
Report To:	Education and Communities Committee	Date:	1 November 2022
Report By:	Ruth Binks, Corporate Director Education, Communities and Organisational Development	Report No:	EDUCOM/48/22/KM
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Subject:	Education and Communities Corporate Directorate Improvement Plan Progress Report 2022/23		

1.0 PURPOSE AND SUMMARY

- 1.1 For Decision For Information/Noting
- 1.2 The purpose of this report is to provide the Committee with an update on the status of the Education, Communities and Organisational Development (ECOD) Corporate Directorate Improvement Plan (CDIP) 2022/23, with a specific focus on the actions that fall within the remit of the Committee. A separate ECOD CDIP progress report, relating to OD, Policy and Communications, will be presented to the next meeting of the Policy and Resources Committee.
- 1.3 The progress report is provided for the information of the Committee in appendix 1. It should be noted that the format of this report differs from previous CDIP reports due to the move to a new performance management system, Pentana Risk, which records completion due dates for all actions and milestones, then tracks progress using a traffic-light system against these deadlines.
- 1.4 The latest performance information for the CDIP key performance indicators is also provided in appendix 1.

2.0 RECOMMENDATIONS

- 2.1 It is recommended that the Committee note the progress made in the delivery of the ECOD CDIP 2022/23.

3.0 BACKGROUND AND CONTEXT

3.1 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. The CDIPs are now in their fourth year and a refreshed improvement plan for 2022/23 was approved by this Committee on 14 June 2022.

3.2 This performance report focuses on the improvement actions that sit within Education Services and Culture, Communities and Educational Resources. 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 CDIP during the year. It also includes the most recent performance data for the CDIP key performance indicators.

3.3 YEAR 4 IMPROVEMENT PLAN – PROGRESS

This is the first progress report on the Education and Communities element of the ECOD CDIP 2022/23 and has been generated directly from the Council's new performance management system, Pentana Risk. Pentana records completion due dates for all actions and milestones, then tracks progress using a traffic-light system against these deadlines. Where an action also has a number of sub-actions, Pentana averages the progress of the sub-action to reach an overall completion rate for the high-level 'parent' action.

3.4 The status of the improvement actions as at the beginning of October 2022 is summarised below:

- 4 actions, including any sub-actions, are now fully complete

The following sub-actions are now overdue, based on the original due date set for delivery:

Active Inverclyde

- The delivery of a high level action plan to increase levels of sport and physical activity in Inverclyde. An implementation group has been established and a new target date for this action has been set for early November 2022.

Digital Strategy

- The staff / pupil consultation planned as part of the Digital Strategy has been delayed with more work required on regarding the consultation needing to be carried out.
- The remote learning review trial is underway with ongoing consideration of the best approach to take. This work is linked to the need to improve the Bring Your Own Device access process.

All remaining actions and sub-actions have an 'in progress' status.

4.0 PROPOSALS

4.1 The Committee is asked to note the progress made by Education Services and the Culture, Communities and Educational Resources Service in delivering their CDIP actions during 2022/23.

5.0 IMPLICATIONS

5.1 The table below shows whether risks and implications apply if the recommendation(s) is(are) agreed:

SUBJECT	YES	NO	N/A
Financial			X
Legal/Risk			X
Human Resources			X
Strategic (LOIP/Corporate Plan)	X		
Equalities & Fairer Scotland Duty			X

Children & Young People's Rights & Wellbeing			X
Environmental & Sustainability			X
Data Protection			X

5.2 Finance

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					

5.3 Legal/Risk

There are no legal implications associated with this report.

5.4 Human Resources

There are no Human Resources implications associated with this report.

5.5 Strategic

The CDIPs are a key component of the Council's Strategic Planning and Performance Management Framework and the improvement plans contribute directly to the delivery of all the organisational priorities in the Corporate Plan 2018/23 and the Inverclyde Outcomes Improvement Plan 2017/23.

6.0 CONSULTATION








6.1 None








7.0 BACKGROUND PAPERS



7.1 None

Education & Communities CDIP Performance Report 2022/23


Corporate Improvement Actions

Action	Description	Status	Due Date	Update
ECOD/CDIP001 Care Experienced Young People	Deliver improved outcomes for care experienced young people		31-Mar-2023	This action is now complete. See updates below for further details.
Sub-action 1.1 Establish Virtual School	Establish a Virtual school, including incorporation and development of the Corporate Parenting Team.		31-Mar-2023	The Virtual school was fully established from May 22 and the review and incorporation of the CPT team as part of it was complete by June 22. This is now the first academic year of the Virtual school.
Sub-action 1.2 Governance Groups	Develop Governance Groups around Care Experienced Young People Children's Services Plan priority.		31-Mar-2023	The Governance group around the CEYP priority in the CSP has been in operation for 6 months and provides overall review of the priority as well as support and challenge to the virtual HT.
ECOD/CDIP002 UNCRC Incorporation (Scotland) Bill	Establish a mechanism by which other council services can consult with young people, process to be developed via the UNCRC joint working group.		31-Mar-2023	A pupil consultation group has been in place for most of 21/22 with a new cohort started from 22/23. Further use of the group will be needed by other services as greater clarity is established as to the incorporation of the UNCRC in Scottish legislation.
ECOD/CDIP003 Gaelic Medium Education	Develop proposals for the future of secondary Gaelic education provision and present to Committee during 2022/23.		31-Mar-2023	This action is in progress. See sub-action updates below for further details.
Sub-action 3.1 Advisory Group	Establish an Advisory Group with an agreed Terms of Reference.		31-Mar-2023	Complete. The advisory group was established in the summer term of 21/22 and has met several times. The group awaits the outcome of an options appraisal that will allow it to process with a recommendation to committee re secondary GME education.
Sub-action 3.2 Options Appraisal	Options appraisal carried out and proposals developed for the consideration of the Education and Communities Committee.		31-Mar-2023	A consultant has been appointed to carry out the options appraisal and this is now underway. Full outcome due by end of October 22.

Action	Description	Status	Due Date	Update
ECOD/CDIP011 Participatory Budgeting	Continued implementation of Participatory Budgeting to meet 1% target.		31-Mar-2023	This action is in progress. See sub-action updates below for further details.
Sub-action 11.1 Identify PB exercises	In consultation with services, identify appropriate Participatory Budgeting exercises to be carried out during 2022/23.		31-Mar-2023	The Council allocated £1.6m to PB in 2021/22 and has continued to build on this into 2022/23. In early summer we asked local residents to choose how they wanted the budget allocated to Pictures in the Park to be spent. In October 2022, a PB exercise will be carried out to obtain the views of members of the public regarding investment in Birkmyre Park in Kilmacolm. Work is also ongoing with the HSCP to identify suitable services.
Sub-action 11.2 Awareness raising sessions	Deliver awareness raising and development sessions with Elected Members, Council Services, Third Sector organisations and communities.		31-Mar-2023	
ECOD/CDIP012 Review of Assets	Carry out a full review of the leisure estate and self managed hubs.		31-Mar-2023	This action is almost complete. See sub-action updates below for further details.
Sub-action 12.1 Review of IL leisure estate	Establish a working group to review the usage, social impacts and all associated costs linked to the leisure estate management by IL.		30-Apr-2022	A working group was set up and has met regularly to consider all associated costs of the Leisure estate.
Sub-action 12.2 Recommendations report	Produce a report with officer recommendations by end September 2022, to feed into the budget process 2023/24.		31-Mar-2023	A comprehensive initial report has been compiled and this will feed into the budget process via the Members Budget Working Group.
ECOD/CDIP013 Anti-poverty initiatives	Deliver the milestones as set out in the project plans.		31-Mar-2023	Anti-poverty initiatives are progressing at various stages, now moving to year 2. Progress Reports were discussed at every second meeting of the Policy and Resources Committee during year 1 (last report update Sept 2022). The next progress report in November 2022 will include Cost of Living initiatives. The Child Poverty Local Action Report was approved in June 2022, along with a three year plan. The






Action	Description	Status	Due Date	Update
				<p>report been shared with Improvement Services and Scottish Government.</p> <p>An Early Adopter proposal has been approved by Scottish Government as part of their Best Start Bright Future delivery plan 2022-26 to establish affordable out of school child care. First progress report expected in December 2022.</p>
ECOD/CDIP014 Community Safety Strategic Assessment and Action Plan	Develop and implement a 3 year action plan to monitor and measure the responses to the recommendations in the Strategic Assessment.		31-Mar-2023	The Community Safety Strategic Needs Assessment has been drafted. How it informs the priorities and actions in the strategic plan will be discussed at the CSP strategy group in October 2022.
ECOD/CDIP015 The Community Empowerment (S) Act	Support groups that wish to pursue asset transfer via the delivery of the approved Action Plan.		31-Mar-2023	<p>The Council has taken steps to improve its approach to community asset transfer, including the establishment of an Asset Transfer Group to provide a co-ordinated approach. A shared mailbox has been set up to make it easier for members of the public to contact the Council about asset transfer and a tracker has been developed to show the status of all community asset transfers.</p> <p>Progress has been made in relation to the development of a Food Growing Strategy.</p> <p>Working in partnership with the Food Network, the vision, priorities and key actions to be taken forward through the strategy have been identified. The next stage is to finalise and consult on a draft Food Growing Strategy.</p>



Cross Directorate Improvement Actions

Action	Description	Status	Due Date	Update
<p>ECOD/CDIP016 Historic links to slavery</p>	<p>Implement the actions within the Reparatory Plan via the establishment of 5 sub-groups to carry out the work and report to a main advisory group on progress.</p>	<p></p>	<p>31-Mar-2023</p>	<p>At its meeting of 25 January 2022, the Education and Communities Committee approved the final report and recommendations of Inverclyde's Historic Links to Slavery Working Group, which includes further work to take place around learning and interpretation of local links to slavery, and to celebrate Black history and culture. The working group has become an Advisory Group and it is overseeing 5 work streams covering all of the recommendations in the report:</p> <p>Work stream Progress Gourock Coat of Arms - See separate paper.</p> <p>Heritage Trail & Abolitionist plaque - Group agreed to adopt a QR Code approach, channelled via "discover Inverclyde" and linked with other initiatives, so that people understand the role of slavery. The aim is to ensure that all local towns and village have a point of interest on the trail and that travel between points is sustainable and accessible.</p> <p>Further Research - Group to look at sourcing costs for commissioning research. The main interpretation around James Watt will be in the Watt Library around the Watt Monument. Potential content for online resources - results of the audit and public consultation for context. As a starting point take a single example from several of the audit headings and produce simple content based on that. Looking at different ways of using Council website e.g. mini sites.</p> <p>Black History Month - Inverclyde celebrated Black History Month (October) 2022 with a joint programme from Inverclyde Council and the Beacon Arts Centre celebrating Black history and culture.</p> <p>Inclusive Curriculum - 3 secondary practitioners have registered for professional learning opportunity with Universities of Glasgow and Strathclyde. This will take place in September 2023. 5 secondary practitioners have been identified and will be released from class to produce a learning resource for S2 pupils in September 2023. The</p>




Action	Description	Status	Due Date	Update
				Inverclyde audit and related materials (compiled as a Wakelet) have been shared with teachers via this platform. All establishments have been offered the opportunity to request participation in the National Building Racial Literacy (BRL) Programme. 1 teacher and 1 Educational Psychologist has completed this training so far with a minimum of 4 on track to complete over session 22-23. An Inclusive Curriculum Conference has been organised and will run in September 2023 to support leaders with approaches to anti-racist education in our establishments.









Culture, Communities and Educational Resources Improvement Actions

Action	Description	Status	Due Date	Update
ECOD/CDIP017 Active Inverclyde	Increase levels of participation in physical activity and sport in Inverclyde.		31-Mar-2023	This action is in progress. See sub-action updates below for further details.
Sub-action 17.1 Action Plan	Develop a high level action plan to be agreed by all partners by summer 2022.		30-Sep-2022	Engagement session in June and implementation group identified. The implementation group met on 3rd October, with follow up to complete action plan planned for 7th November 2022.
Sub-action 17.2 Launch events	Deliver launch events.		30-Oct-2022	Potential launch events/ideas being discussed as part of Action Plan development and implementation. To be discussed further at meeting on 7th Nov.
ECOD/CDIP018 Physical activity and sport pilot	Pilot physical activity programme for young mothers and vulnerable females in the East and Central locality. A launch event and Consultation and Engagement Plan to be developed.		31-Mar-2023	The initial consultation has been undertaken. A project proposal has been drafted and submitted. Stakeholders identified and engaged.
ECOD/CDIP019 Review of school meal provision	Increase uptake of free school meals and reduce food waste in schools.		31-Mar-2023	This action is in progress. See sub-action updates below for further details.

Action	Description	Status	Due Date	Update
Sub-action 19.1 Evaluation of meals provision	Complete the evaluation of school meal provision by the end of academic year 2021/22.		30-Jun-2022	Complete. The evaluation of the provision of school meals in the secondary sector consisted of undertaking surveys and meeting with pupil councils. There was also input from Clyde Conversations events. Although there was some positive feedback, the areas for improvement identified were long queues; insufficient choice of food on reaching the servery; pupils would welcome meal deals with better value for money; and more take-away choices to be made available.
Sub-action 19.2 Piloting of new initiatives	Identify the barriers to participating in school meals and evaluate possible initiatives to enhance user experience in pilot schools from August 2022 onwards.		31-Mar-2023	The barriers have been identified in the evaluation. The initiatives that are being introduced are increasing and changing the menu; more healthy snack options have been introduced which are priced attractively and available as meal deals; more variety available daily to suit lifestyle choices. The service has also reviewed pricing structures to make budgeting easier with everything rounded to the nearest 10p. Work is continuing in secondary schools and the service is currently investigating the use of pre-ordering facilities.

Education Services Improvement Actions

Action	Description	Status	Due Date	Update
ECOD/CDIP004 Scottish Attainment Challenge	Develop work in relation to the Attainment Challenge		31-Mar-2023	Two elements of this action are complete. See sub-action updates below for further information
Sub-action.1 SAC Refresh Year 1 Plan	Complete the Scottish Attainment Challenge Refresh Year 1 Plan for delivery to the Scottish Government end June, with Plan implementation April 2022-June 2023		30-Jun-2022	This was completed and submitted by June 22 and is currently being implemented.
Sub-action 4.2 Data collection & interrogation model	A sustainable model of data collection and interrogation supported by Career Long Professional Learning.		31-Mar-2023	This is in place and ongoing. A new data lead for the SAC has been appointed.

Action	Description	Status	Due Date	Update
Sub-action 4.3 Quality First Learning and Teaching Toolkit	Development of Quality First Learning and Teaching Toolkit.		31-Dec-2022	Currently being progressed.
ECOD/CDIP005 Early Years expansion	Deliver the new phase of the Early Years expansion by developing a Local Plan for the next phase.		31-Mar-2023	Complete. As yet, no further information about further phases or developments beyond current offer.
ECOD/CDIP006 Affordable Childcare	Development and implementation of a local plan to make affordable, school aged childcare available in all localities in Inverclyde.		31-Mar-2023	More work is required to establish the scope and need for this plan.
ECOD/CDIP007 Digital Strategy	Use technology to enhance learning and teacher and meet school needs.		31-Mar-2023	This action is in progress, however there are some elements that are overdue. See sub-action updates below for further information.
Sub-action 7.1 Staff/ Pupil consultation	Conduct a staff / pupil consultation on Bring Your Own Devices (BYOD).		30-Jun-2022	Initial scoping work underway to carry out improvements re BYOD. More work required re consultation.
Sub-action 7.2 BYOD Access process	Design new Bring Your Own Devices process based on staff / pupil consultation.		31-Oct-2022	This sub-action will follow on from the above.
Sub-action 7.3 Remote learning review	Review of remote learning trial and planning of 2022/23 approach by May 2022.		01-Jun-2022	Initial review of work carried out in 2021/22 completed. Ongoing consideration of best approaches to take underway - linked to need to improve BYOD.
ECOD/CDIP008 Senior Phase	Develop a refreshed offer for Senior Phase, giving schools flexibility to plan appropriate pathways to post school destinations.		31-Mar-2023	This action is complete. See sub-action updates below for further information.

Action	Description	Status	Due Date	Update
Sub-action 8.1 Working groups	Establishment of working groups to explore the key themes		31-Mar-2023	Work streams for the SPAP are in place and work is now underway.
Sub-action 8.2 Training	Training delivered to school staff on curriculum design.		31-Mar-2023	Ongoing CLPL for leaders regarding curriculum development is being offered by Education Services as well as the West Partnership. A key focus is on progression across clusters as well as developing an inclusive curriculum / anti racist approaches.
ECOD/CDIP009 National Review of Curriculum and Qualifications	Develop professional learning opportunities that will enable staff to develop their knowledge of curriculum design pedagogy		31-Mar-2023	Complete. Ongoing work is in place to review curriculum design approaches in line with ongoing national developments and local approaches to cluster curriculum design. This is also a key focus of one of the work streams in the SPAP.
ECOD/CDIP010 Children's mental health and wellbeing	Further develop mental health and wellbeing services to children.		31-Mar-2023	This action is in progress. See updates below for further information
Sub-action 10.1 Further development of training and coaching processes	Develop multi-agency training and coaching processes and roll out during 2022/23		31-Mar-2023	A new development officer is in post part time to lead on this as part of the community mental health strategy.
Sub-action 10.2 Progress reports	Prepare and submit an interim report to Scottish Government in July 2022 followed by a final report in January 2023		01-Feb-2023	Interim reports have been submitted on time.

Action Status	
	Overdue; original target deadline has passed
	Not on track
	In Progress and on track
	Completed

EDUCATION AND COMMUNITIES KEY PERFORMANCE INDICATORS

Performance Indicator	2019/20		2020/21		2021/22		Current Status
	Value		Value		Value	Target	
% attendance rate in Primary Schools	92.3%		95%		90.78%	90%	
% attendance rate in Secondary Schools	89.4%		89.9%		88.12%	85%	
% attendance rate in ASN School	89.2%		91.4%		87.55%	80%	
% P1, P4 and P7 achieving expected levels in literacy	Not available due to COVID		67.9%		75.9%	75%	
% P1, P4 and P7 achieving expected levels in numeracy	Not available due to COVID		74.5%		80.1%	82%	
% S3 achieving third level of better in literacy	Not available due to COVID		Not available due to COVID		88.6%	91%	
% S3 achieving third level of better in numeracy	Not available due to COVID		Not available due to COVID		87.9%	89%	
% S3 achieving fourth level of better in literacy	Not available due to COVID		Not available due to COVID		36.4%	45%	
% S3 achieving fourth level or better in numeracy	Not available due to COVID		Not available due to COVID		49.2%	45%	
Exclusion rate Primary School (per 1,000 pupils)	0.4		1.1		0.86	-	
Exclusion rate Secondary School (per 1,000 pupils)	34.6		27.5		25.4	-	

PI Status	
	Alert
	Warning
	OK
	Data Only