the changes made, however, recruitment of breakfast club assistants (along with staff absence) remains a challenge for the service.

7.2 Universal Free School meal provision for P6 and 7 pupils from August 2022

At the November 2021 meeting of the Education and Communities Committee it was agreed that the roll out for universal free school meals for P6 and P7 pupils should follow the national timeline, awaiting the required adaptations to the kitchens. This was because there is a requirement for some capital expenditure to adapt kitchens and buy resources to be able to continue to deliver the range of hot meals on offer. Following the undertaking of a "deep dive" audit into the authorities who were experiencing the most significant issues, the Scottish Government have delayed the introduction of universal free school meals for P6 and P7 in August 2022. Further updates on the revised national timeline will be brought to future committees as more information becomes known.

8.0 IMPLICATIONS

8.1 None

Financial Implications:

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
N/A					

8.2 Legal

None

8.3 Human Resources

None

8.4 Equalities

Equalities

- (a) Has an Equality Impact Assessment been carried out?

✓

YES

NO – This report does not introduce a new policy, function or strategy or recommend a substantive change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required

(b) Fairer Scotland Duty

If this report affects or proposes any major strategic decision:-

Has there been active consideration of how this report's recommendations reduce inequalities of outcome?

✓

YES – A written statement showing how this report's recommendations reduce inequalities of outcome caused by socio-economic disadvantage has been completed.

NO

(c) Data Protection

Has a Data Protection Impact Assessment been carried out?

✓

YES

NO

8.5 Repopulation

N/A.

9.0 CONSULTATIONS

9.1 N/A

10.0 BACKGROUND PAPERS

10.1 N/A

Appendix 1 - School Holiday Dates - West Partnership 2022/23

	September Weekend 2022	October Break 2022	Christmas/ New Year Break 2022/2023	February Break 2023	Easter Break 2023	May Weekend 2023
Inverclyde Council	Fri 23 & Mon 26 Sep	Mon 17 - Fri 21 Oct	Mon 26 Dec - Fri 6 Jan	Mon 13 & Tue 14 Feb	Mon 3 - Fri 14 Apr	Fri 26 & Mon 29 May
Renfrewshire Council	Fri 23 & Mon 26 Sep	Mon 17 - Fri 21 Oct	Thu 22 Dec - Wed 4 Jan	Mon 13 & Tue 14 Feb	Mon 3 - Fri 14 Apr	Fri 26 & Mon 29 May
East Renfrewshire Council	Fri 23 & Mon 26 Sep	Mon 17 - Fri 21 Oct	Mon 26 - Wed 4 Jan	Mon 13 & Tue 14 Feb	Mon 3 - Fri 14 Apr	Fri 26 & Mon 29 May
West Dunbartonshire Council	Fri 23 & Mon 26 Sep	Mon 17 - Fri 21 Oct	Mon 26 Dec - Fri 6 Jan	Mon 13 & Tue 14 Feb	Mon 3 - Fri 14 Apr	Fri 26 & Mon 29 May
East Dunbartonshire Council	Fri 23 & Mon 26 Sep	Mon 17 - Fri 21 Oct	Fri 23 Dec - Fri 6 Jan	Mon 13 & Tue 14 Feb	Mon 3 - Fri 14 Apr	Fri 26 & Mon 29 May
Glasgow City Council	Fri 23 & Mon 26 Sep	Mon 17 - Fri 21 Oct	Fri 23 Dec - Tue 3 Jan	Mon 13 & Tue 14 Feb	Mon 3 - Fri 14 Apr	Fri 26 & Mon 29 May
North Lanarkshire Council	Fri 23 & Mon 26 Sep	Mon 17 - Fri 21 Oct	Fri 23 Dec - Fri 6 Jan	Mon 13 & Tue 14 Feb	Mon 3 - Fri 14 Apr	Fri 26 & Mon 29 May
South Lanarkshire Council	Fri 23 & Mon 26 Sep	Mon 17 - Fri 21 Oct	Mon 26 Dec - Fri 6 Jan	Mon 13 & Tue 14 Feb	Mon 3 - Fri 14 Apr	Fri 26 & Mon 29 May

	August 2022	October 2022	November 2022	February 2023	May 2023
Inverclyde Council	Tue 16 & Wed 17 Aug	Mon 24 Oct		Wed 15 Feb	Tue 2 May
Renfrewshire Council	Fri 12 & Mon 15 Aug	Mon 24 Oct		Wed 15 Feb	Tue 30 May
East Renfrewshire Council	Mon 15 & Tue 16 Aug	Mon 24 Oct		Fri 10 Feb	Tue 2 May
West Dunbartonshire Council	Mon 15 & Tue 16 Aug		Mon 14 Nov	Wed 15 Feb	Tue 2 May
East Dunbartonshire Council	Mon 15 & Tue 16 Aug	Fri 14 Oct		Wed 15 Feb	Tue 2 May
Glasgow City Council	Mon 15 & Tue 16 Aug	Fri 14 Oct		Wed 15 Feb	Thu 25 May
North Lanarkshire Council	Mon 15 & Tue 16 Aug		Mon 14 Nov	Wed 15 Feb	Tue 2 May
South Lanarkshire Council	Mon 15 & Tue 16 Aug		Mon 14 Nov	Wed 15 Feb	Tue 2 May

Basic Principles of Holiday Date Allocation

Principle of holiday dates

October	The Monday following the 2nd Friday in October for a week	Comments from WP	Already operate this model
Christmas	Must include one full Monday to Friday week		Already operate this model
February	The Monday following the 2nd Friday in February		Already operate this model
Easter	The first full week in April for 2 weeks		Dependent on when Good Friday and Easter Monday falls
September	Usually the last Friday/Monday in September		Inverclyde to better align September holiday with other LA's in WP

Report To:	Education & Communities Committee	Date:	25 January 2021
Report By:	Corporate Director Education, Communities and Organisational Development	Report No:	EDUCOM/05/22/MR
Contact Officer:	Michael Roach Head of Education	Contact No:	01475 712824
Subject:	Scottish Attainment Challenge Refresh 2022/23 – 2025/26		

1.0 PURPOSE

- 1.1 The purpose of this report is to provide an update to Committee on the Scottish Government's announcement in November 2021 regarding the future of the Scottish Attainment Challenge (SAC), herein to be referred to as the SAC refresh.

2.0 SUMMARY

- 2.1 The Cabinet Secretary set out in Parliament on 23 November her plans for the next phase of the Scottish Attainment Challenge (SAC), developed in consultation with local government and agreed by COSLA Leaders.
- 2.2 The announcement, as expected, confirmed that the current funding within the Scottish Attainment Challenge will now be redistributed between all 32 local authorities versus the current 9 Challenge Authorities and targeted challenge schools programme in non-SAC authorities.
- 2.3 This will see the current funding to existing SAC authorities tapered down over a 4-year period to a final amount in 2025/26.
- 2.4 The current SAC project in Inverclyde has had a focus on both sustainability and an 'exit strategy' throughout its existence, being established in 2015. This current Project Manager along with partners and stakeholders, who are already part of an overarching reference group that has been in place since 2015, are creating a long-term project plan which will map out the existing projects being pulled back over time.
- 2.5 Alongside 2.4 and also announced on 23 November 2021, schools' Pupil Equity Funding (PEF) will remain in place, with schools being informed of their annual funding allocation over the next 4-year time period, in the same way as the SAC Refresh.

3.0 RECOMMENDATIONS

- 3.1 The Education and Communities Committee is asked to note the contents within this report.
- 3.2 Agree to a further update report at the March 2022 Committee to include a draft strategic plan for 2022 – 26 as well as a more detailed plan for the year 2022/23.

Ruth Binks
Corporate Director
Education, Communities and Organisational Development

4.0 BACKGROUND

- 4.1 This report contains the relevant updates linked to the Scottish Attainment Challenge refresh and the ongoing recovery for education services after COVID19.
- 4.2 The Cabinet Secretary set out in Parliament on 23 November her plans for the next phase of the Scottish Attainment Challenge (SAC), developed in consultation with local government and agreed by COSLA Leaders.
- 4.3 This next phase of the SAC builds on the evidence set out in the Scottish Government and Education Scotland [5 year report](#) on progress towards closing the poverty related attainment gap, the [Equity Audit](#), the [Audit Scotland report](#) on educational outcomes, and the [OECD review](#).
- 4.4 In summary the plans are that with the support of £1 billion over this parliamentary term, the refreshed Scottish Attainment Challenge programme, from 2022/23, will see:
- a broader recognition of children and young people's achievements and attainment,
 - continued empowerment of school leaders through Pupil Equity Funding,
 - a clearer and funded strategic role for all local authorities,
 - funding for Pupil Equity Funding and local authorities confirmed over 4 years to enable long term planning
 - continued support for care experienced children and young people, and
 - a clear framework to support recovery and accelerate progress, led by Education Scotland but with clear responsibilities for all parts of the education system which will enable a clearer line of sight right through the system on the impact of local approaches.

4.5 Mission

The overall mission is: *to use education to improve outcomes for children and young people impacted by poverty with a focus on tackling the poverty related attainment gap.*

- 4.6 This recognises the need to reflect the breadth of achievements that contribute to improved outcomes for children and young people including through improved post-school participation in positive destinations.
- 4.7 In doing so, this presents better alignment with Curriculum for Excellence and the findings of the most recent OECD and Audit Scotland reports which both indicate the need for stronger national and local data on the wider benefits of Scottish education alongside attainment in national qualifications and awards.
- 4.8 It also recognised the importance of all educational attainment in securing positive outcomes for children and young people and the value placed on nationally recognised awards by further and higher education providers and employers.
- 4.9 In contributing to this refreshed mission schools and local authorities are encouraged to collaborate with other services and the third sector, such as through community learning and development, youth work, social work or family support to work to overcome barriers to learning – and recognises the impact of that collaboration on closing the poverty related attainment gap and improving outcomes for children and young people impacted by poverty.

4.10 Delivery model

The provision of PEF will continue in 2022/23, distributing funding to schools (via local authorities, as is currently the case) and empowering headteachers to take local decisions on approaches to tackling the poverty related attainment gap in their local contexts. These decisions will be taken within the above-mentioned framework for recovery and accelerating progress. With c. £130 million to be invested, this remains the primary means of distributing funds for local systems to tackle the poverty related attainment gap.

PEF allocation will be confirmed in early spring as usual.

- 4.11 Recognising that poverty exists in every local authority area in Scotland, the significant change to

the distribution of funding announced by the Cabinet Secretary is to stop the Challenge Authorities (£43m) and Schools' Programmes (£7m) and redistribute that funding across all 32 local authorities (£43m) and further invest in PEF.

- 4.12 In terms of local authority distribution, this responds to Audit Scotland's comments that funding under the current model does not fully capture pupils living in poverty and that the impact of Covid-19 requires us to re-consider how funding is targeted. It further responds to consistent feedback from the system via extensive stakeholder engagement that all 32 local authorities should have a clear and funded role in the Scottish Attainment Challenge, rather than just the 9 Challenge Authorities.
- 4.13 For the Schools' Programme, this was initiated in recognition that there were some school communities outside the 9 Challenge Authorities with high concentrations of poverty based on SIMD. The subsequent introduction of PEF and its rising costs mean that issuing two separate funding streams to schools is a duplication and by absorbing Schools' Programme funding into PEF, this funding will better support all pupils who need it through a streamlined approach to both local authority and school level distribution.
- 4.14 The allocations for Inverclyde are set out below and have been determined using Children in Low Income Families data, which directly measures household income thereby providing a precise count of deprived children in each local authority. This will see our SAC funding being tapered back over the next 4 years.

Year	SAC funding allocation
2021/22	£3,467,107
2022/23	£2,748,713
2023/24	£2,030,319
2024/25	£1,311,926
2025/26	£593,532

- 4.15 The existing funding for Care Experienced Children and Young People will continue, demonstrating the Government's ongoing commitment to supporting this cohort of pupils and keeping the Promise. Allocations for this funding stream will be confirmed by the summer in 2022 as usual.
- 4.16 The Scottish Government will continue to invest in a number of national programmes and will be developing further plans for this before April 2022.

5.0 Next steps and planning for the SAC refresh

From April 2022 we will begin to implement a revised / refreshed model of the existing SAC project.

- 5.1 Throughout the existing project we have always been aware that this funding was not allocated on a permanent basis and therefore a key tenet of our work has been to plan an exit strategy, ensure we know which aspects of the project have been most impactful and to ensure that strategies employed are sustainable beyond the project. This has been overseen by the existing reference group. Throughout the existing project we have always been aware that this funding was not allocated on a permanent basis and therefore a key tenet of our work has been to plan an exit strategy, ensure we know which aspects of the project have been most impactful and to ensure that strategies employed are sustainable beyond the project. This has been overseen by the existing reference group.
- 5.2 In response to the confirmation of the above we have established a core group to oversee the planning for the next phase of project and plan for this transition to be as smooth as possible.
- 5.3 We are currently mapping out the budgeting for the project over the next 4 years against different models that we can consider. This includes considering any HR implications relating to staff currently employed in the challenge team. We are utilising a logic model to identify what the final project offer will be against the 2025/26 budget allocation.
- 5.4 We are also in the process of consulting with Head Teachers, senior leaders and partners to understand which aspects of the project they feel have been most beneficial.
- 5.5 Moving forwards it is also clear that we will need to work closely in collaboration with Head Teachers to be clear on what the offer is from the central project so that they can consider how best to plan for

the spend of their PEF over the next four years i.e. there may be aspects of the project that will no longer be provided centrally and so schools may wish to offer this from within their PEF allocation or as part a collective with support from the LA.

- 5.6 We would aim to bring a project plan proposal to committee in March 2022 in line with the submission deadline to the Scottish Government which has yet to be confirmed.

6.0 IMPLICATIONS

6.1 Financial Implications

There are no specific costs linked to this plan but Members should note the decrease in funding of almost £3million pounds over a 4 year period.

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

Annual Recurring Costs (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
N/A					

6.2 Legal

None

6.3 Human Resources

There will be significant Human Resources issues attached to this plan. These will include the termination of secondments and disruption to ongoing backfill and the need to replace teachers currently funded from the Attainment Challenge into core staffing allocations. This could mean limited opportunities to advertise teaching and support posts on a permanent (or even a temporary) basis over coming years. To give an indication – there are currently 58 staff employed by the Council through SAC funding – this includes 41 teachers (32.8 fte)

6.4 Equalities

Equalities

- (a) Has an Equality Impact Assessment been carried out?

✓

YES

NO – This report does not introduce a new policy, function or strategy or recommend a substantive change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required

- (b) Fairer Scotland Duty

If this report affects or proposes any major strategic decision:-

Has there been active consideration of how this report's recommendations reduce inequalities of outcome?

✓

YES – A written statement showing how this report’s recommendations reduce inequalities of outcome caused by socio-economic disadvantage has been completed.

NO

(c) Data Protection

Has a Data Protection Impact Assessment been carried out?

✓

YES – This report involves data processing which may result in a high risk to the rights and freedoms of individuals.

NO

6.5 Repopulation

N/A.

7.0 CONSULTATIONS

7.1 Reference made in 5.4 to a national consultation re the SQA and Education Scotland.

8.0 BACKGROUND PAPERS

8.1 N/A.

Report To:	Education & Communities Committee	Date:	25 January 2022
Report By:	Corporate Director Education, Communities and Organisational Development	Report No:	EDUCOM/03/22/AW
Contact Officer:	Alana Ward, Service Manager	Contact No:	01475 712330
Subject:	Proposal to Establish an Inverclyde Schools' Pipe Band		

1.0 PURPOSE

- 1.1 The purpose of this report is to inform the Education and Communities Committee of a generous offer of funding support from Scottish Schools' Pipes and Drums Trust (SSPDT) to assist Inverclyde Council to establish an Inverclyde schools' pipe band, and to seek authority to establish same.

2.0 SUMMARY

- 2.1 The SSPDT has approached Inverclyde Council with a proposal to fully fund the establishment of an Inverclyde schools' pipe band. Under the proposals, Inverclyde's Instrumental Music Service (IMS) would establish a training/development pipe band which would play at and support Council events and teach young people to a level where they could then consider joining a local competitive band.
- 2.2 The offer is for a total of £75,000 which would be transferred to the Council in 3 tranches of £25,000 across financial years 2022-23, 2023-24 and 2024-25.
- 2.3 Although SSPDT are unable to fully confirm at this stage continued commitment beyond the initial 3 year period of funding, there is a likelihood that support may be able to continue and indeed some funded local authorities in Scotland are in their 6th year of funding support.
- 2.4 Officers have delegated authority to establish a schools' band and under normal circumstances would not seek Committee approval for this. However, as time-limited external funding is being used, Members should be aware of the possibility that this funding may cease at some point in the future after the initial 3 year period. Officers will establish an exit strategy to minimise the impact on young people should this be the case.

3.0 RECOMMENDATIONS

- 3.1 It is recommended that the Committee approves the establishment of an Inverclyde schools' pipe band.

4.0 BACKGROUND

- 4.1 Inverclyde Council's Instrumental Music Service (IMS) currently employs a Piping Instructor (0.6 FTE) who currently teaches c. 50 pupils piping. There is currently no drumming provision and there is also no schools' pipe band in Inverclyde.
- 4.2 The Scottish Schools Pipes and Drums Trust (SSPDT) has approached Inverclyde Council with a proposal to fully fund the establishment of an Inverclyde schools' pipe band. Under the proposals, Inverclyde's IMS would establish a training/development pipe band which would play at and support Council events and teach young people to a level where they could then consider joining a local competitive band such as Lower Clyde Pipes and Drums. The service could increase piping provision to teach a further 15-20 pupils and could introduce drumming to around 20 pupils for the first time.
- 4.3 The offer is subject to approval by SSPDT's Board on sight of Inverclyde Council's final implementation plan.
- 4.4 The offer is for a total of £75,000 which would be transferred to the Council in 3 tranches of £25,000 across financial years 2022-23, 2023-24 and 2024-25. The funding would pay for:

Summary of Costs

Year 1

Increase current provision	£10,000
Introduce additional provision (pipes)	£7,500
Rehearsal/practice sessions	£1,200
Practice equipment	£1,500
Band instruments	£4,800
TOTAL	£25,000

Year 2

Increase current provision	£10,200
Introduce additional provision (pipes)	£8,300
Rehearsal/practice sessions	£1,200
Practice equipment	£800
Band instruments	£4,500
TOTAL	£25,000

Year 3

Increase current provision	£10,400
Introduce additional provision (pipes)	£8,700
Rehearsal/practice sessions	£1,200
Practice equipment	£200
Band instruments/additional teaching hours	£4,500
TOTAL	£25,000

- 4.5 The funding would ensure that Inverclyde Council have a development band consisting of 20-25 players with a further 50-65 students being taught at any one time to performing level standard between piping and drumming. Including the 0.6 FTE resource already available as part of the IMS revenue budget, there is potential to see 70-90 young people learning pipes and drums each week in Inverclyde schools.
- 4.6 Although SSPDT are unable to fully confirm at this stage continued commitment beyond the initial 3 year period of funding, there is a likelihood that support may be able to continue and indeed some funded local authorities in Scotland are in their 6th year of funding support.
- 4.7 Officers have delegated authority to establish a schools' band and under normal circumstances would not seek Committee approval for this. However, as time-limited external funding is being used, Members should be aware of the possibility that this funding may

cease at some point in the future after the initial 3 year period. Officers will establish an exit strategy to minimise the impact on young people should this be the case.

5.0 PROPOSALS

- 5.1 It is proposed that Inverclyde Council accepts SSPDT's generous offer of funding support to establish an Inverclyde schools' pipe band.

6.0 IMPLICATIONS

6.1 Finance

The support package is fully funded by SSPDT and there is no match funding element from the Council other than the 0.6 FTE Piping instructor already employed as part of the IMS revenue budget.

Financial Implications:

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
N/A					

6.2 Legal

There are no known legal implications contained within the report.

6.3 Human Resources

The funding available would be used in part to pay for new temporary and sessional posts. The service would recruit and employ these additional staff in line with Council HR and recruitment procedures.

6.4 Equalities

Equalities

- (a) Has an Equality Impact Assessment been carried out?

YES	
X	NO – This report does not introduce a new policy, function or strategy or recommend a substantive change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required

- (b) Fairer Scotland Duty

If this report affects or proposes any major strategic decision:-

Has there been active consideration of how this report's recommendations reduce inequalities of outcome?

	YES – A written statement showing how this report's recommendations reduce inequalities of outcome caused by socio-economic disadvantage has been completed.
X	NO

(c) Data Protection

Has a Data Protection Impact Assessment been carried out?

	YES – This report involves data processing which may result in a high risk to the rights and freedoms of individuals.
X	NO

6.5 Repopulation

Culture, arts and heritage are useful ways in which to raise the profile of Inverclyde, and make it an attractive place to live, work and visit.

7.0 CONSULTATIONS

7.1 None.

8.0 BACKGROUND PAPERS

8.1 None.