

**PLEASE NOTE TIMES OF MEETING**

**A meeting of the Education & Communities Committee will be held on Tuesday 7 March 2023.**

**The Communities business will commence at 2pm and the Education business at 4pm.**

**Members may attend the meeting in person at Greenock Municipal Buildings or via remote online access. Webex joining details will be sent to Members and Officers prior to the meeting. Members are requested to notify Committee Services by 12 noon on Monday 6 March 2023 how they intend to access 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.**

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

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

IAIN STRACHAN  
Head of Legal and Democratic Services

**BUSINESS**

1. <b>Apologies, Substitutions and Declarations of Interest</b>	<b>Page</b>
<p><b><u>COMMUNITIES</u></b></p> <p><b>PERFORMANCE MANAGEMENT</b></p> <p>2. <b>Communities Revenue Budget Report – 2022/23 Projected Outturn at 31 December 2022</b> Report by Corporate Director Education, Communities &amp; Organisational Development and Interim Director Finance &amp; Corporate Governance</p>	<b>p</b>
<p>3. <b>Communities Capital Programme Progress and Asset Related Items</b> Report by Corporate Director Education, Communities &amp; Organisational Development and Interim Director Finance &amp; Corporate Governance</p>	<b>p</b>
<p><b>NEW BUSINESS</b></p> <p>4. <b>Communities Update Report – Overview of Local and National Initiatives</b> Report by Corporate Director Education, Communities &amp; Organisational Development</p>	<b>p</b>

<p>5. <b>Free Swimming for Under 16s</b> Report by Corporate Director Education, Communities &amp; Organisational Development (NOTE: exempt appendix at agenda item 13)</p>	<p>p</p>
<p><b><u>ROUTINE DECISIONS AND ITEMS FOR NOTING</u></b></p>	
<p>6. <b>Community Safety Update</b> Report by Corporate Director Education, Communities &amp; Organisational Development</p>	<p>p</p>
<p><b><u>EDUCATION</u></b></p>	
<p>7. <b>Presentation on The Promise and Virtual Schools</b> Presentation by Head of Education</p>	
<p><b>PERFORMANCE MANAGEMENT</b></p>	
<p>8. <b>Education Revenue Budget Report – 2022/23 Projected Outturn at 31 December 2022</b> Report by Corporate Director Education, Communities &amp; Organisational Development and Interim Director Finance &amp; Corporate Governance</p>	<p>p</p>
<p>9. <b>Education Capital Programme 2022/25 - Progress</b> Report by Corporate Director Education, Communities &amp; Organisational Development and Interim Director Finance &amp; Corporate Governance</p>	<p>p</p>
<p><b>NEW BUSINESS</b></p>	
<p>10. <b>Education Update Report – Overview of Local and National Initiatives</b> Report by Corporate Director Education, Communities &amp; Organisational Development</p>	<p>p</p>
<p>11. <b>Scottish Attainment Challenge Refresh Year 1 Plan 2022/23 Update</b> Report by Corporate Director Education, Communities &amp; Organisational Development</p>	<p>p</p>
<p>12. <b>1140 Budget Update – Grant Reduction</b> Report by Corporate Director Education, Communities &amp; Organisational Development</p>	<p>p</p>
<p><b>The documentation relative to the following item has been treated as exempt information in terms of the Local Government (Scotland) Act 1973 as amended, the nature of the exempt information being that set out in paragraph 1 of Part I of Schedule 7(A) of the Act.</b></p>	
<p><b><u>COMMUNITIES</u></b></p>	
<p><b>NEW BUSINESS</b></p>	
<p>13. <b>Appendix relative to Agenda Item 5 providing additional information on the proposed Under 16 Free Swimming Policy.</b></p>	<p>p</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.

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Enquiries to – **Diane Sweeney** – Tel 01475 712147

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<b>Report To:</b>	<b>Education &amp; Communities Committee</b>	<b>Date:</b>	<b>7 March 2023</b>
<b>Report By:</b>	<b>Interim Director Finance &amp; Corporate Governance and Corporate Director Education, Communities &amp; Organisational Development</b>	<b>Report No:</b>	<b>FIN/13/23/AP/IC</b>
<b>Contact Officer:</b>	<b>Iain Cameron</b>	<b>Contact No:</b>	<b>01475 712832</b>
<b>Subject:</b>	<b>Communities Revenue Budget Report - 2022/23 Projected Outturn at 31 December 2022</b>		

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## **1.0 PURPOSE AND SUMMARY**

- 1.1  For Decision  For Information/Noting
- 1.2 To advise Committee of the 2022/23 Revenue Budget position at 31 December 2022.
- 1.3 The total Communities Revenue Budget for 2022/23, excluding Earmarked Reserves, is currently £4,515,000. The latest projection is an overspend of £15,000 (0.3%), which is a reduction in expenditure of £55,000 since Period 7. More details are provided in section 3 of the report and the appendices.
- 1.4 The movement from Period 7 Committee is mainly the result of increased School Lets income of £40,000 following receipt of up-to-date information from Inverclyde Leisure.

## **2.0 RECOMMENDATION**

- 2.1 It is recommended that the Committee note the current projected overspend for 2022/23 of £15,000 as at 31 December 2022 and that this overspend is more than offset by a projected underspend on the Education side of the Committee.

**Alan Puckrin**  
Interim Director Finance  
& Corporate Governance

**Ruth Binks**  
Corporate Director  
Education, Communities  
& Organisational Development

### 3.0 BACKGROUND AND CONTEXT

- 3.1 The purpose of this report is to advise Committee of the current position of the 2022/23 Revenue Budget and to highlight the main variances contributing to the projected overspend of £15,000 for 2022/23.
- 3.2 The current Communities Revenue Budget for 2022/23 is £4,515,000 which is an increase of £168,000 from the Approved Budget. Appendix 1 provides more details of the budget movement.
- 3.3 **2022/23 Projected Outturn (£15,000 overspend 0.3%)**

The main projected variances contributing to the net overspend are listed below and in Appendix 3:

- (a) Projected overspend of £45,000 for Libraries & Museum mainly due to an income shortfall of £52,000. A budget pressure from 2023/24 of £25,000 was agreed at the Policy & Resources Committee on 15 November 2022.
- (b) Projected overspend of £80,000 for Sports and Leisure due to an overspend on Free Swimming for Under 16s, a report later in the agenda sets out the options to be considered for 2023/24.
- (c) Projected underspend of £44,000 for Community Safety Employee Costs due to vacant posts.
- (d) Projected underspend of £64,000 for Community Halls mainly due to the over recovery of Income for School Lets (£61,000) and underspend on Summer Playschemes (£20,000).

### 3.4 EARMARKED RESERVES

Appendix 4 gives an update on the operational Earmarked Reserves, i.e. excluding strategic funding models. Spend to date on these operational Earmarked Reserves is £963,000, which is 98% of phased budget and 94% of total projected spend.

### 4.0 PROPOSALS

- 4.1 The Committee are asked to note the current projected overspend for 2022/23 of £15,000 as at 31 December 2022 and that this overspend is more than offset by a projected underspend on the Education side of the Committee.

### 5.0 IMPLICATIONS

- 5.1 The table below shows whether risks and implications apply if the recommendations 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

The projected overspend of £15,000 is anticipated to be more than offset by an underspend on the Education side of the Committee.

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 specific legal implications arising from this report.

## 5.4 Human Resources

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

## 5.5 Strategic

There are no specific strategic implications arising from this report.

## 6.0 CONSULTATION

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

## 7.0 BACKGROUND PAPERS

7.1 There are no background papers for this report.

**Communities Budget Movement - 2022/23****Period 9 - 1st April 2022 to 31st December 2022**

Service	Approved Budget	Movements			Transferred to EMR £000	Revised Budget
	2022/23 £000	Inflation £000	Virement £000	Supplementary Budgets £000		2022/23 £000
Libraries & Museum	1,653	93	3			1,749
Sport & Leisure	870		15			885
Community Safety	515	34				549
Community Halls	931	22	1			954
Grants to Voluntary Organisations	378					378
<b>Totals</b>	<b>4,347</b>	<b>149</b>	<b>19</b>	<b>0</b>	<b>0</b>	<b>4,515</b>

**Movement Details**

£000

**External Resources**

**Inflation**  
Non Teachers Pay Inflation

149

**Virement**

Rankin Park from ERR  
Insurance Virement

15  
4**Supplementary Budget**

19

0

168

COMMUNITIESREVENUE BUDGET MONITORING REPORTCURRENT POSITIONPeriod 9 - 1st April 2022 to 31st December 2022

2021/22 Actual £000	Subjective Heading	Approved Budget 2022/23 £000	Revised Budget 2022/23 £000	Projected Out-turn 2022/23 £000	Projected Over/(Under) Spend £000	Percentage Over/(Under)
1,878	Employee Costs	1,881	2,084	2,048	(36)	(1.7%)
573	Property Costs	581	581	583	2	0.3%
1,047	Supplies & Services	1,033	1,049	1,049	0	-
7	Transport Costs	3	3	3	0	-
60	Administration Costs	75	79	79	0	-
2,023	Other Expenditure	1,089	1,105	1,163	58	5.2%
(1,269)	Income	(315)	(386)	(395)	(9)	2.3%
<b>4,319</b>	<b>TOTAL NET EXPENDITURE</b>	<b>4,347</b>	<b>4,515</b>	<b>4,530</b>	<b>15</b>	<b>0.3%</b>
0	Earmarked Reserves	0	0	0	0	
<b>4,319</b>	<b>TOTAL NET EXPENDITURE EXCLUDING EARMARKED RESERVES</b>	<b>4,347</b>	<b>4,515</b>	<b>4,530</b>	<b>15</b>	<b>0.3%</b>

2021/22 Actual £000	Objective Heading	Approved Budget 2022/23 £000	Revised Budget 2022/23 £000	Projected Out-turn 2022/23 £000	Projected Over/(Under) Spend £000	Percentage Over/(Under)
1,664	Libraries & Museum	1,653	1,749	1,794	45	2.6%
968	Sports & Leisure	870	885	965	80	9.0%
462	Community Safety	515	549	505	(44)	(8.0%)
827	Community Halls	931	954	890	(64)	(6.7%)
398	Grants to Vol Orgs	378	378	376	(2)	(0.5%)
<b>4,319</b>	<b>TOTAL COMMUNITIES</b>	<b>4,347</b>	<b>4,515</b>	<b>4,530</b>	<b>15</b>	<b>0.3%</b>
0	Earmarked Reserves	0	0	0	0	
<b>4,319</b>	<b>TOTAL NET EXPENDITURE EXCLUDING EARMARKED RESERVES</b>	<b>4,347</b>	<b>4,515</b>	<b>4,530</b>	<b>15</b>	<b>0.3%</b>



**COMMUNITIES****REVENUE BUDGET MONITORING REPORT****MATERIAL VARIANCES****Period 9 -1st April 2022 to 31st december 2022**

<u>Out Turn</u> <u>2021/22</u> <u>£000</u>	<u>Budget</u> <u>Heading</u>	<u>Budget</u> <u>2022/23</u> <u>£000</u>	<u>Proportion</u> <u>of Budget</u>	<u>Actual to</u> <u>31-Dec-22</u> <u>£000</u>	<u>Projection</u> <u>2022/23</u> <u>£000</u>	<u>(Under)/Over</u> <u>Budget</u> <u>£000</u>	<u>Percentage</u> <u>Over / (Under)</u>
(21)	<b>Libraries &amp; Museum</b> Income	(67)	(46)	(12)	(15)	52	(77.6%)
151	<b>Sports &amp; Leisure</b> U16 Free Swimming	120	85	149	200	80	66.7%
416	<b>Community Safety</b> Employee Costs	508	346	316	464	(44)	(8.7%)
17	<b>Community Halls</b> Playschemes	40	40	20	20	(20)	(50.0%)
(239)	School Lets Income	(139)	(104)	(64)	(200)	(61)	43.9%
<b>Total Material Variances</b>						<b>7</b>	

## EARMARKED RESERVES POSITION STATEMENT

## COMMITTEE: Communities

<u>Project</u>	<u>Lead Officer/ Responsible Manager</u>	<u>c/</u> <u>Funding</u> <u>2021/22</u> <u>£000</u>	<u>New</u> <u>Funding</u> <u>2022/23</u> <u>£000</u>	<u>Write Back</u> <u>General</u> <u>Reserves</u>	<u>Total</u> <u>Funding</u> <u>2022/23</u> <u>£000</u>	<u>Phased Budget</u> <u>Period 9</u> <u>2022/23</u> <u>£000</u>	<u>Actual</u> <u>Period 9</u> <u>2022/23</u> <u>£000</u>	<u>Projected</u> <u>Spend</u> <u>2022/23</u> <u>£000</u>	<u>Amount to be</u> <u>Earmarked for</u> <u>2023/24 &amp; Beyond</u> <u>£000</u>	<u>Lead Officer Update</u>
Community Fund (Participatory Budgets)	Tony McEwan	40			40	0	0	40	0	Funding for Gibshill CC and Port Glasgow BC. Will be fully spent in 2022/23.
Community Support Fund	Tony McEwan	50		(50)	0	0	0	0	0	Balance written back as no commitments against this budget.
COVID 19 - Recovery of Cultural Events	Tony McEwan	10			10	0	0	10	0	Funding will pay for external consultant working on Heritage Lottery bid for Libraries.
Covid - Inverclyde Leisure Recovery	Tony McEwan	798	278		1,076	1,076	1,076	1,076	0	IL have used £798k to offset against payroll costs. Additional funding of £279k was awarded by Sept P&R and was also offset against payroll costs.
Covid Recovery - Lighting Gourock Amphitheatre	Tony McEwan	29			29	29	0	29	0	Work has started and expected to be completed 2022/23. Currently awaiting parts to complete.
Covid Recovery - Signage for Rankin Park	Tony McEwan	9		(9)	0	0	0	0	0	Balance written back as signs no longer required.
Covid Recovery - Allocation to Localities for Recovery Events	Tony McEwan	120			120	120	120	120	0	Payments to various community groups for events over summer months. Spending complete.
Summer of Fun	Tony McEwan	25			25	25	25	25	0	Contribution to Pictures in the Park and Cultural Events. Spending complete.
<b>Total</b>		<b>1,081</b>	<b>278</b>	<b>(59)</b>	<b>1,300</b>	<b>1,250</b>	<b>1,221</b>	<b>1,300</b>	<b>0</b>	

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<b>Report To:</b>	<b>Education &amp; Communities Committee</b>	<b>Date:</b>	<b>7 March 2023</b>
<b>Report By:</b>	<b>Corporate Director Education, Communities &amp; Organisational Development and Interim Director Finance &amp; Corporate Governance</b>	<b>Report No:</b>	<b>EDUCOM/11/23/HS</b>
<b>Contact Officer:</b>	<b>Hugh Scott, Service Manager</b>	<b>Contact No:</b>	<b>01475 715459</b>
<b>Subject:</b>	<b>Communities Capital Programme Progress and Asset Related Items</b>		

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## **1.0 PURPOSE AND SUMMARY**

- 1.1  For Decision  For Information/Noting
- 1.2 The purpose of this report is to consider performance reporting for the Communities part of the Education & Communities Committee and provide an update in respect of the status of the projects forming the Communities Capital Programme and Asset related items.
- 1.3 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. The report also provides an update on other Council Community Asset related activity.
- 1.4 The Communities capital budget is £3.590m with total projected spend on budget. The Committee is projecting to spend £1.236m in 2022/23 with net slippage of £1.182m (48.88%) being reported. Appendix 1 details the capital programme.

## **2.0 RECOMMENDATIONS**

- 2.1 It is recommended that the Committee notes the current position and the progress on the specific projects of the 2022/25 Capital Programme.

**Alan Puckrin**  
**Interim Director Finance & Corporate Governance**

**Ruth Binks**  
**Corporate Director Education, Communities and Organisational Development**

### 3.0 BACKGROUND AND CONTEXT

- 3.1 This report shows the current position of the approved Communities Capital programme reflecting the allocation of resources approved by Inverclyde Council on 24 February 2022.
- 3.2 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 Regeneration Capital Grant Fund process.

#### 2022/25 Current Capital Position

- 3.3 The Communities capital budget is £3.590m. The budget for 2022/23 is £2.418m, with spend to date of £0.997m equating to 41.23% of the original approved budget and 80.66% of the revised estimated spend. The current projection is £3.590m which means total projected spend is on budget.
- 3.4 The Committee is projecting to spend £1.236m in 2022/23 with net slippage of £1.182m (48.88%) being reported. This is an increase in slippage of £0.028m (1.16%) from the previous reported position and is due to the anticipated slippage in the King George VI Community Hub project as outlined in 3.9 below. Appendix 1 details the capital programme.

#### Communities Capital Projects

- 3.5 **Lady Alice Bowling Club:** The Council continues to support the management committee of Lady Alice Bowling Club in respect of the proposals for the building and project costs. The work has now commenced on site and is expected to be completed by the end of March 2023.
- 3.6 **Indoor Sports Facility for Tennis:** The Committee has previously been advised of the progress in relation to the proposed Tennis Project at Rankin Park. Following discussions at the January 2023 committee the overall Tennis Project has been cancelled and the remaining Council funding has been removed. All funders' partners and stakeholders are aware of the decision taken.
- 3.7 **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. As previously reported, the lifecycle management of the leisure pitches over the next five years will predominantly involve periodic surface rejuvenation and regular review of the carpet condition against lifecycle plan anticipated life.
- 3.8 **Waterfront Leisure Centre Training Pool Moveable Floor:** As previously reported, the final site programme is subject to the specialist sub-contractor survey, design and manufacture process. The Contractor has now appointed a Structural Engineer to assist the design process through review and confirmation of the integrity of the surrounding pool structure, and the suitability of the proposed fixings and operating mechanisms. The manufacture and installation programme will be submitted for review upon completion of the current activity. It is anticipated that installation will be in 3<sup>rd</sup> Quarter 2023.
- 3.9 **Community Hub King George VI:** The project is being funded through the Scottish Government Regeneration Capital Grant Fund (RCGF) with the objective of sympathetically restoring an important heritage building for community use, including introduction of a series of low carbon energy saving design solutions which will help shape and inform future design direction and contribution to the Council's net-zero objectives. As previously reported, the Contractor has encountered poor ground conditions and below ground drainage complexities during the initial groundworks stage of the works. Further inspections are being undertaken of adjoining buildings drainage systems to identify the source of water ingress to the building solum. Liaison between private owner occupiers and commercially leased properties is ongoing. Surface water

attenuation tanks now fully installed to rear garden area. Surface water drainage largely complete with final connections imminent. Landscaping gabions to retain garden area on-going. Fabrication details for steel stair nearing completion. Projected completion late 2023 subject to final resolution of solum water ingress.

**Communities External Partner Projects**

- 3.10 **Craigend Resource Centre:** The recently completed facility provides the East End of Greenock with a new, modern space for residents of the area and wider community. The upgrade work includes the construction of new car park and toddlers’ play park is now completed and officers are working on with Craigend on final accounts.
- 3.11 **The Inverclyde Shed Meet, Make + Share:** The Scottish Government Regeneration Capital Grant Fund (RCGF) funded project is transforming a vacant light industrial unit in East Blackhall Street into a community workshop. Work has now commenced onsite with projected completion date of early 2023.
- 3.12 **Parklea Branching Out:** Parklea Branching Out (PBO) was awarded £1.1m funding through the Regeneration Capital Grant Fund (RCGF) to deliver a project that seeks to develop a new central community activity hub which will become a focal point of the work of PBO and provide an increased variety of training and work experiences for clients. The PBO has now completed the first of stage of the process and have appointed a design team to progress the project through the required design, procurement, and construction phases with that activity currently ongoing. The project is currently overbudget, and the service continues to work with PBO to reduce costs.
- 3.13 **Update on Asset Transfer Working Group:**

**Asset Transfer:** The Asset Transfer Working Group continues to meet monthly. It is chaired by the Head of Culture, Communities and Educational Resources, with representation from the Communities Service, Legal Services, Property Services and Community Planning. The purpose of the working group is to ensure a co-ordinated approach amongst the key services that are involved in asset transfers. Work is currently taking place to update and revise information on the Council’s web site in relation to asset transfer, including the development of guidance for communities on how to go about an asset transfer.

The table below provides details of asset transfers that have been recently completed or are ongoing.

<b>Asset Transfers that have been completed</b>
<b>Lady Alice Bowling Club</b> – work started in September 22 and is due to be completed by March 2023.
<b>McLean’s Yard / Cove Road</b> – transfer and 25-year lease agreed.
<b>East Blackhall Street</b> – transfer completed in December 21.
<b>Asset Transfers that are ongoing</b>
<b>Caddlehill Community Garden</b> – The Environment and Regeneration Committee agreed to a lease in June 2022 and this is currently being drawn up.
<b>Larkfield Community Halls</b> – discussions are taking place with Youth Connections regarding the building.
<b>Morton in the Community</b> – discussions are taking place to identify suitable land.
<b>Martial Arts Academy</b> – discussions are taking place to identify suitable land.

#### 4.0 PROPOSALS

4.1 The Committee are asked to note the progress on projects and note that relevant reports will be brought back for Committee consideration as and when required.

#### 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 known Legal implications contained within this report.

#### 5.4 Human Resources

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

#### 5.5 Strategic

None.

## **6.0 CONSULTATION**

6.1 This report has been prepared following consultation with the Interim Head of Property Services and Finance Services.

## **7.0 BACKGROUND PAPERS**

7.1 None.

**COMMUNITIES CAPITAL REPORT**

**Appendix 1**

**COMMITTEE: EDUCATION & COMMUNITIES**

<u>Project Name</u>	1	2	3	4	5	6	7	8
	<u>Est Total Cost</u>	<u>Actual to 31/3/22</u>	<u>Approved Budget 2022/23</u>	<u>Revised Est 2022/23</u>	<u>Actual to 31/12/22</u>	<u>Est 2023/24</u>	<u>Est 2024/25</u>	<u>Future Years</u>
	£000	£000	£000	£000	£000	£000	£000	
<b>Communities</b>								
Lady Alice Bowling Club Refurb	240	18	92	222	222	0	0	0
Indoor Sports Facility For Tennis	94	94	503	0	0	0	0	0
Leisure Pitches AMP - Lifecycle Fund	1,096	0	384	615	568	50	50	381
WLC - Moveable Pool Floor	400	34	346	26	26	280	60	0
PG New Community Hub (King George VI Building)	1,734	124	1072	351	159	1,049	210	0
Complete On Site	26	0	21	22	22	0	4	0
<b>TOTAL</b>	<b>3,590</b>	<b>270</b>	<b>2,418</b>	<b>1,236</b>	<b>997</b>	<b>1,379</b>	<b>324</b>	<b>381</b>



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<b>Report To:</b>	<b>Education &amp; Communities Committee</b>	<b>Date:</b>	<b>7 March 2023</b>
<b>Report By:</b>	<b>Ruth Binks, Corporate Director, Education, Communities and Organisational Development</b>	<b>Report No:</b>	<b>EDUCOM/13/23/TM</b>
<b>Contact Officer:</b>	<b>Tony McEwan, Head of Culture, Communities and Educational Resources</b>	<b>Contact No:</b>	<b>01475 712828</b>
<b>Subject:</b>	<b>Communities Update Report – Overview of Local and National Initiatives</b>		

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## **1.0 PURPOSE AND SUMMARY**

1.1  For Decision  For Information/Noting

1.2 This report provides an update on matters relevant to the Communities part of the Education & Communities Committee.

1.3 Updates are provided on the following:

- Early Adopter Afterschool Service;
- Warm Spaces (Warm Hand of Friendship Funding);
- Whole School Community Approach to Substance Use Project;
- Community Food Growing Strategy;
- Supporting Participatory Budgeting;
- Libraries Success;
- Details of the savings taken from CLD service as part of the budget setting process and;
- Annual increase to the cost of pitch hire.

## **2.0 RECOMMENDATIONS**

2.1 It is recommended the Education & Communities Committee:

- notes the updates contained in this report;
- agrees to increasing the cost of pitch hire by 5% for 2023/24

**Ruth Binks**  
**Corporate Director, Education, Communities and Organisational Development**

### **3.0 Updates**

#### **3.1 Early Adopter Afterschool Service**

Inverclyde Council has been awarded short-term funding by the Scottish Government to design 'community level systems' of school-age childcare to meet the identified needs of children and families in the area (aligning with other supports and interventions where this can maximise benefits). This provision, which will last until 31 March 2023, will allow the Council to assess and co-design the types of provision required by parents in Inverclyde.

Inverclyde Council has engaged with Before and After School Kilmacolm (BASK) to deliver the afterschool care for up to 30 primary age children from the Port Glasgow cluster area. By the end of January 2023, the Affordable Afterschool Care service engaged with 36 families who had applied to access the service. This resulted in 16 eligible families and 23 children receiving a place with BASK Port Glasgow. Parents accessing the service have been assessed to ensure they are living on a low income (less than £26,000) or fall into one of the child poverty priority groups. Each of the 16 families involved in the project are in full time employment; part time employment; education or a combination of education or working. Families are offered a financial wellbeing assessment by Inverclyde Advice Services to maximise income and benefits but also helps them understand the impact of additional or new working hours on household income.

The service will be advised in March 2023 of any future funding to continue to test ideas and develop the Affordable Afterschool Care model to include, for example, initiatives such as school holiday care or extension of breakfast clubs to support parents who are working and living on low income. Any option taken forward will be dependent on the funding made available by Scottish Government.

#### **3.2 Warm Spaces (Warm Hand of Friendship Funding)**

£100,000 Warm Hand of Friendship Funding (Warm Spaces) was provided by the Council to support local community and third sector organisations provide safe and warm spaces and warm food. This project was administered through Inverclyde CVS and a total of 32 local community and voluntary organisations have successfully received funding to offer a warm space during the winter 2022/23. £98,000 of this funding has now been allocated and full details can be found on the Council's website <https://www.inverclyde.gov.uk/community-life-and-leisure/inverclyde-community-empowerment/poverty/inverclyde-s-warm-hand-of-friendship>

The Inverclyde Integration Joint Board (IJB) agreed at its meeting on 28 November 2022 to provide further funding to third sector providers for hardship payments for affected individuals within the community. This has resulted in a further £50,000 available for the Warm Hand of Friendship Funding and all funding will be allocated before the end of March 2023.

#### **3.3 Whole School Community Approach to Substance Use Project**

Funding has been provided by the Alcohol and Drugs Partnership to commence a one-year project focusing on early intervention and prevention around alcohol and drugs in and around schools and their communities. This will be achieved by developing and providing an evidence-based substance use programme to S1-S4 in every secondary school in Inverclyde. The aim of the project is to delay onset of consumption of alcohol and/or drugs, reduce substance use and harms related to substance use within young people and prevent the development of problematic use in adulthood. It will be part of a wider approach to prevention to help develop or maintain protective factors and increase resilience and will include the exploration of: healthy lifestyles and healthy decisions; managing risks and personal safety; exploring mental health and emotional wellbeing and learning to form and maintain positive relationships.

Work has commenced on the development of a project plan and the recruitment of staff who will have responsibility for the project's delivery.

### 3.4 Community Food Growing Strategy

A draft Community Food Growing Strategy has been developed and will be considered at the March 2023 meeting of the Alliance Board. The strategy sets out how Inverclyde Council and its community planning partners will support community food growing across Inverclyde and was developed in conjunction with the Food Network.

The strategy aims to 'increase opportunities in Inverclyde for communities to grow their own food and contribute towards a reduction in food poverty. We want these opportunities to be well used by communities and for it to result in more local residents growing and using the food they grow'.

The vision will be achieved through the following four priorities:

- Priority 1: Build capacity within communities to ensure they have the skills and knowledge to take part in food growing;
- Priority 2: Create strong partnership working between communities, the Council and housing associations;
- Priority 3: Ensure communities have the resources they need to be able to take part in food growing; and
- Priority 4: Contribute towards a reduction in poverty through strong partnership working.

Once agreed, a copy of the strategy will be available to the Education and Communities Committee for noting.

### 3.5 Supporting Participatory Budgeting

The service continues to support the Council's approach to participatory budgeting and in November 2022, carried out a PB exercise to support the Environment and Regeneration service shape the allocation of £65,000 on improvements to Birkmyre Park in Kilmacolm. Community groups, schools, and partner services such as Inverclyde Leisure were targeted to take part in the exercise. In addition, posters with a QR code were displayed in the park to provide the community who use the park with an opportunity to have their say. Options will now be considered by the Environment and Regeneration Committee.

### 3.6 Libraries Success

Inverclyde Libraries was selected as a finalist for the Scottish First Aid Awards 2023 in the Community First Aid Champion category in recognition of the community sessions and signposting the service does within its branches, as part of the service's Health and Wellbeing offer. The Libraries Service has been working closely with St Andrews First Aid for the last 12 months and was acknowledged for the work it has put in towards creating a place-based response to first aid at a community level, allowing for all people to have access to learning both general and life-saving first aid skills. Overall, the goal of the programming is to enhance confidence and resilience in communities for across Inverclyde. The Scottish First Aid Awards Ceremony takes place on 31 March 2023.

### 3.7 Implications for CLD from budget setting process

As part of the budget setting process on 2 March a proportion of the proposed saving from CLD was being considered which, if taken, would result in a final reduction of £41,368. This was split

across the adult learning team (£25,134) and Community Work (£16,234). The saving is made up as follows:

- **Deletion of a Community Development - Outreach Worker (21hr) £16,234**  
This post has been vacant for almost two years and has proven historically difficult to fill. The Community Development Team has undergone a range of changes in both the individuals within the workforce and in relation to the way they work. The Community Development Team has recruited three new community development workers who are focused on taking forward the key principles of the Community Empowerment Act. The team have supported the development of a new platform for Communication and Engagement Groups in the 6 locality areas.
- **Deletion of 3 part time Adult Learning CLD Tutor posts (two 10hrs and one 7½ hour post) £25,134**  
These posts are a part of the wider adult team. The work is part of Inverclyde’s overall statement of Ambition for Adult learning, to ensure that there are accessible opportunities for adults to learn throughout their lives. The offer in place can be reviewed and it is pertinent to note that Multiply funding over 2023/26 will give extra funding to support adults with maths and numeracy.

**3.8 Annual increase in the cost of pitch hire**

In line with previous years, the service is proposing to implement an inflationary increase in charges for pitch hire across Inverclyde. It is recommended that the Education and Communities Committee agrees to increase charges by 5% from 1 April 2023. Pitches which are managed by Inverclyde Leisure will also increase in line with the funding agreement between Inverclyde Leisure and the Council.

**4.0 IMPLICATIONS**

4.1 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	

**4.2 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
Communities	Pitch Hire Income	2023/24	(7)		5% increase in charges

**4.3 Legal/Risk**

None.

**4.4 Human Resources**

None.

**4.5 Strategic**

Updates provided in this report are in line with the Council's strategic priorities.

**4.6 Equalities and Fairer Scotland Duty**

An EIA is in place for the reduction in CLD service

(a) Equalities

This report has been considered under the Corporate Equalities Impact Assessment (EqIA) process with the following outcome:

x	YES – Assessed as relevant and an EqIA is required for reduction in CLD service considered by full Council
	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, assessed as not relevant and no EqIA is required. Provide any other relevant reasons why an EqIA is not necessary/screening statement.

(b) Fairer Scotland Duty

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 – Assessed as not relevant under the Fairer Scotland Duty for the following reasons: Provide reasons why the report has been assessed as not relevant.

**4.7 Children and Young People**

Has a Children's Rights and Wellbeing Impact Assessment been carried out?

	YES – Assessed as relevant and a CRWIA is required.
x	NO – Assessed as not relevant as this report does not involve a new policy, function or strategy or recommends a substantive change to an existing policy, function or strategy which will have an impact on children’s rights.

#### 4.8 Environmental/Sustainability

Has a Strategic Environmental Assessment been carried out?

	YES – assessed as relevant and a Strategic Environmental Assessment is required.
x	NO – This report does not propose or seek approval for a plan, policy, programme, strategy or document which is like to have significant environmental effects, if implemented.

#### 4.9 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 – Assessed as not relevant as this report does not involve data processing which may result in a high risk to the rights and freedoms of individuals.

### 5.0 CONSULTATION

5.1 N/A.

### 6.0 BACKGROUND PAPERS

6.1 N/A.

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<b>Report To:</b>	<b>Education &amp; Communities Committee</b>	<b>Date:</b>	<b>7 March 2023</b>
<b>Report By:</b>	<b>Ruth Binks, Corporate Director, Education, Communities and Organisational Development</b>	<b>Report No:</b>	<b>EDUCOM/18/23/TMcE</b>
<b>Contact Officer:</b>	<b>Tony McEwan, Head of Culture, Communities and Educational Resources</b>	<b>Contact No:</b>	<b>01475 712828</b>
<b>Subject:</b>	<b>Free Swimming for Under 16s</b>		

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## 1.0 PURPOSE AND SUMMARY

- 1.1  For Decision  For Information/Noting
- 1.2 The purpose of this report is to seek Committee agreement of the Under 16 Free Swimming Policy and agree how the proposed policy will be funded..
- 1.3 The Council agreed to reduce the budget for Under 16 Free Swimming from £180,000 to £80,000 as part of the budget process for 2021/22. Since that date the reduced budget has been exceeded each year as the policies approved by the Committee have resulted in costs greater than Budget.
- 1.4 A short life working group consisting of elected members from all parties, officers and Inverclyde Leisure was set up to consider the many different options available and to identify options if the budget required is more than is allocated. The working group recommend the proposal outlined in section 4.2 of this report which is to have free swimming available during the Easter, Summer and October school holidays and an early bird slot for other weekends.
- 1.5 The recommended approach is estimated to cost £115,000 ie: £35,000 more than the available budget. Paragraph 4.3 outlines how this shortfall can be overcome.

## 2.0 RECOMMENDATIONS

- 2.1 It is recommended that the Education and Communities Committee:
- Agrees to the provision of swimming during the Easter, Summer and October school holidays and early bird slots for weekends as outlined in paragraph 4.2
  - Agrees to vire money from the CLD employee costs to the free swimming budget subject to Policy & Resources Committee agreeing to fund the one off early release costs.

- Agrees that the Council return to a fixed fee payment to IL for the option selected in order to give greater financial certainty to the Council whilst noting that IL will continue to gather and share uptake data.

**Ruth Binks**

**Corporate Director, Education, Communities and Organisational Development**



### **3.0 BACKGROUND AND CONTEXT**

- 3.1 As part of the 2021/2022 budget process the Council agreed a saving of £100,000 from the £180,000 budget for free swimming for Under 16s. Despite several reports to the Education & Communities Committee the saving has not been fully implemented and as such is projected to cost over £120,000 more than the £80,000 approved budget in 2022/23.
- 3.2 In March 2021, the Education and Communities Committee agreed that IL should be paid for each swim rather than a set annual amount.
- 3.3 IL recorded approximately 40,500 swims between Jan and Dec 2022: a level of usage that is unable to be contained within the £80k allocated to the policy, which equates to around 14,500 swims. If the budget is not increased then only one option, to provide free swimming in the summer holiday period only, would be available to members. In 2022, 14,629 swims were recorded over the summer holiday period
- 3.4 While the service has been able to contain the cost in 2021/2022 and is currently working to do so in 2022/23 through utilising one-off underspends in other budgets, it is unable to continue to do so beyond 2022/23 without an adverse impact on funding for other services.
- 3.5 A short life working group consisting of elected members from all parties, officers and Inverclyde Leisure has been set up to consider the many different options available and to identify options if the budget required is more than is allocated.

### **4.0 PROPOSALS**

- 4.1 The working group worked on the principle that free swimming should be available during school holidays and on a weekly basis. They also identified that it is easier for the Committee to monitor and manage budgets if payment to IL revert to block funding for the provision rather than payment per swim.
- 4.2 The proposed option is to provide free swimming Monday to Sunday on main school holidays and a two-hour "early bird" slot on all other weekends which would cost £115,000 (£35,000 above the available budget). The school holidays would be the Easter, October and Summer holidays. The holidays would start the first full day after the last day of term for pupils and end on the last day of the holidays before pupils go back to school. The early bird slot would be from 9am to 11am with a last admittance 10.30 am and may be banded to control the session. The costs are based on actual usage per site from Jan 2022 – Dec 2022.
- 4.3 In order to fund the £35,000 shortfall the intention is to remove a post from the Youth Work and Sport Team. Further details to this proposal are attached in the Appendix to this report (in private) The deletion of this post would result in a saving to the committee of £46,872 but it would be subject to release costs. It is proposed that it be remitted to Policy and Resources to agree to fund the release. It should be noted that the balance of the salary saving will be taken as a corporate saving.
- 4.4 Given the timescales for the Council considering the saving proposal then the current policy will remain in place until the end of March 2023, with the Education & Communities Committee managing the overspend within the bottom line of the Committee's budget.

## 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

The release of the employee will be a cost to the Council. After the £35,000 virement this will deliver a net saving which will be held centrally .

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
Reserves	VER	23/24	tbc		Release costs subject to P&R approval

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
Communities	U16 Swimming	23/24	£115,000	CLD employee costs	£35k from CLD employee costs savings to be identified.
CLD	Employee costs	July 2023	(£12k)		Balance of saving to be taken as a corporate saving

## 5.3 Legal/Risk

Reverting to a fixed fee will reduce the risk of the Council overspending this budget

## 5.4 Human Resources

Proposed release through the Voluntary Severance Process.

## 5.5 Strategic

There are implications for reducing inequalities

## 5.6 Equalities and Fairer Scotland Duty

N/A

### (a) Equalities

This report has been considered under the Corporate Equalities Impact Assessment (EqIA) process with the following outcome: EqIA completed as part of the savings exercise.

	YES – Assessed as relevant and an EqIA is required.
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, assessed as not relevant and no EqIA is required. Provide any other relevant reasons why an EqIA is not necessary/screening statement.

### (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 – Assessed as not relevant under the Fairer Scotland Duty for the following reasons: Provide reasons why the report has been assessed as not relevant.

## 5.7 Children and Young People

Has a Children's Rights and Wellbeing Impact Assessment been carried out?

x	YES – Assessed as relevant and a CRWIA is required.
	NO – Assessed as not relevant as this report does not involve a new policy, function or strategy or recommends a substantive change to an existing policy, function or strategy which will have an impact on children's rights.

## 5.8 Environmental/Sustainability

Summarise any environmental / climate change impacts which relate to this report.

Has a Strategic Environmental Assessment been carried out?

	YES – assessed as relevant and a Strategic Environmental Assessment is required.
x	NO – This report does not propose or seek approval for a plan, policy, programme, strategy or document which is like to have significant environmental effects, if implemented.

## 5.9 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 – Assessed as not relevant as this report does not involve data processing which may result in a high risk to the rights and freedoms of individuals.

## 6.0 CONSULTATION

6.1 The CMT supports the options advanced in this report.

## 7.0 BACKGROUND PAPERS

7.1 Budget saving sheet and EqIA

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<b>Report To:</b>	<b>Education &amp; Communities Committee</b>	<b>Date:</b>	<b>7 March 2023</b>
<b>Report By:</b>	<b>Ruth Binks, Corporate Director, Education, Communities and OD</b>	<b>Report No:</b>	<b>EDUCOM/17/23/TM</b>
<b>Contact Officer:</b>	<b>Tony McEwan, Head of Culture, Communities and Educational Resources</b>	<b>Contact No:</b>	<b>01475 712828</b>
<b>Subject:</b>	<b>Community Safety Update</b>		

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## **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 strategic matters pertaining to Community Safety in Inverclyde.

1.3 Updates have been provided on:

- Inverclyde Multi-agency Risk Assessment (MARAC);
- Inverclyde Sex Offender Liaison Officer (SOLO);
- Police Scotland Local Partnership and Initiative Fund – Friday night youth project;
- Community Safety and Violence Against Women Strategy 2023 – 2026; and
- Control the bleed kit public access centre

## **2.0 RECOMMENDATIONS**

2.1 It is recommended the Education & Communities Committee notes the content of this report.

**Ruth Binks**  
**Corporate Director,**  
**Education, Communities and**  
**Organisational Development**

### **3.0 Updates**

#### **3.1 Inverclyde Multi-Agency Risk Assessment Conferences (MARAC)**

Inverclyde's 4 weekly MARACs continue to identify high risk victims of domestic abuse and through effective and efficient partnership working, agree actions to improve the safety of victims and their children while holding perpetrators to account for their actions. The Community Safety & Resilience team act as the MARAC coordinator, which involves collating, recording, distributing and following up on agency responses and subsequent MARAC actions. In the year 2022-23 56 cases were considered at MARAC.

#### **3.2 Inverclyde Sex Offender Liaison Officer (SOLO)**

The SOLO role in Inverclyde is undertaken by the Community Safety & Resilience Team. The Sex Offender Liaison Officer (SOLO) carries out Environmental Risk Assessments (ERAs) for all registered sex offenders (RSOs) in Inverclyde. These are instigated by an annual requirement or an event, for example moving house, change of circumstances, release from prison, etc. Information produced, requires the exchange of information with Council Tax Services and Registered Social Landlords, with the latter requiring an Information Sharing Agreement. For each RSO, a check is done on their current housing status, tenancy issues and any information relating to anti-social behaviour (ASB). This work is undertaken in partnership with the Sex Offender Policing Unit.

#### **3.3 Police Scotland Local Partnership and Initiative Fund – Friday night youth project**

The Community Safety & Resilience Team has worked jointly with the CLD Youth Work Team and Active Schools/Sports Development Team to make a successful bid to Police Scotland's Local Partnership and Initiative Fund for a short-term project to provide access to football and gym/fitness activities at Lady Octavia Leisure Centre on Friday nights. These sessions will be supported by detached youth workers as well as sports coaches. It is anticipated that other community safety partners such as the Community Wardens and Police Scotland can use this activity to build relationships with local young people by dropping-in and engaging the young people in attendance.

#### **3.4 Community Safety and Violence Against Women Strategy 2023-2026**

The Community Safety & Resilience Team worked with community safety partners to produce a strategic needs assessment during 2022. This assessment reviewed current needs assessment within context of the current policy landscape, emerging themes and issues as well as local data analysis. Future priorities for the Community Safety Partnership have been subsequently identified and agreed with partners and formed the basis for an Inverclyde Alliance workshop in December 2022. The outcomes of the strategic needs assessment and Alliance workshop were used to develop a joint Community Safety and Violence Against Women Strategy 2023-26, which will be submitted for approval at the next Alliance Board meeting in March 2023.

The priority outcomes identified for the Community Safety Partnership are:

- a reduction in the level of violence and antisocial behaviour within our communities;
- a reduction in the number of serious accidents at home and on our roads;
- communities in Inverclyde feel safe and are protected, particularly those most at risk; and
- strong and effective joint working arrangements across the community planning partnership are developed to promote a holistic approach to community safety.

There are also specific priority outcomes for the Violence Against Women Multiagency Partnership:

- Communities in Inverclyde embrace equality and mutual respect and reject all forms of violence against women
- Women and girls in Inverclyde thrive as equal citizens: culturally, economically, and politically;
- Interventions are early and effective, prevent violence and maximise the safety and wellbeing of women, children, and young people; and
- Men are challenged to desist from all forms of violence against women and girls and perpetrators of such violence receive a robust and effective response.

Once agreed by the Inverclyde Alliance, the full strategic needs assessment will be made available to the Education & Communities Committee.

### 3.5 Control the bleed kit public access cabinet

A public access emergency bleed control cabinet has been installed at Cathcart Street in Greenock town centre. The Daniel Baird Foundation, which was set up by Lynne Baird MBE in memory of her late son Daniel, 26, who died after suffering a catastrophic bleed in 2017, donated a control the bleed cabinet for use by the Inverclyde community after Inverclyde Council purchased the kits for the Council’s Community Wardens service. Members of the public can access the essential medical supplies designed to reduce blood loss and save lives in the vital minutes before medical attention arrives, by dialling 999 and following the instructions to open the cabinet.

## 4.0 IMPLICATIONS

4.1 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	

### 4.2 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					

**4.3 Legal/Risk**

None.

**4.4 Human Resources**

None.

**4.5 Strategic**

Community Safety forms part of the Inverclyde Alliance key priorities.

**4.6 Equalities and Fairer Scotland Duty**

(a) Equalities

This report has been considered under the Corporate Equalities Impact Assessment (EqIA) process with the following outcome:

	YES – Assessed as relevant and an EqIA is required.
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, assessed as not relevant and no EqIA is required. Provide any other relevant reasons why an EqIA is not necessary/screening statement.

(b) Fairer Scotland Duty

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 – Assessed as not relevant under the Fairer Scotland Duty for the following reasons: Provide reasons why the report has been assessed as not relevant.

**4.7 Children and Young People**

Has a Children’s Rights and Wellbeing Impact Assessment been carried out?



	YES – Assessed as relevant and a CRWIA is required.
x	NO – Assessed as not relevant as this report does not involve a new policy, function or strategy or recommends a substantive change to an existing policy, function or strategy which will have an impact on children’s rights.

#### 4.8 Environmental/Sustainability

Has a Strategic Environmental Assessment been carried out?

	YES – assessed as relevant and a Strategic Environmental Assessment is required.
x	NO – This report does not propose or seek approval for a plan, policy, programme, strategy or document which is like to have significant environmental effects, if implemented.

#### 4.9 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 – Assessed as not relevant as this report does not involve data processing which may result in a high risk to the rights and freedoms of individuals.

### 5.0 CONSULTATION

5.1 N/A.

### 6.0 BACKGROUND PAPERS

6.1 N/A.

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<b>Report To:</b>	<b>Education &amp; Communities Committee</b>	<b>Date:</b>	<b>7 March 2023</b>
<b>Report By:</b>	<b>Interim Director Finance &amp; Corporate Governance and Corporate Director Education, Communities &amp; Organisational Development</b>	<b>Report No:</b>	<b>FIN/14/23/AP/IC</b>
<b>Contact Officer:</b>	<b>Iain Cameron</b>	<b>Contact No:</b>	<b>01475 712832</b>
<b>Subject:</b>	<b>Education Revenue Budget Report - 2022/23 Projected Outturn at 31 December 2022</b>		

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## **1.0 PURPOSE AND SUMMARY**

- 1.1  For Decision  For Information/Noting
- 1.2 To advise Committee of the 2022/23 Education Revenue Budget position at 31 December 2022.
- 1.3 The total Education Revenue Budget for 2022/23, excluding Earmarked Reserves, is currently £94.389 million. The latest projection is an underspend of £543,000 (0.57%), which is a reduction in expenditure of £635,000 since Period 7. More details are provided in section 3 of the report and the appendices. The projection excludes a utilities cost pressure of over £1 million which has been reported corporately at the Policy and Resources Committee.
- 1.4 The movement from Period 7 Committee is predominantly due to £400,000 of savings resulting from Teachers' strike days.

## **2.0 RECOMMENDATION**

- 2.1 It is recommended that the Committee note the current projected underspend for the 2022/23 Education Revenue Budget of £543,000 as at 31 December 2022.

**Alan Puckrin**  
**Interim Director Finance**  
**& Corporate Governance**

**Ruth Binks**  
**Corporate Director**  
**Education, Communities**  
**& Organisational Development**

### 3.0 BACKGROUND AND CONTEXT

- 3.1 The purpose of this report is to advise Committee of the current position of the 2022/23 Education Revenue Budget and to highlight the main variances contributing to the projected underspend of £543,000.
- 3.2 The current Education Revenue Budget for 2022/23 is £94.389 million which is a decrease of £1.012 million from the Approved Budget. Appendix 1 provides more details of the budget movement.
- 3.3 **2022/23 Projected Outturn (£543,000 Underspend 0.57%)**

The main projected variances contributing to the net overspend are listed below and in Appendix 3:

- (a) Projected underspend of £695,000 for Teachers Employee Costs, £400,000 of which relates to savings made as a result of Teachers' strike days.
- (b) Projected overspend of £87,000 for Non-Teachers Employee Costs, mainly due to non-achievement of turnover savings targets.
- (c) Projected underspend of £96,000 for Property Costs (Underspends of £44,000 for Non-Domestic Rates, £21,000 for Water, £20,000 for Sanitary Products and £79,000 for Biomass Fuel. Overspend of £61,000 for Janitors and Cleaning).
- (d) Projected overspend of £230,000 for External Transport Costs (Underspend of £35,000 for SPT School Buses. Overspends of £8,000 for PE Transport, £42,000 for Gaelic Transport, £18,000 for Pupil Consortium Travel and £197,000 for ASN Transport).
- (e) Projected underspend of £28,000 for Education Catering Charge in line with reduced FM Catering income.
- (f) Projected underspend of £37,000 for Early Years Framework.
- (g) Projected overspend of £93,000 for ASN Placements.
- (h) Projected under recovery of £30,000 due to shortfall in School Meals Income, £16,000 more income than previously reported.
- (i) Projected under recovery of £32,000 due to shortfall in Breakfast Club Income.
- (j) Projected over recovery of £33,000 for Facilities Management Income (over recovery of Cleaning and Janitors income in line with increased employee costs £51,000 and £10,000 and under recovery of Catering income £28,000, in line with reduced employee costs and provisions spend).
- (k) Income of £38,000 for a seconded CLD employee which relates to the previous financial year.
- (l) Income of £46,000 for New Scots initiatives, offset by additional employee costs.

### 3.4 VIREMENTS

There are no virements this Committee cycle.

### 3.5 EARMARKED RESERVES

Appendix 4 gives an update on the operational Earmarked Reserves, ie excluding strategic funding models. Spend to date on these operational Earmarked Reserves is currently £2.133 million (which is 95% of phased budget and 78% of total projected spend).

### 4.0 PROPOSALS

4.1 The Committee are asked to note the current projected underspend for 2022/23 of £543,000 as at 31 December 2022.

### 5.0 IMPLICATIONS

5.1 The table below shows whether risks and implications apply if the recommendations 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 specific legal implications arising from this report.

#### **5.4 Human Resources**

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

#### **5.5 Strategic**

There are no specific strategic implications arising from this report.

### **6.0 CONSULTATION**

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

### **7.0 BACKGROUND PAPERS**

7.1 There are no background papers for this report.

**Education Budget Movement - 2022/23****Period 9 - 1st April 2022 to 31st December 2022**

Service	Approved Budget	Movements			Transferred to EMR £000	Revised Budget 2022/23 £000
	2022/23 £000	Inflation £000	Virement £000	Supplementary Budgets £000		
Corporate Director	150	3	1			154
Education	79,581	862	(4,726)	1,539	(300)	76,956
Inclusive Education	15,564	764	(56)	271		16,543
Facilities Management	106	624	6			736
<b>Totals</b>	<b>95,401</b>	<b>2,253</b>	<b>(4,775)</b>	<b>1,810</b>	<b>(300)</b>	<b>94,389</b>

**Movement Detail****External Resources**

Probationer Teachers	594
Teachers Pay Award 01/01/22	992
Easter Study Support	76
Educational Psychologist Trainee	17
Affordable Childcare Summer Programme	131
	<u>1,810</u>

**Virements**

SEMP to Loan Charges	(4,656)
Funding for Whiteboards	(150)
Insurance	54
ASN to Corporate Comms	(23)
	<u>(4,775)</u>

**Inflation**

SEMP	344
Internal Transport - Fuel	18
Catering Provisions	80
Non Teachers Pay Award	1,811
	<u>2,253</u>

(712)

**EDUCATION****REVENUE BUDGET MONITORING REPORT****CURRENT POSITION****Period 9 - 1st April 2022 to 31st December 2022**

2021/22 Actual £000	Subjective Heading	Approved Budget 2022/23 £000	Revised Budget 2022/23 £000	Projected Out-turn 2022/23 £000	Projected Over/(Under) Spend £000	Percentage Over/ (Under)
48,707	Employee Costs - Teachers	48,911	50,860	50,165	(695)	(1.37%)
29,719	Employee Costs - Non Teachers	28,642	32,725	32,812	87	0.27%
18,509	Property Costs	14,355	14,352	14,256	(96)	(0.67%)
6,132	Supplies & Services	5,590	5,987	5,948	(39)	(0.65%)
2,163	Transport Costs	2,245	2,201	2,434	233	10.59%
675	Administration Costs	673	718	680	(38)	(5.29%)
5,029	Other Expenditure	20,131	12,694	12,734	40	0.32%
(25,264)	Income	(25,146)	(24,848)	(24,883)	(35)	0.14%
<b>85,670</b>	<b>TOTAL NET EXPENDITURE</b>	<b>95,401</b>	<b>94,689</b>	<b>94,146</b>	<b>(543)</b>	<b>(0.57%)</b>
0	Earmarked Reserves	0	0	0	0	
0	Loan Charges / DMR	0	(300)	(300)	0	
<b>85,670</b>	<b>TOTAL NET EXPENDITURE EXCLUDING EARMARKED</b>	<b>95,401</b>	<b>94,389</b>	<b>93,846</b>	<b>(543)</b>	<b>(0.58%)</b>

2021/22 Actual £000	Objective Heading	Approved Budget 2022/23 £000	Revised Budget 2022/23 £000	Projected Out-turn 2022/23 £000	Projected Over/(Under) Spend £000	Percentage Over/ (Under)
<b>167</b>	<b>Corporate Director</b>	<b>150</b>	<b>154</b>	<b>163</b>	<b>9</b>	<b>5.84%</b>
59,979	Education	64,158	66,145	65,444	(701)	(1.06%)
115	Facilities Management	106	736	735	(1)	(0.14%)
10,398	School Estate Management Plan	15,423	11,111	11,111	0	-
<b>70,492</b>	<b>TOTAL EDUCATION SERVICES</b>	<b>79,687</b>	<b>77,992</b>	<b>77,290</b>	<b>(702)</b>	<b>(0.90%)</b>
11,279	ASN	11,602	12,279	12,486	207	1.69%
1,675	Community Learning & Development	1,850	2,080	2,037	(43)	(2.07%)
2,057	Other Inclusive Education	2,112	2,184	2,170	(14)	(0.64%)
<b>15,011</b>	<b>TOTAL INCLUSIVE EDUCATION</b>	<b>15,564</b>	<b>16,543</b>	<b>16,693</b>	<b>150</b>	<b>0.91%</b>
<b>85,670</b>	<b>TOTAL EDUCATION COMMITTEE</b>	<b>95,401</b>	<b>94,689</b>	<b>94,146</b>	<b>(543)</b>	<b>(0.57%)</b>
0	Earmarked Reserves	0	0	0	0	
0	Loan Charges / DMR	0	(300)	(300)	0	
<b>85,670</b>	<b>TOTAL EDUCATION COMMITTEE EXCLUDING EARMARKED RESERVES</b>	<b>95,401</b>	<b>94,389</b>	<b>93,846</b>	<b>(543)</b>	<b>(0.58%)</b>

EDUCATIONREVENUE BUDGET MONITORING REPORTMATERIAL VARIANCESPeriod 9 - 1st April 2022 to 31st December 2022

<u>Out Turn</u> <u>2021/22</u> <u>£000</u>	<u>Budget</u> <u>Heading</u>	<u>Budget</u> <u>2022/23</u> <u>£000</u>	<u>Proportion</u> <u>of Budget</u>	<u>Actual to</u> <u>31-Dec-22</u> <u>£000</u>	<u>Projection</u> <u>2022/23</u> <u>£000</u>	<u>(Under)/Over</u> <u>Budget</u> <u>£000</u>	<u>Percentage</u> <u>Over / (Under)</u>
48,707	Employee Costs - Teachers	50,860	42,383	41,941	50,165	(695)	(1.4%)
30,782	Employee Costs - Non Teachers	32,725	25,198	26,146	32,812	87	0.3%
3,303	Non Domestic Rates (NDR)	3,352	3,352	3,308	3,308	(44)	(1.3%)
243	Water	276	207	191	255	(21)	(7.6%)
26	Biomass	84	70	5	5	(79)	(94.0%)
1,332	ED Cleaning Contract	1,240	930	987	1,291	51	4.1%
3,728	ED Catering Contract	3,414	2,845	2,708	3,386	(28)	(0.8%)
1,038	SPT School Buses	1,160	580	556	1,125	(35)	(3.0%)
42	Gaelic Transport	40	20	45	82	42	105.0%
502	ASN Transport	352	176	268	549	197	56.0%
361	ASN Placements	367	273	247	460	93	25.3%
9	Early Years Framework	37	31	0	0	(37)	(100.0%)
(665)	School Meal Income	(646)	(497)	(451)	(616)	30	(4.6%)
(11)	Breakfast Club Income	(50)	(39)	(13)	(18)	32	(64.0%)
(6,806)	FM Income	(6,877)	(5,158)	(4,896)	(6,910)	(33)	0.5%
0	CLD Secondment Income	0	0	(38)	(38)	(38)	
0	New Scots Income	0	0	(46)	(46)	(46)	
<b>Total Material Variances</b>						<b>(524)</b>	



**EARMARKED RESERVES POSITION STATEMENT  
COMMITTEE: EDUCATION**

<u>Project</u>	<u>Lead Officer/ Responsible Manager</u>	<u>£000</u>	<u>New Funding 2020/21</u>	<u>Write Back to Gen Reserves</u>	<u>Total Funding 2022/23</u>	<u>Phased Budget To Period 9 2022/23</u>	<u>Actual To Period 9 2022/23</u>	<u>Projected Spend 2022/23</u>	<u>Amount to be Earmarked for 2023/24 &amp; Beyond</u>	<u>Lead Officer Update</u>
			<u>£000</u>		<u>£000</u>	<u>£000</u>	<u>£000</u>	<u>£000</u>	<u>£000</u>	
Beacon Arts	Tony McEwan	87			87	0	0	0	87	Beacon emergency contingency, currently no requirement for this funding in 2022/23.
Year of Young People Legacy	Tony McEwan	30			30	30	23	30	0	£20k used as contribution to Free Summer Playschemes and £10k will be used to fund Clyde Conversations event scheduled for Feb 2023.
Early Years 1140	Michael Roach	1,992			1,992	1,292	1,188	1,620	372	Funding additional Teachers in Primary Schools as well as Early Years staff plus core budget shortfall in 2022/23. £372k will be used to fund staffing up to June 2023.
ASN Review	Tony McEwan	184			184	99	64	184	0	Funding for additional PSA staff up to August 2022 (then funded from 1140 EMR). Service will start 2 x new EYECO posts for current academic year pupil support. Balance remaining at end of 2022/23 will be used to offset ASN Transport overspend (projected to be £96k of EMR to offset overspend).
Covid Recovery - Enhanced Cleaning Buildings 2021/22	Ruth Binks	54			54	54	54	54	0	Spending complete, posts have ended.
Covid Recovery - Additional Cleaning Materials/ Sanitiser/Wipes 2021/22	Ruth Binks	110		(80)	30	0	30	30	0	Per FM there is no longer a requirement for majority of this budget as core budget is now sufficient. £80k written back.
Covid Recovery - Extra Duke of Edinburgh Opportunities - 2 years	Ruth Binks	198		(50)	148	59	54	87	61	Paying for 2 additional staff members to November 23 and Resources. £50k written back.
Covid - Level 4 2nd Phase	Tony McEwan	158			158	158	158	158	0	Contribution to FSM payments over summer holidays (£67k) and remaining Winter Support Fund spend (£91k). Spending complete.
Covid - Teachers	Michael Roach	562			562	562	562	562	0	Funding for Covid Recovery teachers up to July 2022. From August 2022 these teachers have been funded from core budget. Spend now complete.
<b>Total</b>		<b>3,375</b>	<b>0</b>	<b>(130)</b>	<b>3,245</b>	<b>2,254</b>	<b>2,133</b>	<b>2,725</b>	<b>520</b>	

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<b>Report To:</b>	<b>Education &amp; Communities Committee</b>	<b>Date:</b>	<b>7 March 2023</b>
<b>Report By:</b>	<b>Corporate Director Education, Communities &amp; Organisational Development and Interim Director Finance &amp; Corporate Governance</b>	<b>Report No:</b>	<b>EDUCOM/29/23/EM</b>
<b>Contact Officer:</b>	<b>Eddie Montgomery</b>	<b>Contact No:</b>	<b>01475 712472</b>
<b>Subject:</b>	<b>Education Capital Programme 2022/25 - Progress</b>		

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## **1.0 PURPOSE AND SUMMARY**

- 1.1  For Decision  For Information/Noting
- 1.2 The purpose of this report is to consider performance 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.
- 1.3 The Education capital budget is £14.646m with total projected spend on budget. The Committee is projecting to spend £2.284m in 2022/23 with £79k advancement being reported. Appendix 1 details the capital programme.

## **2.0 RECOMMENDATIONS**

- 2.1 It is recommended that the Committee notes the current position and the progress on the specific projects of the 2022/25 Capital Programme as outlined in the report and appendix.

**Alan Puckrin**  
**Interim Director Finance & Corporate Governance**

**Ruth Binks**  
**Corporate Director Education, Communities and Organisational Development**

### **3.0 BACKGROUND AND CONTEXT**

- 3.1 This report shows the current position of the approved Education Capital programme reflecting the allocation of resources approved by Inverclyde Council on 24 February 2022.
- 3.2 The report also covers progress on the limited programme of works remaining connected with the 1140 Hours Expansion of Early Learning and Childcare and now includes the recently announced Scottish Government capital funding allocations to support the phased expansion of free school meals to primary school children.

#### **2022/25 Current Capital Position**

- 3.3 The Education capital budget is £14.646m. The budget for 2022/23 is £2.205m, with spend to date of £2.085m equating to 94.56% of original projected spend (91.29% of the revised projection). The current projection is £14.646m which means total projected spend is on budget. The revised projection for 2022/23 is £2.284m with £79k (3.58%) advancement in connection with the over expenditure on the Gourock Primary School project as outlined in 3.4 below. This is a decrease of £104k from the previous reported advancement position which is due to the inclusion of the free school meals capital allocation in the current 2022/23 projection which has altered the baseline approved budget. Appendix 1 provides more detail.

#### **Education Capital Projects**

- 3.4 **Gourock Primary School Extension:** The project achieved practical completion in December 2022. As previously reported to Committee, the allocated budget for the project will be exceeded and final account negotiations for the project are on-going with the overall project cost reconciliation also subject to the engagement and resolution of the original contract and performance bond. Over expenditure of £349K is currently being reported. The Committee has previously been advised that the total cost of the project is being contained through a review of existing unallocated funds within the lifecycle fund and the complete on site allowances. The Committee is requested to note the revised position and proposed allocation of funding outlined in 3.6 below. A report on the final outcome will be brought back to a future meeting of the Committee.

#### **Education Lifecycle Works**

- 3.5 **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 lifecycle programme for the four PPP schools is managed as part of the contract through the Facilities Management provider with monitoring via Property Services. The 2022/23 programme of works has largely been completed with some minor decoration, emergency lighting upgrades and other miscellaneous works ongoing up to the end of March 2023. The 2023/24 programme is being developed in readiness for the new financial year and works will include the continuation of the school pitch lifecycle works (carpet replacement at 3 secondary schools), the active panel refresh programme, LED lighting upgrade projects and the normal range of elemental replacement and minor refurbishment/improvement projects with further detail to be provided to future committees. The 2023/24 PPP lifecycle programme is programmed to be submitted for Property Services review by the end of February 2023.

**Free School Meals**

3.6 The Scottish Government confirmed in November 2022 capital funding allocations for 2022/23 to support the phased expansion of free school meals to primary school children. It was noted that this funding is to be used in 2022/23 to support initial investment in school infrastructure, including school catering and dining, ahead of further expansion of free lunches for primary school children later in the parliamentary term. The funding is to be used to support capital costs incurred in delivering primary 5 expansion, and for preparation for primary 6 and 7 expansion. A further allocation has been confirmed for 2023/24 and this is reflected in Appendix 1. It should be noted that an element of the future works relate to alterations within a number of school kitchens and this involves consideration of the use of appropriate holiday periods and cognisance of the lead time for the types of equipment involved. Officers are working at present to establish a more detailed programme however it is anticipated that summer 2023 is a more realistic target for the kitchen alteration works subject to the ability to progress projects to tender and secure the necessary kitchen specialist contractors who are likely to be engaged by a number of authorities given the national expansion programme. A number of projects already undertaken through the School Estate Management Plan have contributed to the ability to deliver the expansion of free school meals, including the recently completed Gourrock Primary School Extension project which involved the provision of a new dining/activity hall and the relocation/upgrade of the kitchen. The Committee is requested to note that the £350K 2022/23 allocation is proposed to be set against this project pending a more detailed reconciliation of free school meal expansion related projects.

**1140 Hours Expansion - Various Establishment Minor Works**

3.7 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. Works have been completed at Blairmore Nursery. The Enabling works at Wemyss Bay Nursery Class were undertaken over the October holiday period with the main contract works now progressing on site and anticipated to be completed by the end of March. The works proposed at Kings Oak Nursery Class require to be phased to minimise disruption and will now involve use of the Easter and Summer holiday periods.

**4.0 PROPOSALS**

4.1 The Committee are asked to note the progress on projects and note that relevant reports will be brought back for Committee consideration as and when required.

**5.0 IMPLICATIONS**

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

<b>SUBJECT</b>	<b>YES</b>	<b>NO</b>	<b>N/A</b>
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 known Legal implications contained within this report.

## 5.4 Human Resources

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

## 5.5 Strategic

None

## 6.0 CONSULTATION

6.1 This report has been prepared following consultation with the Interim Head of Property Services and Finance Services.

## 7.0 BACKGROUND PAPERS

7.1 None.

**EDUCATION CAPITAL REPORT**

**Appendix 1**

**COMMITTEE: EDUCATION & COMMUNITIES**

<u>Project Name</u>	1	2	3	4	5	6	7	8
<u>Est. Total Cost</u>	<u>Actual to 31/3/22</u>	<u>Approved Budget 2022/23</u>	<u>Revised Est 2022/23</u>	<u>Actual to 31/12/22</u>	<u>Est. 2023/24</u>	<u>Est. 2024/25</u>	<u>Est. Future Years</u>	
£000	£000	£000	£000	£000	£000	£000	£000	£000
<b><u>SEMP Projects</u></b>								
Balance of Life Cycle Fund	9,400	0	805	900	799	1,999	4,000	2,501
Gourock PS - Extension	3,084	2,311	706	773	773	0	0	0
CO2 Monitors In Schools	183	91	53	29	29	0	63	0
Free School Meals	1,278	0	350	350	349	50	878	0
Complete on site	390	0	71	107	107	0	283	0
<b>Total SEMP</b>	<b>14,335</b>	<b>2,402</b>	<b>1,985</b>	<b>2,159</b>	<b>2,057</b>	<b>2,049</b>	<b>5,224</b>	<b>2,501</b>
<b><u>ELC 1140 Projects</u></b>								
ELC Complete On Site	141	0	71	1	1	0	140	0
<b>TOTAL ELC Expansion</b>	<b>141</b>	<b>0</b>	<b>71</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>140</b>	<b>0</b>
<b><u>CFCR Projects</u></b>								
Early Learning Centres Various - Direct Access / Canopies etc	170	21	149	124	27	25	0	0
	170	21	149	124	27	25	0	0
<b>TOTAL ALL PROJECTS</b>	<b>14,646</b>	<b>2,423</b>	<b>2,205</b>	<b>2,284</b>	<b>2,085</b>	<b>2,074</b>	<b>5,364</b>	<b>2,501</b>

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<b>Report To:</b>	<b>Education &amp; Communities Committee</b>	<b>Date:</b>	<b>7 March 2023</b>
<b>Report By:</b>	<b>Corporate Director Education, Communities &amp; Organisational Development</b>	<b>Report No:</b>	<b>EDUCOM/14/23/MR</b>
<b>Contact Officer:</b>	<b>Michael Roach</b>	<b>Contact No:</b>	<b>01475 712850</b>
<b>Subject:</b>	<b>Education Update Report – Overview of Local and National Initiatives</b>		

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## **1.0 PURPOSE AND SUMMARY**

1.1  For Decision  For Information/Noting

1.2 The purpose of this report is to ask members of the Education and Communities Committee to note updates relating to the Education Service both in terms of local development as well as national policy development.

1.3 The report includes update on:

- Care Inspectorate inspection outcomes
- Exceptional closure – King’s Coronation
- Education Authority Equality Mainstreaming Report 2023 and Progress on Education Equality Outcomes Improvement Plan 2021/25
- Education reform update
- Recent announcement from the Scottish Government on the maintenance of the pupil week and teacher numbers

## **2.0 RECOMMENDATIONS**

2.1 Members of the Education and Communities Committee are asked to:

- note the content of the update report.
- note that a further report will be brought back to the next Education and Communities Committee on the implications of the requirement to maintain teacher and pupil support assistant numbers for Inverclyde.

### 3.0 BACKGROUND AND CONTEXT

#### 3.1 Care Inspectorate inspection outcomes

Bluebird Family Centre was inspected in October 2022. The full report can be found here: [Find care \(careinspectorate.com\)](#)

The provision was found to be very good in one aspect and good in all others as below:

How good is our care, play and learning?	Good
How good is our setting?	Very Good
How good is our leadership?	Good
How good is our staff team?	Good

St Francis Nursery Class was inspected in November 2022. The full report can be found here: [Find care \(careinspectorate.com\)](#)

The provision was found to be very good in one aspect and good in all others as below:

How good is our care, play and learning?	Good
How good is our setting?	Good
How good is our leadership?	Good
How good is our staff team?	Very Good

#### 3.2 Coronation Public Holiday May 2023

A public holiday has been approved by the Policy and Resources Committee for the 8<sup>th</sup> of May 2023 to celebrate the coronation of King Charles III. In line with this an exceptional day's closure has been applied for to the Scottish Government meaning that if granted all education establishments would be closed on this day.

#### 3.3 Education Authority Equality Mainstreaming Report 2023 and Progress on Education Equality Outcomes Improvement Plan 2021/25

The Equality Act 2010 requires the Council, as a public body, to publish Equality Outcomes every four years and report on their progress via a Mainstreaming Report every two years. Additionally, Education Authorities are required to publish their Equality Outcomes and Mainstreaming Report separately from their local authority. Reports should be published by 30 April in the relevant year.

A report has been devised which provides information on the Protected Characteristics of the Council's Education Service employees, together with details on the delivery of the Education Equality Outcomes Improvement Plan 2021/25. This report can be viewed on the Council's website: <https://www.inverclyde.gov.uk/council-and-government/equality-and-diversity>.

#### 3.4 Education reform update: Phase 3 of the Independent Review of Qualifications and Assessment

Phase 2 closed on the 13<sup>th</sup> of January, and well over 700 digital responses are being analysed. A great many of these responses, in particular those from schools and colleges, involved group discussions and therefore the total number of individuals who participated in this consultation was far greater than this. Shortly, all consultation responses will be published where permission to do so was granted, alongside a final copy of the consultation analysis.

The input from schools and colleges has been vitally important and is being used alongside the other evidence that has been gathered, to develop a preferred model for the future of



qualifications and assessment. This model will form the basis of the Phase 3 consultation which will take place during the month of March.

At the end of February, all schools and colleges will be written to inviting them to share their views on the future of qualifications and assessment in Scotland. Phase 3 will be the final chance to formally engage with the Review and the review team will specifically invite views on a proposed new approach to qualifications and assessment and will also seek the advice of practitioners on the practical steps which will be needed for implementation to be successful. Views will again be gathered via an online survey.

As with Phase 1 and 2, the review team will invite schools and colleges to host group discussion(s) and input the feedback into the online survey. Individual schools and colleges will be asked to determine locally, who should be involved in their discussion(s). We will provide schools and colleges with supporting materials to help facilitate their group. The Phase 3 survey will be open from March 1<sup>st</sup> to March 31<sup>st</sup>.

### 3.5 **Recent announcement from the Scottish Government on the maintenance of the pupil week and teacher numbers**

On 9 February 2023 local authorities received a letter from the Deputy Director: Workforce, Infrastructure & Digital stating the actions the Scottish Government were taking to maintain teacher numbers and the number of pupil support assistants at their current levels in the year ahead, ensure places remain available for probationer teachers who need them through the Teacher Induction Scheme and to ensure there is no reduction in the number of pupil learning hours delivered by teachers in the school week. This means that in order to receive full funding from the Scottish Government authorities are required to:

- Maintain teacher numbers at 2022 census levels, as published in the Summary School Statistics in December 2022 (details provided at Annex A).
- Maintain pupil support staff numbers at 2022 census levels, which we will publish on 21 March 2023 based on the data collected from local authorities in September 2022.
- Ensure that places remain available for probationer teachers who need them through the Teacher Induction Scheme

The full letter is attached as Appendix 1 to this report.

Inverclyde is expected to maintain the overall level of teachers at 781. This was made up the information from the September census which was 768 teachers for schools and 12 allocated to early years. The census is a snapshot in time and will not take into account posts that are in the budget but vacant at that time. The Pupil Support Assistant data will be published in March. A report will be brought to the May Committee on the full implications of the Scottish Government Announcement for Inverclyde.

## 4.0 IMPLICATIONS

4.1 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	

#### 4.2 Finance

There are limited financial costs associated with the information provided in this paper.

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					

#### 4.3 Legal/Risk

There are no legal implications.

#### 4.4 Human Resources

N/A.

#### 4.5 Strategic

N/A.

#### 4.6 Equalities and Fairer Scotland Duty

##### (a) Equalities

This report has been considered under the Corporate Equalities Impact Assessment (EqIA) process with the following outcome:

	YES – Assessed as relevant and an EqIA is required.
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, assessed as not relevant and no EqIA is required. Provide any other relevant reasons why an EqIA is not necessary/screening statement.

(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 – Assessed as not relevant under the Fairer Scotland Duty for the following reasons: Provide reasons why the report has been assessed as not relevant.

**Children and Young People**

Has a Children's Rights and Wellbeing Impact Assessment been carried out?

	YES – Assessed as relevant and a CRWIA is required.
X	NO – Assessed as not relevant as this report does not involve a new policy, function or strategy or recommends a substantive change to an existing policy, function or strategy which will have an impact on children's rights.

**Environmental/Sustainability**

Has a Strategic Environmental Assessment been carried out?

	YES – assessed as relevant and a Strategic Environmental Assessment is required.
X	NO – This report does not propose or seek approval for a plan, policy, programme, strategy or document which is like to have significant environmental effects, if implemented.

**Data Protection**

Has a Data Protection Impact Assessment been carried out?

6.0		YES – This report involves data processing which may result in a high risk to the rights and freedoms of individuals.
	X	NO – Assessed as not relevant as this report does not involve data processing which may result in a high risk to the rights and freedoms of individuals.

6.1 N/A.

**7.0 BACKGROUND PAPERS**

7.1 N/A.

Buidheann -Stiùiridh an Ionnsachaidh  
Learning Directorate

a b c d

F/T: 0131-244-0132  
E: Sam.Anson@gov.scot

Chief Executive COSLA  
Local Authority Chief Executive  
Directors of Education  
Directors of Finance

9 February 2023

## Protecting teacher numbers, pupil support staff and learning hours

### Teacher numbers

1. Following the Cabinet Secretary's statement to Parliament on 7 February, you will now be aware that we have taken steps to ensure that the current level of teachers and support staff are maintained. In addition, we also indicated our intention to introduce legislation to standardise learning hours for pupils. The purpose of this letter is to confirm the position for your local authority and to set out the implications for local government finance settlement for 2023-24.

2. As you will be aware, in 2022/23 we provided additional funding of £145.5 million to local authorities to support the recruitment of additional teachers and support staff.

3. Following a drop in teacher numbers as published in the Summary Statistics for Schools in December 2022, the Cabinet Secretary set out in her statement to Parliament the actions we have taken to:

- maintain teacher numbers and the number of pupil support assistants at their current levels in the year ahead, as we continue to work towards our aim to increase teacher numbers by 3,500 and support staff by 500 by the end of this Parliament.
- Ensure places remain available for probationer teachers who need them through the Teacher Induction Scheme.
- Ensure there is no reduction in the number of pupil learning hours delivered by teachers in the school week.

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4. You will be aware that local authorities already receive £88 million per year to (i) maintain teacher numbers and (ii) provide places on the Teacher Induction Scheme for all probationers who need one (£37 million of the £88 million is held back by as undistributed funding in the annual local government finance settlement for this specific purpose). In addition, we are providing a further £145.5 million each year from 2022/23 explicitly to fund teacher numbers and pupil support staff.

5. This funding will be maintained in full, but from 1 April 2023 both components (giving a total allocation in 2023-24 of £233.5 million) will now be conditional upon the successful delivery of the following expectations:

- Maintain teacher numbers at 2022 census levels, as published in the Summary School Statistics in December 2022 (details provided at Annex A).
- Maintain pupil support staff numbers at 2022 census levels, which we will publish on 21 March 2023 based on the data collected from local authorities in September 2022.
- Ensure that places remain available for probationer teachers who need them through the Teacher Induction Scheme

6. Of this total of £233.5 million, £151 million will be distributed as normal and included in the Local Government Finance (Scotland) Order 2022/23 for delivering the first two of these expectations. A further £45.5 million will also be distributed as a redetermination of General Revenue Grant in the last two weeks of March 2024 subject to confirmation that those conditions above have been met in full by each local authority. The remaining £37 million will continue to be distributed depending on the number of teachers that receive a place on the Teacher Induction Scheme in August 2023 as has been the case in previous years.

7. A full breakdown of the teacher numbers we expect to be maintained, both nationally and locally, is attached at Annex A, with the relevant financial allocations set out in Annex B. Details of the figures for Pupil Support Staff will be provided in March when the 2022 statistics are published. In the event of these requirements not being met, the Scottish Government will recover or withhold relevant monies allocated to individual authorities for these purposes.

8. The number of teachers we expect Inverclyde local authority to maintain is 781

Financial allocations are as follows:

Local Authority	£51m	£100m	£45.5m*
Inverclyde	0.736	1.439	0.655

9. We are working with COSLA to reach agreement on what monitoring arrangements will be put in place, but it is likely to be quarterly in line with previous monitoring and include, but not be limited to, the data collection for the 2023 school census.

10. For completeness, all grant funding streams to local authorities and schools through the Scottish Attainment Challenge programme remain bound by their existing grant conditions

and should be targeted towards supporting children and young people impacted by poverty. This includes Pupil Equity Funding, where headteachers should continue to be empowered to invest their PEF to support the children and young people impacted by poverty.

### Learning Hours

11. Similarly, we have made clear our serious concern that any reduction in learning hours for pupils, reportedly considered by some local authorities due to pressure on budgets, would have a significant negative impact on children and young people, and on their families.

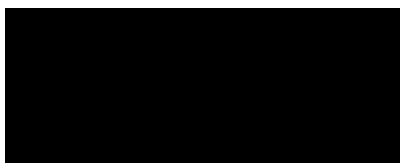
12. We propose to commence section 21 of the Education (Scotland) Act 2016, which confers powers on the Scottish Ministers to specify by regulations the minimum number of learning hours which must be made available to pupils in a school year. We intend to consult shortly on proposals to make regulations under that power which would ensure that there is no reduction in the number of learning hours made available to pupils.

13. Decisions over the delivery of the school week are primarily for local authorities and we are aware that many authorities have already used a degree of flexibility in order to adapt provision, for example, to implement an asymmetric week. We would not intend to restrict that flexibility, but to ensure that the current levels of provision, which are so important to pupils and parents, are protected.

14. It will be important to gather accurate information on current provision in order to inform our consultation and ensure that new regulations would have their intended effect. Officials have prepared short surveys that local authorities are asked to complete via SmartSurvey to provide information on the number of learning hours per week currently taught in schools. The surveys can be accessed here:

Primary schools - <https://www.smartsurvey.co.uk/s/4M7LJ6/>  
Secondary schools - <https://www.smartsurvey.co.uk/s/53W3L7/>  
Special schools - <https://www.smartsurvey.co.uk/s/60KAF4/> .

We would be grateful if these are completed by **Wednesday, 22 February**.



Sam Anson  
Deputy Director: Workforce, Infrastructure & Digital

Teacher FTE from the 2022 census (as published in December 2022) including ELC.	
Local Authority	FTE
Aberdeen City	1,836
Aberdeenshire	2,747
Angus	1,156
Argyll and Bute	835
City of Edinburgh	3,725
Clackmannanshire	556
Dumfries and Galloway	1,389
Dundee City	1,395
East Ayrshire	1,243
East Dunbartonshire	1,393
East Lothian	1,031
East Renfrewshire	1,393
Falkirk	1,651
Fife	3,724
Glasgow City	5,779
Highland	2,356
Inverclyde	781
Midlothian	1,081
Moray	977
Na h-Eileanan Siar	320
North Ayrshire	1,434
North Lanarkshire	3,726
Orkney Islands	257
Perth and Kinross	1,419
Renfrewshire	1,780
Scottish Borders	1,067
Shetland Islands	339
South Ayrshire	1,164
South Lanarkshire	3,516
Stirling	974
West Dunbartonshire	950
West Lothian	2,075
<b>All local authorities</b>	<b>*54,071</b>

\* This total does not include teachers in grant -aided schools.

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Local Authority	£51m	£100m	£45.5m*
Aberdeen City	1.732	3.446	1.568
Aberdeenshire	2.591	5.065	2.305
Angus	1.091	2.094	0.953
Argyll and Bute	0.787	1.482	0.674
Clackmannanshire	0.525	0.938	0.427
Dumfries and Galloway	1.310	2.743	1.248
Dundee City	1.316	2.754	1.253
East Ayrshire	1.172	2.278	1.036
East Dunbartonshire	1.314	2.267	1.031
East Lothian	0.972	2.027	0.922
East Renfrewshire	1.314	2.306	1.049
City of Edinburgh	3.514	7.256	3.302
Na h-Eileanan Siar	0.302	0.494	0.225
Falkirk	1.557	3.052	1.389
Fife	3.512	7.076	3.219
Glasgow City	5.451	11.314	5.148
Highland	2.223	4.413	2.008
Inverclyde	0.736	1.439	0.655
Midlothian	1.019	1.869	0.850
Moray	0.921	1.689	0.769
North Ayrshire	1.353	2.602	1.184
North Lanarkshire	3.514	6.868	3.125
Orkney Islands	0.243	0.440	0.200
Perth and Kinross	1.338	2.478	1.128
Renfrewshire	1.679	3.282	1.493
Scottish Borders	1.007	2.018	0.918
Shetland Islands	0.319	0.518	0.236
South Ayrshire	1.098	2.016	0.917
South Lanarkshire	3.317	6.449	2.934
Stirling	0.919	1.779	0.810
West Dunbartonshire	0.896	1.740	0.792
West Lothian	1.957	3.808	1.733
All local authorities	51.000	100.000	*45.50

\*To be withheld subject to conditions being met

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<b>Report To:</b>	<b>Education &amp; Communities Committee</b>	<b>Date:</b>	<b>07 March 2023</b>
<b>Report By:</b>	<b>Corporate Director Education, Communities and Organisational Development</b>	<b>Report No:</b>	<b>EDUCOM/16/23/MR</b>
<b>Contact Officer:</b>	<b>Michael Roach, Head of Education</b>	<b>Contact No:</b>	<b>01475 712824</b>
<b>Subject:</b>	<b>Scottish Attainment Challenge Refresh Year 1 Plan 2022/23 Update</b>		

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## **1.0 PURPOSE AND SUMMARY**

1.1  For Decision  For Information/Noting

1.2 The purpose of this report is update members of the Education & Communities Committee on progress relating to the first year of the refreshed Scottish Attainment Challenge Programme within Inverclyde.

## **2.0 RECOMMENDATIONS**

2.1 Members of the Education & Communities Committee are asked to note the content of the update report.

### **3.0 BACKGROUND AND CONTEXT**

- 3.1 The Scottish Government launched the SAC Refresh programme in late March 2022 where the “Framework for Recovery and Equity” guidance was issued. The Framework was used to guide our future planning. The SEF (Strategic Equity Fund) Year 1 plan and Stretch Aims was submitted to the Scottish Government in November 2022.
- 3.2 The Education and Communities Committee agreed the SAC Year 1 plan at the committee meeting on 9<sup>th</sup> February 2022.

### **4.0 SEF – (Strategic Equity Fund)**

- 4.1 The project lead has effectively assumed responsibility for all aspects of the attainment challenge project which has resulted in a SEF plan that encompasses all aspects of the attainment challenge.

An Inverclyde Scottish Attainment Challenge logic model has been created with short-term goals outlined that direct the annual SEF plan.

Work streams have been agreed that will drive forward the logic model short-term aims. These include leadership, teaching, learning and assessment, wellbeing and families and communities (See appendix 1: SEF Plan) ([link to Education Services in Inverclyde page - SEF Plan](#)). This has resulted in all contributors of work streams, including partners, creating annual planning with outcomes and measures and termly action plans linked to the logic model.

Interrogation of data continues to support the decision-making of SEF planning. A data framework to give further clarity on the types and usage of data for schools and local authority to further track and monitor progress and impact is almost complete.

A more targeted approach to resource deployment has been taken. For example, outreach teachers now provide more targeted support. This intensified and targeted approach is based on achievement of a Curriculum for Excellence level (ACEL) data for the broad general education (BGE) and deprivation levels.

As indicated in the previous report to committee, the overall aim of the SAC Refresh programme will be to continue to close the poverty related attainment gap while simultaneously ensuring a sustainable model remains impacting positively on pupils, families and staff across Inverclyde.

Planning for Years 2 - 4 has focussed on outcomes linked to measures identified by the Scottish Government (Core Stretch Aims) and measures particular to the Inverclyde context (Core PLUS Stretch Aims).

Planning has taken account of the reduction in funding and the impact this will have on staffing. The Project Lead has worked closely with colleagues from Finance and Human Resources following policy guidelines and adopting a phased exit strategy. Decisions around staffing have focussed on where we can make the greatest impact and on how we can provide a sustainable programme to support children, families and staff across Inverclyde.

Permanent staff who have been seconded to the project will revert to their substantive posts if they have one. Temporary staff will be considered as part of the overall annual staffing exercise.

In supporting a sustainable model, the Project Lead has supported the creation of the PASE (Pedagogy and Support for Equity) web-blog which will provide access to relevant information

and support materials, for all practitioners, linked to evidence-based approaches and interventions aimed at narrowing the poverty related attainment gap.

#### 4.2 Governance:

A SEF Governance structure is in place to ensure the programme is run effectively. Voices from senior managers, partners, unions and 2 Head Teachers are heard at the Tri-annual meetings promoting the mission ***“to use education to improve outcomes for children and young people impacted by poverty with a focus on tackling the poverty related attainment gap.”***

Quality partnerships continue to be an integral part of the attainment challenge.

Barnardo's, speech and language, libraries, education psychology & community learning and development have agreed and are implementing planning that aligns with the SAC logic model aims. Three times per year all partners review and report on the progress of plans. Approaches are also reviewed to support sustainability.

#### 4.3 Stretch Aims:

The project lead worked closely with the attainment advisor, senior managers, all headteachers and partners to develop their stretch aims and SEF plan. This collegiate approach has resulted in confidence that the aims are ambitious.

National comparator data, alongside the analysis of 3-year trends, best performance data alongside unpublished 2021/22 results were analysed to assist in the development of stretch aims.

Primary school headteachers were asked to identify pupils in Primary 4 & 7 (no data was available for Primary 1 at this time) where interventions could support them to achieve expected levels. This approach ensured a challenge to schools to be ambitious in their identification. Secondary headteachers were consulted in the setting of SCQF 5 and 6 stretch aims in a similar manner to Primary headteachers. When setting the aims, consultation led to consideration given to appropriate accreditation that leads to positive destinations. All other measures were agreed upon with schools, partners and central local authority staff. Setting stretch aims has led to a more targeted approach to the use of attainment challenge funding, alongside schools' PEF spend.

Progress is being tracked by coordinating individual school visits three times per year from recovery associates, who support schools with data analysis and interventions. This will inform if identified pupils are on track and have the appropriate interventions in place to achieve stretch aims. Information gathered from these visits has resulted in adaptations to approaches and resources where appropriate.

SAC tracking periods throughout the session are November, February and May, where pupil ACEL (Achievement of Curriculum for Excellence Level) attainment data is uploaded to a tracking spreadsheet. Interrogation of this data focusses on progress towards agreed Stretch Aims and also allows for improved decision-making. The Project Lead shares this data at SEF headteacher meetings providing opportunities for headteachers to interrogate their own and others data leading to increased professional dialogue on what is working well.

Senior Phase data is discussed with Secondary HTs during these tracking periods focussing on progress towards Stretch Aims and positive destinations for leavers with provision of funds to assist with a Supported Study programme for identified pupils.

Good progress has been made towards the ACEL Literacy and Numeracy Stretch Aims with further tracking and monitoring to come in March and May 2023.

Good progress is being made with a focus on ensuring pupils gain wider awards/accreditation through CLD Secondary input with 77 pupils (S1 – 3) participating in the Dynamic Youth Awards or the Bronze Youth Achievement Awards.

Termly reports from Barnardo's input indicate good progress is being made with 83% of parents who receive a bespoke package have a better understanding of how every day care, help and responses assists children's development in all areas.

#### **4.4 PEF (Pupil Equity Fund):**

Updated PEF guidance is in place to support schools to maximise their PEF spending.

All PEF plans have been reviewed by the attainment advisor. Education officers discussed feedback from the attainment advisor with individual headteachers. Detailed analysis of plans has identified common themes to further strengthen the use of PEF. This has led to a programme of training that takes place across the year.

Primary schools with similar demographics have been grouped into families to facilitate collaboration. This has resulted in termly meetings planned to moderate plans, review data, consider effective tracking of progress and share what is working well.

Updated PEF guidance includes explicit guidance on carry forwards requiring approval from the Head of Education. All schools have been advised that all PEF funds should be committed by the end of March 2023 for the rest of the academic year. All plans have been reviewed centrally by finance and education teams. Education officers have discussed the allocation of funds with individual schools. This has led to all funding, including any underspend, being allocated and planned for. A review took place in November 2022 with a further review planned for March 2023 to identify any schools that require support to adapt their planning.

Through robust monitoring, tracking and targeted support, we have managed to significantly reduce any underspends/carry forwards in PEF over the course of the session. We will continue to support establishments in the decision-making process regarding best practice for PEF spends in line with the equity agenda and provide updates re any issues resulting from future pay awards that may impact establishment plans.

#### **4.5 CECYP Fund (Care Experienced Children and Young People Fund):**

The virtual headteacher has made a strong start to implementing care-experienced plans aligned with 'The Promise'. The virtual headteacher has created a robust, up-to-date data dashboard that accesses both social work and education data. This has resulted in a strengthened understanding of who the care-experienced pupils are in each school.

The dashboard has also been used to support the identification of pupils who are at risk of exclusion or who need attendance support. The virtual headteacher is currently working with schools and young people to devise a tiered response to attendance concerns. A process for 'pupils at risk of exclusion' that activates a team around the child response before an exclusion happens, is in place.

Highly ambitious Stretch Aims for CEYP have been identified with the virtual headteacher and tracking is planned for November, February, and May.

The virtual headteacher has also met with all heads of establishments to raise awareness of their role and expectations of both parties. The virtual headteacher continues to work with each establishment to look at their care experience pupils' data ensuring appropriate action plans are in place.

Improved joined up working between Education and HSCP is evident in the planning process to support CEYP.

Plans are in place to discuss stretch aims going forward with a focus not only on attendance and exclusion but on attainment and these will be included in the SEF submission for next Session.

## 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 £000	Virement From	Other Comments
PEF	Various	2022/23	2,585		22/23 Funding
SAC	Various	2022/23	2,749		22/23 Funding
CECYP	Various	2022/23	163		22/23 Funding

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

N/A.

#### **5.4 Human Resources**

Over the next 4 years of the SAC Programme staffing will be impacted as reduced funding will mean a reduction in staffing. Consideration being given to the impact a reduced service via the SAC refresh plan will have on existing staff working as part of the current SAC project.

#### **5.5 Strategic**

N/A.

#### **6.0 CONSULTATION**

6.1 N/A.

#### **7.0 BACKGROUND PAPERS**

7.1 SEF Year 1 Plan – Session 2022/23  
SAC Years 2 – 4 Planning Themes and Staffing

**Mission:** to use education to improve outcomes for children and young people impacted by poverty with a focus on tackling the poverty-related attainment gap to deliver on the Government's vision of equity and excellence in education

**Vision:** Excellence through raising attainment & achieving equity

**The ambition:** To raise attainment for all while closing the poverty related attainment gap.



**How will we fund the ambition?**

- Core Education Service Funding
- Strategic Equity Funding
- Pupil Equity Fund
- Care Experienced Children and Young People Fund

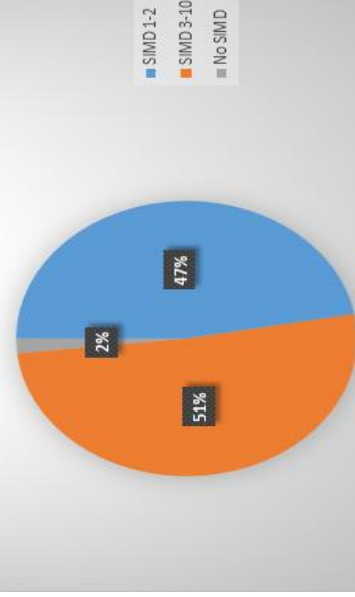
# Strategic Equity Plan



2022/23

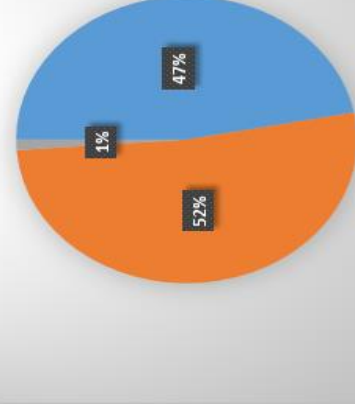
**Context:**

**Primary Schools**



**Q1 = 47% v Q5 = 15%**

**Secondary Schools**



**Q1 = 47% v Q5 = 13.5%**

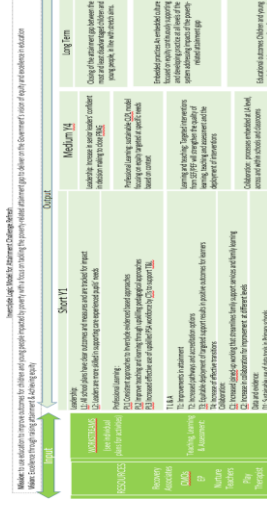
**How will we measure our success?**

To ensure a balanced measurement, we compare SIMD 1 + 2 data with SIMD 3 – 10 data. Fluctuation of cohorts within SIMD 9/10 indicates that the trend data would be unreliable and skew the process of interrogation resulting in the increased potential for misplaced interventions. Low numbers of pupils living in Q5 mean that some schools can have no Q5 pupils, in addition national data can at times be redacted. Comparing Quintile 1 data with Quintile 2-5 data provides a balanced approach which provides increased accuracy for identifying and providing the supports to where they are really needed.

## Stretch Aims (Page 2 - 4)

Overall levels	ACEI P1, 4, 7 Literacy Combined				
	Q1	Q5	Q0.5	Gap (Q1 to Q0.5)	
Current level (2021/22)	65.38%	81.93%	71.43%	16.56%	
Stretch aim to be achieved 2022/23:	67.45%	83.33%	75.77%	15.89%	
Improvement (percentage point)	2.07%	1.40%	4.34%	0.67%	

## Logic Model (Page 5)



## Appendix 1

## Workstreams (Page 6)





# Core Stretch Aims 2022/23

a) achievement of Curriculum for Excellence Levels (literacy combined and numeracy combined);

Literacy Combined	Overall levels	Q1	Q5	Q2-5	Gap Q1 to 5	Gap Q1 to 2-5
Benchmark level (2020/ 21)	67.9%	55.2%	82.6%	79.3%	27.4%	24.1%
Stretch aim to be achieved 2022/23: **	75.7%	67.4%	83.3%	83.3%	15.9%	15.9%
Improvement (Percentage point)	7.8%	12.2%	0.7%	4.0%	11.5%	8.2%

d) the proportion of 16-19 olds participating in education, employment or training based on the Annual Participation Measure produced by SDS \*

Participation Rates	Overall levels	Q1	Q5	Gap Q1 to Q5
Benchmark level (2020/21)	93.3%	90.8%	97.6%	6.8%
Stretch aim to be achieved 2022/23: **	94.7%	91.8%	97.8%	6.0%
Improvement (percentage point)	1.4%	1%	0.2%	0.8%

Numeracy Combined	Overall levels	Q1	Q5	Q2-5	Gap Q1 to 5	Gap Q1 to 2-5
Benchmark level (2020/ 21)	74.5%	63.0%	91.4%	84.9%	28.4%	21.9%
Stretch aim to be achieved 2022/23:**	82.2%	75.7%	91.5%	88.2%	15.8%	12.5%
Improvement (percentage point)	7.7%	12.7%	0.1%	3.3%	12.6%	9.4%

e) a locally identified aim for health and wellbeing, to be measured using local datasets.

Attendance Overall	Overall levels	Q1	Q5	Q2-5	Gap Q1 to 5	Gap Q1 to 2-5
Benchmark level (2020/ 21)	93.7%	92.9%	96.3%	95.1%	3.4%	2.2%
Stretch aim to be achieved 2022/23: **	95.0%	94%	96.3%	95.1%	2.3%	1.1%
Improvement (percentage point)	1.3%	1.1%	0.0%	0%	1.1%	1.1%

\* This session we will use Q1 – Q5 data as other data sets are unavailable. From next session we will set stretch aims from Q1 to Q2- 5

\*\* Please note that these stretch aims are over a 2 year period 2021 - 2023

## Core Stretch Aims 2022/23

b) the proportion of school leavers attaining 1 or more pass at SCQF level 5 based on the “SSAILD” publication;

b) the proportion of school leavers attaining 1 or more pass at SCQF level 5 based on the “SSAILD” publication;	Overall levels	Q1	Q5	Q2-5	Gap Q1 – Q5	Gap Q1 to 2-5
<b>Baseline level (2020/ 21)</b>	91.7%	87.6%	97.8%	95.6%	10.2%	8%
<b>Stretch aim to be achieved 2022/23:</b>	91.8%	88.3%	97.9%	95.7%	9.6%	7.4%
<b>Improvement (percentage point)</b>	0.1%	0.7%	0.1%	0.1%	0.6%	0.6%

Overall the 91.1% stretch aim exceeds a 4 year average of 90.4%. In addition this is an increase to beyond 2018/19 figures (89.5%) Q1 – 5 4 y average gap is reduced from 11.8% to 7.1%. In addition there is in reduction from 2018/19 figures (14.1%) of 7% Q1 to Q2- 5 4 y average gap is reduced from 9.5% to 6.5%. In addition there is in reduction from 2018/19 figures (12.5%) of 6%

- Inverclyde encourages a broad curriculum that encompasses wider qualifications not gathered by the SSAILD data. Inverclyde has historically strong pathways for learners leading to positive destinations. Appropriate accreditation is at the heart of these pathways. Pupils are already committed to appropriate pathways prior to the agreement of stretch aims.
- Current published data 2020/21 was gathered using different approaches to assessment. Overall pass rates rose by 5.8 at SCQF Level 5 and 3.2 for Level 6 using this method of assessment. This approach particularly suited our learners impacted by poverty. Returning to traditional approaches of assessment in 2021/22 has decreased both A-C passes in SCQF 5 and 6.
- While we have submitted Q1 to Q5 gap data this is not a true reflection of Inverclyde’s context

b) the proportion of school leavers attaining 1 or more pass at SCQF level 6 based on the “SSAILD” publication

b) the proportion of school leavers attaining 1 or more pass at SCQF level 6 based on the “SSAILD” publication	Overall levels	Q1	Q5	Q2-5	Gap Q1 – Q5	Gap Q1 to 2-5
<b>Baseline level (2020/ 21)</b>	70.6%	59.5%	87.1%	80.6%	27.6%	21.1%
<b>Stretch aim to be achieved 2022/23:</b>	70.7%	59.6%	87.1%	80.6%	27.5%	21.0%
<b>Improvement (percentage point)</b>	0.1%	0.1%	0.0%	0.0%	0.1%	0.1%

Overall the 68.6% stretch aim almost meets 4 year average of 69%. In addition this is an increase to beyond 2018/19 figures (67.4%) Q1 – 5 4 y average gap is reduced from 30.9% to 29%. In addition there is in reduction from 2018/19 figures (31.8%) of 2.8% Q1 to Q2- 5 4 y average gap is reduced from 22.6% to 20.6%. In addition there is in reduction from 2018/19 figures (24%) of 3.4%

## Core + Stretch Aims 2022/23

Engagement E1	Overall levels
Most care experienced learners previously looked after who are living in Inverclyde will increase attendance at school to at least 85% by June 2023	
<b>Current level (2021/ 22)</b>	<b>71%</b>
<b>Stretch aim to be achieved 2022/23:</b>	<b>90%</b>
<b>Improvement (percentage point)</b>	<b>19%</b>

Engagement E2	Overall levels
Number of incidents where CEYP pupils who are excluded reduced by 50%	
<b>Current level (2021/ 22)</b>	<b>27</b>
<b>Stretch aim to be achieved 2022/23:</b>	<b>13</b>
<b>Improvement (percentage point)</b>	<b>50%</b>

Readiness to Learn R 1- 6	% of those engaging with support
77% of parents who receive a bespoke package of support will demonstrate improved everyday interaction with their child and provide everyday care and help.	
<b>Current level (2021/ 22)</b>	<b>74%</b>
<b>Stretch aim to be achieved 2022/23:</b>	<b>77%</b>
<b>Improvement (percentage point)</b>	<b>3%</b>

Teaching & Learning T1 – 4	Q1
96% of those actively participating in alternative accreditation in the BGE secondary, impacted by poverty will receive accreditation, leading to stronger pathways and destinations.	
<b>Current level (2021/ 22)</b>	<b>96%</b>
<b>Stretch aim to be achieved 2022/23:</b>	<b>100%</b>
<b>Improvement (percentage point)</b>	<b>4%</b>

**Mission:** to use education to improve outcomes for children and young people impacted by poverty with a focus on tackling the poverty-related attainment gap to deliver on the Government's vision of equity and excellence in education  
**Vision:** Excellence through raising attainment & Achieving equity

Input

Output

RESOURCES	WORKSTREAMS (see individual plans for activities)	Short Y1	Medium Y4	Long Term
Recovery Associates CMOs EP Nurture Teachers Play Therapist Outreach T Libraries SP&L Barnardos CLD Digital lead Research assistant Virtual HT Data leads Secondary Teachers	Teaching, Learning & Assessment:  Wellbeing  Families and communities	<p>Leadership: L1: Almost all school plans have clear outcomes and measures and are tracked for impact L2: Leaders are more skilled in supporting care experienced pupils' needs</p> <p>Professional Learning : PL1 Consistent approaches to Inverclyde evidenced based approaches PL2 Improve teaching and learning through upskilling pedagogical approaches PL3 Increased effective use of upskilled PSA workforce by CTs to support T&amp;L</p> <p>Teaching, learning and assessment T1: Improvements in attainment T2: Increased pathways and accreditation options T3: Equitable deployment of targeted support results in positive outcomes for learners T4: Increase of effective transitions</p> <p>Collaboration: C1: Increased joined-up working that streamlines family support services and family learning C2: Increase in collaboration for improvement at different levels</p> <p>Data and evidence: D1: Sustainable use of data tools in Primary schools D2: Increased use of data to identify pupils requiring targeted support at all levels D3: Most establishments will be more confident in the use of tracking data D4: Annual stretch-aims met D5: Increased sharing of impactful practice</p> <p>Understanding: U1: Schools are more aware on where partnership working can add value U2: Parents are more aware and support of the values of equity U3: Equity values are maintained in all establishments</p> <p>Readiness to learn: R1: Increase in 'readiness to learn' of targeted pupils whose family receives bespoke services R2: Increase the wellbeing of pupils R3: Increased number of parents improving their mental health through targeted interventions R4: Increase in positive child parent/carer relationships and family functioning of targeted families as a result of bespoke interventions R5: Decrease in number of families needing crisis support due to early intervention R6: Increase in parental awareness, engagement and confidence in supporting their child's learning.</p> <p>Engagement: E1: Improved attendance and engagement E2: Reduction in exclusion numbers E3: Increased engagement from stakeholders in SIP/PEF</p> <p>A1: Approaches: Governance processes in line with SAC Refresh</p>	<p>Leadership: Increase in senior leaders' confident in decision making to close PRAG</p> <p>Professional Learning: sustainable CLPL model focusing on equity targeted at specific needs based on context</p> <p>Learning and teaching: Targeted interventions from SEF/PEF will strengthen the quality of learning, teaching and assessment and the deployment of interventions</p> <p>Collaboration: processes embedded at LA level, across and within schools and classrooms</p> <p>Data and evidence: deployment evidence-based interventions based on data-informed practice</p> <p>Culture and ethos: A collective response across Inverclyde results in positive outcomes for children and families impacted by poverty</p> <p>Readiness to learn: Increase in wellbeing of children and families through enhanced collaboration across the local authority</p> <p>Engagement: Embedded engagement and participation of children and young people, families and communities in the learner journey</p> <p>Embedded evidence-based approaches resulting in improved outcomes for children and families</p>	<p>Closing of the attainment gap between the most and least disadvantaged children and young people, in line with stretch aims.</p> <p>Embedded practices An embedded culture focused on equity continuously supporting and developing practice at all levels of the system addressing impacts of the poverty-related attainment gap</p> <p>Educational outcomes Children and young people have rights to equality of opportunity to positive and excellent educational outcomes regardless of their background.</p> <p>Education system : An education system which actively addresses poverty, removing barriers through inclusive ethos, practice and approaches for children and young people, parents and carers and practitioners.</p> <p>Achievement: An education system which encourages, reflects, and values the breadth of achievements that contribute to improved outcomes for children.</p>

# Workstreams

01

## Leadership

Project lead  
Research Assistant  
Education Psychologist  
Virtual Headteacher  
Recovery Associates  
Digital Lead  
Data Leads

02

## Teaching & Learning & Assessment

Coaching & Modelling Officers  
Outreach Teachers  
Speech & language Libraries  
Secondary Teachers  
CLD Secondary

03

## Wellbeing

CMOs  
Nurture Teachers  
Play Therapist

04

## Families & Communities

Barndardos  
CLD Primary

# Planning and Reporting

	Outcomes from Logic Model	Work streams	Planning/reporting (Annual outcome and measures within individual plans)
Leadership:	<ul style="list-style-type: none"> <li>L1: All school plans have clear outcomes and measures and are tracked for impact</li> <li>L2: Leaders are more skilled in supporting care experienced pupils' needs</li> </ul>	Leadership	<ul style="list-style-type: none"> <li>Project Lead</li> <li>Virtual Headteacher</li> </ul>
Professional Learning	<ul style="list-style-type: none"> <li>PL1 Consistent approaches to Inverclyde evidenced based approaches</li> <li>PL2 Improve teaching and learning through upskilling pedagogical approaches</li> <li>PL3 Increased effective use of upskilled PSA workforce by CTs to support teaching and leaning</li> </ul>	Teaching, learning & Assessment	<ul style="list-style-type: none"> <li>CMOs</li> <li>Educational Psychologist</li> </ul>
Teaching, Learning & Assessment:	<ul style="list-style-type: none"> <li>T1: Improvements in attainment</li> <li>T2: Increased pathways and accreditation options</li> <li>T3: Equitable deployment of targeted support results in positive outcomes for learners</li> <li>T4: Increase of effective transitions</li> </ul>	Teaching, learning & Assessment Families and Communities	<ul style="list-style-type: none"> <li>CLD Secondary</li> <li>Project Lead</li> <li>Speech and Language Therapy</li> <li>Libraries</li> </ul>
Collaboration:	<ul style="list-style-type: none"> <li>C1: Increased joined-up working that streamlines family support services and family learning</li> <li>C2: Increase in collaboration for improvement at different levels</li> </ul>		<ul style="list-style-type: none"> <li>Project Lead</li> </ul>
Data and evidence:	<ul style="list-style-type: none"> <li>D1: Sustainable use of data tools in Primary schools</li> <li>D2: Increased use of data to identify pupils requiring targeted support at all levels</li> <li>D3: Most establishments will be more confident in the use of tracking data</li> <li>D4: Annual stretch-aims met</li> <li>D5: increased sharing of Impactful practice</li> </ul>	Leadership	<ul style="list-style-type: none"> <li>Project lead</li> </ul>
Understanding:	<ul style="list-style-type: none"> <li>U1: Schools are more aware on where partnership working can add value</li> <li>U2: Parents are more aware and support of the values of equity</li> <li>U3: Equity values are maintained in all establishments</li> </ul>	Leadership	<ul style="list-style-type: none"> <li>Project Lead</li> <li>CMOs Wellbeing, Literacy and Numeracy</li> </ul>
Readiness to learn:	<ul style="list-style-type: none"> <li>R1: Increase in 'readiness to learn' of targeted pupils whose family receives bespoke services</li> <li>R2: Increase the wellbeing of pupils</li> <li>R3: Increased number of parents improving their mental health through targeted interventions</li> <li>R4: Increase in positive child parent/carer relationships and family functioning of targeted families as a result of bespoke interventions</li> <li>R5: Decrease in number of families needing crisis support due to early intervention</li> <li>R6: Increase in parental awareness, engagement and confidence in supporting their child's learning.</li> </ul>	Families & Communities Wellbeing Teaching, Learning & Assessment	<ul style="list-style-type: none"> <li>Barnardos</li> <li>CMO Wellbeing</li> <li>Educational Psychologist</li> <li>CMO literacy and numeracy</li> <li>CLD Primary</li> </ul>
Engagement:	<ul style="list-style-type: none"> <li>E1: Improved attendance and engagement</li> <li>E2: Reduction in exclusion numbers</li> <li>E3: Increased engagement from stakeholders in SIP/PEF</li> </ul>	Leadership	<ul style="list-style-type: none"> <li>Educational Psychologist</li> <li>Virtual Headteacher</li> <li>Project Lead</li> </ul>
Approaches:	A1: Governance processes in line with SAC Refresh	Leadership	Project Lead

**Exemplar of Workstream Plan – TLA: Speech and Language Logic Model outcome/s: PL1 & PL2, T1 & T2 - Full plans available on request.**

Annual outcomes	outcome measures
<p>By April 2023, 90% of ELC within Inverclyde will be trained in how to support children’s vocabulary development.</p>	<p>Attendance/ training records / survey of nurseries will show increase in the number of establishments who have accessed Vocabulary training for staff (nursery staff, primary one class teachers, support staff) Meet with new Early-First Level Literacy CMO, August – September 2022 Continued roll out of Early Years Training across Authority, September</p>
<p>By April 2023, 70% of ELC within Inverclyde will be using structured /explicit approaches to develop children’s vocabulary, engagement with words and word learning skills.  <b>(baseline of 27% trained, 13% implementing/embedded within practice)</b></p>	<p>Practitioner Questionnaires will indicate an increase in confidence of practitioners and examples of how they are supporting children’s vocabulary as part of everyday practice</p> <p>Survey of establishments will show application of range of implicit and explicit approaches to develop children’s language skills as foundation for their reading and writing Evidence of nurseries using approaches such as “Word Aware” , specific strategies or similar (observation, social media manager report)</p> <p>Oral feedback from management across establishments will show vocabulary development as a focus &amp; being implemented in learning environment (baseline of 13%)</p>
<p>By April 2023, 80% nurseries using word aware or similar approach (to develop vocabulary) will be regularly sharing home learning focussed on vocabulary and phonological awareness skills e.g. word of the day/week &amp; word games with families</p>	<p>Evidence of parental engagement on twitter e.g. newsletter which has focus on vocab / word week, sharing of word of the week, word I need to hear stickers etc. (46% baseline)</p> <p>Practitioner questionnaire will show increase in confidence with supporting parents to actively develop their children’s vocabulary skills Nursery surveys will show clear focus and planned efforts to involve parents in any vocabulary programme implemented</p> <p>Feedback forms from parents will show high level of satisfaction with resources / support provided and confidence with how they can support at home</p>

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<b>Report To:</b>	<b>Education &amp; Communities Committee</b>	<b>Date:</b>	<b>7 March 2023</b>
<b>Report By:</b>	<b>Corporate Director Education, Communities &amp; Organisational Development</b>	<b>Report No:</b>	<b>EDUCOM/15/23/MR</b>
<b>Contact Officer:</b>	<b>Michael Roach and Yvonne Gallacher</b>	<b>Contact No:</b>	<b>01475 712850</b>
<b>Subject:</b>	<b>1140 Budget Update – Grant Reduction</b>		

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## **1.0 PURPOSE AND SUMMARY**

1.1  For Decision  For Information/Noting

1.2 In 2022/23 the Scottish Government provided funding of £7,598,000 for 1140 hours. It had been anticipated that for 2023/24 this funding would be mainstreamed and distributed via the General Revenue Grant. However, in late 2022 the Government announced that this would remain as a specific grant and that the funding provided to Inverclyde Council for 2023/24 would be £320,000 less than the previous year. There is an expectation with specific grant funding that the spending be contained within the available resource. As such, the Service are required to review the budget to not only allow for the cut in funding but to contain the 2022/23 pay award as well as build in an allowance for 2023/24 pay awards and a known increase in partner provider rates.

1.3 The Service has undertaken work to contain the pay award and to deal with the reduction of the specific grant. This work forms part of the budget setting process by full Council on 2 March 2023. The work undertaken is outlined in section 4 and Appendix 1 of this report.

## **2.0 RECOMMENDATIONS**

The Education & Communities Committee is asked to:

- Note the contents of this report
- Note the recommendations as outlined in Appendix 1 and section 4 of this report which are being taken forward as part of the budget process and will have been considered by full Council prior to the meeting of this Committee.
- Note that the Chief Executive has agreed, through delegated powers, to commence a trawl of 52-week EYECOs on the basis that the proposals in this report are supported.

**Ruth Binks**  
**Corporate Director**  
**Education, Communities & Organisational Development**



### **3.0 BACKGROUND AND CONTEXT**

- 3.1 In 2022/23 the Scottish Government provided Inverclyde Council funding of £7,598,000 for 1140 hours which was a reduction of £1.136million from 2021/22. It had been anticipated that for 2023/24 this funding would be mainstreamed and distributed via the General Revenue Grant. However, in late 2022 the Government announced that this would remain as a specific grant and that the funding provided to Inverclyde Council for 2023/24 would be £320,000 less than the previous year.
- 3.2 There is an expectation with Specific Grant funding that the spending be contained within the available resource. As such, the Service are required to review the budget to not only allow for the cut in funding but to contain the 2022/23 pay award as well as build in an allowance for 2023/24 pay awards and a known increase in partner provider rates.
- 3.3 This is not the only reduction that Early Years will take forward for next year. Projects and additional spend linked to an Earmarked Reserve (EMR) agreed with the Scottish Government will cease for the 2023/24 financial year. These projects included support officers for play pedagogy, additional teachers and additional support assistants. A plan is in place to reduce or remove all of the additionality linked to this EMR.

### **4.0 PROPOSALS**

- 4.1 In terms of containing known increases within the previous budget, the Service have carried out a review to identify savings. Full details are attached in Appendix 1. A number of vacant posts have been deleted, the budget for childminders has been reduced to match the amount actually spent in this area and there will be a review of transport currently provided.
- 4.2 Despite the work to contain the 2022/23 pay award, a £360K budget shortfall in 2023/24 is estimated. The service has identified the following areas for savings which would allow the Early Years' Service to balance the 1140 hours budget.
- 4.3 Remove the Family Support Workers savings proposal from the budget process and request that the saving is used to offset the reduction in funding. This will result in a saving of £156K by 2024/25. All of the Family Support Workers who are qualified as EYECOS can be redeployed by the service. Whilst Family Support Workers can be redeployed within the service this would most probably mean that the service would need to examine releasing temporary staff to create vacancies. It is for this reason that it is the intention of the Service, with the delegated authority of the Chief Executive to do so, to carry out a trawl of 52 week staff to create suitable vacancies for redeployment.
- 4.4 Given that there has been a reduction in the Early Years specific teaching post, the Principal Teacher Early Years post could be deleted, and the teachers managed by the central service. The post is currently vacant and not filling this post would result in a saving of £62K.
- 4.5 Currently the service spends in the region of £400K on provision for children under the age of 2. This is not funded by the Scottish Government and the budget is held with the Early Years' service. The service feel that this provision could be prioritised for cases resulting in a reduction in offer. The intention would be the removal of two EYECOs and the approximate reduction would be in the region of 20% of the service. As all of the referrals are made by either Health Visitors or Social Workers, there is the potential for HSCP to contribute to this budget if the service cannot meet demand. This will result in a saving of £70K. The intention would be to reduce the service by a term time and a 52-week EYECO. A vacancy exists for the 52 week and the term time could be considered as part of the trawl.

- 4.6 There are two services which, given the numbers that are known, could reduce staffing given that they regularly run under capacity. This would mean a reduction in 2 EYECOs, one from Wemyss Bay and one from Aileymill. Running services to maximum efficiency can give less options and flexibilities for families but the service feel that this is a realistic viable option to take forward. This would give a saving of £62K. This saving can be managed through vacancies.
- 4.7 The remaining balance of £10k will be achieved as part of a review of the internal transport requirements.

## 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
Earmarked Reserves	1140 Hours	2023/24	£62k		One off funding to meet part year saving shortfall

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
Early Years	Various	2023/24	£360k		£298k delivered in 2023/24

## 5.3 Legal/Risk

None.

## 5.4 Human Resources

The intention would be to carry out a trawl of the service to release EYECO vacancies and redeploy staff where necessary.

## 5.5 Strategic

None.

## 5.6 Equalities and Fairer Scotland Duty

### (a) Equalities

This report has been considered under the Corporate Equalities Impact Assessment (EqIA) process with the following outcome:

X	YES – Assessed as relevant and an EqIA has been completed, and will be made available following this link- <a href="https://www.inverclyde.gov.uk/council-and-government/equality-impact-assessments">https://www.inverclyde.gov.uk/council-and-government/equality-impact-assessments</a>
	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, assessed as not relevant and no EqIA is required. Provide any other relevant reasons why an EqIA is not necessary/screening statement.

### (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 – Assessed as not relevant under the Fairer Scotland Duty for the following reasons: Provide reasons why the report has been assessed as not relevant.

## 5.7 Children and Young People

Has a Children's Rights and Wellbeing Impact Assessment been carried out?

	YES – Assessed as relevant and a CRWIA is required.
X	NO – Assessed as not relevant as this report does not involve a new policy, function or strategy or recommends a substantive change to an existing policy, function or strategy which will have an impact on children's rights.

## 5.8 Environmental/Sustainability

Has a Strategic Environmental Assessment been carried out?

	YES – assessed as relevant and a Strategic Environmental Assessment is required.
X	NO – This report does not propose or seek approval for a plan, policy, programme, strategy or document which is like to have significant environmental effects, if implemented.

## 5.9 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 – Assessed as not relevant as this report does not involve data processing which may result in a high risk to the rights and freedoms of individuals.

## 6.0 CONSULTATION

6.1 Heads of centre have been consulted on the budget setting process and dialogue has taken place with HSCP. Parts of this report were also considered as part of the budget consultation.

## 7.0 BACKGROUND PAPERS

7.1 N/A.

**Proposed Action to address projected overspend in 1140 Budget****Appendix 1**

	<u>Overall</u>	<u>2023/24</u>	<u>2024/25</u>	<u>Notes</u>
Current shortfall	280,000	280,000	280,000	1
<u>Proposals:</u>				
Deletion of Vacant Posts	(200,000)	(200,000)	(200,000)	2
Reduction in Childminders budget	(40,000)	(40,000)	(40,000)	3
Funding Shortfall pre funding cut	40,000	40,000	40,000	
Cut in Scottish Government funding	320,000	320,000	320,000	
Total shortfall 2023/24	360,000	360,000	360,000	
<u>Proposals:</u>				
Family Support Workers saving	(156,000)	(117,000)	(156,000)	4
Deletion of Principal Teacher post	(62,000)	(62,000)	(62,000)	
Under 2s reduction in provision	(70,000)	(47,000)	(70,000)	4
Wemyss Bay & Aileymill reduction in capacity	(62,000)	(62,000)	(62,000)	
Transport Saving	(10,000)	(10,000)	(10,000)	5
Remaining shortfall	0	62,000	0	

**Notes**

1 Note the current shortfall is after allowing for known 22/23 pay award and an allowance for future pay awards (Teachers assumed 7% for 2022/23 and 3% for 2023/24 and Support Staff assumed 3% for 2023/24).

2 The proposed reduction in vacant posts is made up as follows:

<u>Job Title</u>	<u>Grade</u>	<u>FTE</u>
Early Years Education and Childcare Officer	5	3.87
Early Years Support Assistant	2	0.16
Clerical Assistant	2	0.30
Deputy Head of Centre	8	1.00
		<hr/> 5.33

3 Reflects actual spend.

4 Note the shortfall in 2023/24 due to phasing of FSW saving and Under 2s reduction will be funded from the remaining 1140 Earmarked Reserve balance.

5 Review to be carried out.