

**Report To: Education and Communities Committee**

**Date: 9 September 2014**

**Report By: Angela Edwards, Head of Inclusive Education, Culture and Corporate Policy**

**Report No: EDUCOM/71/14/KB**

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**Subject: Education and Communities Performance Report**

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## **1. PURPOSE**

- 1.1 The purpose of this report is to update Committee on the achievement of key objectives in the Education, Communities and Organisational Development Corporate Directorate Improvement Plan 2013/16 (CDIP).
- 1.2 The report focuses on improvement actions that sit within the Education, Inclusive Education and Culture and Safer and Inclusive Communities Services.

## **2. SUMMARY**

- 2.1 This is third progress report on the implementation of the Education, Communities and Organisational Development CDIP 2013/16. Details are provided in the Appendices.
- 2.2 The current status of improvement actions is:

APPENDIX 1  
APPENDIX 2

blue – complete	red – significant slippage	amber – slight slippage	green – on track
19	0	13	52.

## **3. RECOMMENDATIONS**

- 3.1 It is recommended that the Committee:
  - a. notes the progress made in implementing the Education, Communities and Organisational Development CDIP 2013/16; and
  - b. agrees to consider the fourth progress report at its meeting on 20 January 2015.

**Angela Edwards**  
**Head of Inclusive Education, Culture and Corporate Policy**

## 4. BACKGROUND

- 4.1 Corporate Directorate Improvement Plans are a key component of the Council's Strategic Planning and Performance Management Framework. They are the principal vehicle for managing and delivering the strategic outcomes in the Single Outcome Agreement 2013/16 and the Council's Corporate Statement 2013/17, as well as the well-being outcomes which are Safe, Healthy, Achieving, Nurtured, Active, Respected and Responsible (SHANARRI).
- 4.2 This report focuses on improvement actions that sit within the Education, Inclusive Education and Culture and Safer and Inclusive Communities Services. The CDIP's improvement actions that sit within the Corporate Policy and Organisational Development, Human Resources and Communications Services will be included in the Corporate Services Performance Report submitted to the Policy and Resources Committee on 23 September 2014.
- 4.3 The Education, Communities and Organisational Development CDIP 2013/16 was approved by the Education and Communities Committee in 2013 and refreshed in 2014.
- 4.4 As detailed in Appendix 1, improvement actions have been allocated a 'BRAG' status:  
blue – complete; red – significant slippage; amber – slight slippage; green – on track.
- 4.5 The CDIP also contains key performance indicators, comprising statutory performance indicators and local performance indicators. These indicators provide an important measure of how the Directorate's Services contribute to the Council's strategic aims. Information on most indicators is gathered annually and performance will be reported to Committee at the appropriate time; information on two indicators is compiled quarterly and the details are attached as Appendix 2.

Min Ref  
E&C Cttee  
7.5.13  
Para 363

## 5. PROGRESS

- 5.1 This is the third progress report on the CDIP's improvement actions. The last report on delivering the CDIP's improvement actions was approved by the Education and Communities Committee in March 2014. The current status of the CDIP's improvement plan is as follows:

Min Ref  
E&C Cttee  
11.3.14

blue – complete	red – significant slippage	amber – slight slippage	green – on track
19	0	13	52.

- 5.2 During the last six months, good progress has been made in delivering most of the improvement actions, examples of which include:
- tackling violence and knife crime - several secondary schools are now involved in the Mentors in Violence Prevention Programme
  - health and well-being of young people - funding has been identified for facilities for young people in Port Glasgow and Gourock with a proposed opening date of December 2014
  - home energy efficiency (private) - the iHEAT energy efficiency advocacy project is progressing well. Additional funding has been secured to install practical measures during 2014/15.
  - Curriculum for Excellence - the attainment results were positive for S4 pupils during the first year of the new National Qualifications
  - developing leadership in teachers - some schools worked in partnership with Strathclyde University during 2013/14 and this partnership will be further

developed during the new session with the aim of sharing responsibility for key areas of teacher education

- adult learning service in libraries - during Summer 2014, Glasgow University delivered classes in the South West Library as part of a pilot project
- engagement with young people - a Youth Participation Strategy is currently being developed with the aim of providing local young people with opportunities to be involved in decisions about services for them, as well as their schools and community.

5.3 There has been slight slippage with a number of improvement actions, including the following:

- data protection (CCTV installations and deployment of cameras)
- development of a new Health and Safety Strategy and Enforcement Policy
- putting the National Literacy Action Plan in place across all establishments and sectors
- implementation of the Youth Employment Action Plan
- benchmarking of Environmental Health/Trading Standards
- introduction of Young Scot cards for children 4-11 years old
- implementation of the PE Plan.

5.4 Appendix 1 details the present status of the improvement actions, together with a commentary from the appropriate Service.

## 6. IMPLICATIONS

6.1 There are no direct financial implications arising from this report.

Financial implications – one-off costs:

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

Financial implications - annually recurring costs/(savings):

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

6.2 Human Resources: There are no direct human resources implications arising from this report.

6.3 Legal: There are no direct legal implications arising from this report

6.4 Equalities: There are no direct equalities implications arising from this report.

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

## 7. CONSULTATION

7.1 Updates on progress with the CDIP's implementation have been provided by the lead

officers of each improvement action.

## **8. BACKGROUND PAPERS**

8.1 Education, Communities and Organisational Development CDIP 2013/16.

## **9. CONCLUSION**

9.1 The third progress report on actions that sit within the Education, Inclusive Education and Culture and Safer and Inclusive Communities Services sections of the CDIP 2013/16 is presented for Committee's approval with the recommendation that the fourth report is submitted to the Education and Communities Committee's meeting on 20 January 2015.

## Education and Communities Performance Report – August 2014

Safe				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
<p><u>Data protection</u></p> <p>All CCTV installations and deployment controlled by the Council should operate to the same standards, be appropriately specified and maintained and should have a consistent approach and regard for privacy and data protection</p> <p>Develop an overall corporate approach to image retention, maintenance, procurement and use</p>	<p>An overall review of all the Council's installations and deployments of cameras will be carried out in 2013/14 and a set of common standards agreed and implemented by April 2015</p>	<p>●</p>	<p>slight slippage</p>	<p>This is being covered as part of the data governance work stream. Officers from Safer and Inclusive Communities will contribute to standard setting. Work on procurement is currently affected by uncertainties around the future transmission costs for public space CCTV.</p>
<p><u>Tackling violence and knife culture</u></p> <p>Further reduction in the incidences of violence, knife crime and bullying</p>	<p>Roll out MVP to other secondary schools</p>	<p>●</p>	<p>on track</p>	<p>Steering group taking forward work in St Columba's Secondary School. Action plan available. Three secondary schools now involved.</p>
<p>Mentors in Violence Prevention (MVP) embedded in all secondary schools</p>	<p>Violence Prevention Programmes including No Knives Better Lives developed and sustained</p>	<p>●</p>	<p>on track</p>	<p>A new school is now implementing the MVP.</p>
	<p>Anti-bullying policy fully implemented</p>	<p>●</p>	<p>on track</p>	<p>The policy has been revised based on consultation and will be implemented in 2014/15.</p>

<b>Safe</b>				
<b>Where do we want to be?</b>	<b>How will we get there?</b>	<b>Status August 2014</b>		<b>Commentary August 2014</b>
<u>Health protection/food safety</u> All businesses where there is a risk to food safety arising from cross-contamination will have processes and procedures in place to eliminate or adequately control the risk in line with the guidance	Fully implement the FSA's Cross-Contamination Guidance across businesses in line with the programme detailed in the Official Feed and Food Services Plan by March 2015	●	complete	Programme complete. Now working on backlog of lower risk inspections
<u>Health and safety</u> The enforcement priorities of Inverclyde Council should be clear and understandable to local employers and those likely to be affected by their actions, both employees and others	Develop a new Health and Safety Strategy and Enforcement Policy for Inverclyde	●	slight slippage	Some consultation has taken place with business groups and the current review of the implementation of the National Local Authority Enforcement Code on Health and Safety will be used to inform the final Strategy.
Enforcement will be consistent with national policies but at the same time will give maximum protection to the community and maximum support to local businesses	Annual review to ensure it remains consistent with national policy	●	slight slippage	Currently reviewing the impact of the initial phase of the National Local Authority Enforcement Code on Health and Safety.
<u>Anti-social behaviour</u> Anti-social behaviour and community safety services are aligned with current needs and	Carry out a full review of anti-social behaviour which will cover strategy and partnership working; a reassessment of priorities and any reconfiguration of services	●	on track	The Anti-Social Behaviour Strategy is to be progressed through Education and Communities Committee for formal approval in the first

<b>Safe</b>				
<b>Where do we want to be?</b>	<b>How will we get there?</b>	<b>Status August 2014</b>		<b>Commentary August 2014</b>
are able to quickly react to changing circumstances  Match resources to community needs	required. Review to be carried out by April 2014 with recommendations implemented over 2014/15, if approved.			Committee of the session. The Service, along with Police Scotland, is currently introducing new style reports to be made available to community councils to help identify community concerns and meet current needs. The Service is to introduce a new tasking system for the Community Wardens by October 2014. Focus to shift to anti-social behaviour priorities as indicated in the Anti-Social Behaviour Strategy during quarters 3 and 4.

<b>Healthy</b>				
<b>Where do we want to be?</b>	<b>How will we get there?</b>	<b>Status August 2014</b>		<b>Commentary August 2014</b>
<u>School Health and Alcohol Reduction Project (SHAHRP)</u>  Increase understanding of the impact of alcohol misuse across	Implement a teacher training pack with young people through guidance and PSE teachers with S2 cohort. First part of the research to be completed by	●	on track	Research is continuing in our secondary schools, both in the test secondaries and also the control schools.

Healthy				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
S2/3 Fewer pupils involved in alcohol misuse	2014.			
<u>Housing investment</u> Adequate funding is available to meet affordable housing needs	SLP project completion by 31 March 2015 to be achieved in partnership with Registered Social Landlords	●	on track	The SLP projects due for completion in March 2015 are currently on track with site starts on 3 projects and a further 2 due to commence shortly; contract progress will be closely monitored through regular Programme Meetings with RSLs and HSD, and through regular liaison with RSL partners.
	Contributions in-kind (IC) and new innovative funding proposals (RSLs) will be developed	●	on track	Land with potential for affordable housing development has been identified as part of the Local Development Plan process; discussion with RSLs on projects for inclusion in the SHIP 2015/20 is on-going. A Strategic Land Use Group is to be established to agree IC contributions in-kind to future RSL developments.
	Regular project team meetings and monitoring by HSD	●	on track	Regular Programme Meetings are held with HSD and RSLs to ensure delivery of SLP projects by March 2015; liaison with RSLs and HSD on forthcoming SHIP



Healthy				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
				2015/20 is ongoing as part of regular monitoring and forward planning process. Future projects currently under development for inclusion in new SHIP.
<u>Health and well-being of young people</u>  Develop a similar facility to IYouthzone for young people in Port Glasgow and Gourrock  Improved outcomes for young people of Port Glasgow and Gourrock	Identify suitable premises	●	on track	Report to September 2014 Committee identifying premises and proposing start dates in December 2014.
	Develop funding package for refurbishment and running costs	●	on track	Earmarked Reserves being utilised to open premises. Other funding options being explored.
	Establish new facility with a range of programmes to meet the needs of young people of Port Glasgow and Gourrock	●	on track	Earmarked Reserves funding for Gourrock and Port Glasgow facilities - plans in place with a view to opening both facilities in December 2014.

Achieving				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
<u>External Funding Group</u>  Establish development sessions	Development group and funding officer to be more proactive in setting up training	●	complete	

Achieving				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
for managers to support funding applications  Work in closer partnership with the community and voluntary sector	sessions/events			
<u>Literacy</u>  National Literacy Action Plan is in place and able to evidence improved practice and outcomes for literacy across all establishments and sectors	Use of evidence-based approaches which lead to key improvements in literacy skills for all	●	slight slippage	An example of an evidence-based approach is the Reciprocal Teaching initiative which has been trialled in one Inverclyde primary school, together with one school in Renfrewshire Council and one in West Dunbartonshire Council. Assessment scores showed increases in comprehension and in higher order literacy skills. This approach will now be rolled-out across all primary schools.
<u>Learning communities</u>  Improve joint planning with partners including schools to create a network of learning communities with increased community use in schools	Pilot learning community in one identified area. Set process in place in line with Education Scotland (HMle) advice and guidance.	●	slight slippage	Meetings to progress this have taken place with senior officers and with the head teachers at the Port Glasgow Community Campus. Discussion is scheduled to take place at the extended SMT meeting on 18 August 2014.

Achieving				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
<u>Employability</u> Youth Employment Action Plan implemented and able to evidence improved practice and outcomes for employability across partner providers and partnerships  Employability component of Adult Learning and Literacy Action Plan integrated within Working for Growth: Refreshed Employability Framework	Implementation and robust evaluation of Inverclyde Youth Employment Action Plan	●	slight slippage	Awaiting clarification of submission for amendments to the Youth Employment Action Plan.
	Implementation and robust evaluation of employability component of Adult Learning and Literacy Action Plan integrated within Working for Growth refreshed employability framework	●	on track	Figures will be reported in the next quarter.
<u>Continuous Improvement Team</u> Embed core functions of continuous improvement work: professional dialogue, development and pastoral support  Ensure a more collective approach to continuous improvement and to improving outcomes for all learners further	Fully implement Continuous Improvement Team guidelines	●	complete	
	Implement plans to further develop and share an understanding of excellent practice across establishments and learning communities	●	on track	On-going self-evaluation of the effectiveness of the Team has taken place.

Achieving				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
<p>Consistent approach to self-evaluation</p> <p>A shared vision of what excellent self-evaluation looks like</p>	Better partnership working regarding self-evaluation	●	on track	A programme of school reviews involving members of the Continuous Improvement Team is underway which is designed to validate the outcome of a school's self-evaluation process. Self-evaluation is also a standing item on the agenda for all Heads of Establishment meetings.
<p><u>Curriculum for Excellence</u></p> <p>Curriculum for Excellence is being fully and effectively embedded across all educational establishments by confident staff who are delivering all pupil entitlements, providing high quality learning experiences, developing children and young people as Successful Learners, Confident Individuals, Effective Contributors</p>	Work in partnership with Education Scotland to support and develop the confidence of staff to effectively deliver the Curriculum for Excellence across all sectors and establishments	●	on track	All schools have been given an additional in-service day during session 2014/15 to reflect on the implementation of the Curriculum for Excellence. Inverclyde schools will have this additional in-service day in October 2014.
	Work in partnership with the SQA to support secondary teachers with delivery of the new National Qualifications	●	on track	This is first year of the new National Qualifications for S4 pupils and the attainment results to date have been positive. Secondary schools are preparing for implementation of the new Higher Grade courses with some departments presenting the new Higher course this session and some deferring until session 2015/16.


Achieving				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
	Fully embed the principles from the national 'Building the Curriculum' documents to deliver better outcomes for all children and young people	●	on track	This is a focus of reflection on the implementation of the Curriculum for Excellence at school and authority levels.
	Review our interim Senior Phase Model involving extensive consultation with all stakeholders	●	complete	Our revised Senior Phase Model will see S4 pupils studying 6 National Qualifications from August 2015 with option choices taking place at the end of S3.
	Providing training and advice to primary and secondary teachers to enable them to support pupils with the production of P7 and S3 profiles	●	complete	Training and advice has been provided and all P7 and S3 pupils are using profiles.
<u>Developing leadership in teachers</u>  Schools and early years establishments are supported with the implementation of the recommendations from 'Teaching Scotland's Future' (Donaldson Report)	Take steps to improve leadership capacity across all establishments	●	on track	The SMT is continuing to look at ways to improve leadership capacity across all establishments.
	Develop a new partnership with the university where there is a shared responsibility for key areas of teacher education	●	on track	Some Inverclyde schools worked in partnership with Strathclyde University during session 2013/14 and will continue to develop this partnership in session 2014/15. Other schools will be working in partnership with Glasgow University.


Achieving				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
	Review our PRD process to ensure that it needs the needs of all staff and will focus on professional needs	●	complete	Professional update begins from August 2014. All teaching staff are aware of the requirements.
<u>Teacher employment</u> Implement recommendations and advice from national reviews relating to teachers' terms and conditions of service	Working closely with HR and teacher trade unions to ensure a smooth implementation of recommendations based on advice received from the SNCT	●	complete	This area of work is on-going and is a particular focus during the annual school staffing exercise.
	Ensure planned changes are the focus of work of informal LNCT	●	complete	The informal LNCT will continue to meet every 6-8 weeks.
<u>Virtual school</u> Establish a 'virtual school' for pupils who have proved more challenging to track in terms of progress and outcomes These pupils will be regularly tracked and monitored through the ASN monitoring forum	Create a 'virtual school' which will be managed by a 'virtual team' at the centre	●	complete	
	Identify pupils in out-of-authority placements	●	on track	We know all pupils but SDS have not been able to show this information from S4 onwards on the datahub.
	Improved tracking and transition planning	●	slight slippage	We are working with the Educational Psychological service to ensure all external pupils have the appropriate support when returning.
	Better support provided for pupils identified	●	on track	Developing and improving support.

Achieving				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
<u>New libraries</u> Improved library facilities in Central Greenock and Inverkip	Full refurbishment of ground floor of Wallace Plan to house Greenock Central Library (by end 2014)	●	on track	The Greenock Centre Library is due to open in the Wallace Place building by November 2014.
	Inclusion of library space within new community centre planned for Inverkip (by 2015/16)	●	on track	Confirmation of library space in the new Inverkip community centre is still to be decided.
<u>Adult learning service</u> A modern and innovative digital participation hub utilising new technology and wi-fi to get people online with a particular focus on employability	Innovative adult learning delivery and extension of partnerships with organisations such as Job Centre Plus and Skills Development Scotland	●	on track	Training being organised for Job Centre Plus staff to take place in September 2014.
	Development of outreach techniques	●	on track	University of Glasgow has delivered classes in Summer 2014 in the South West Library as part of a pilot project. Existing partnerships have also been strengthened with new classes organised with Inverclyde Council on Disability.
New action: <u>Library services for young people, learners and readers</u> Build on and extend success of Bookbug in Inverclyde	Detailed information for this improvement action is available in the Inverclyde Libraries Service Plan 2014/15			New action

Achieving				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
<p>More engagement with the 12-15 age group</p> <p>More and better school/group visits focussing on information literacy and the Curriculum for Excellence</p> <p>Build links with partners to improve the range of classes available</p> <p>Further development and promotion of the e-Library and training of staff</p>				
<p><u>Environmental Health/Trading Standards</u></p> <p>We are able to benchmark the services against those provided by both neighbouring and more comparable Scottish authorities to ensure that the services are performing as well as they can within the financial and structural circumstances they operate under</p>	<p>Work with APSE and other Scottish Environmental Health and Trading Standards to develop a more meaningful basket of KPIs for these services to allow meaningful benchmarking. Initial KPIs to be agreed by March 2014.</p>	<p>●</p>	<p>slight slippage</p>	<p>Agreed KPIs will now be trialled by all Scottish Environmental Health departments following the consultation phase. No clear picture on the Trading Standards position as yet however.</p>



Achieving				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
<u>Adult learning</u>  All adult learning provision is mapped  Processes are in place to ensure no learner completes a programme without being encouraged to continue their learning	Map all adult learning provision, process developed and agreed with providers receiving public funding to support continued engagement		on track	Figures will be reported in the next quarter.

Nurtured				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
<u>Pupil support</u>  Complete a reconfiguration of support staff infrastructure, making a more efficient use of resources and teaching so that pupils' needs are more effectively met	This will be taken forward by the Review Reference Group and sub-groups and will include:  a. a full audit including a survey and consultation with all stakeholders  b. development of model options based on the proposed direction		on track	A steering group has been formed. An action plan is in place with sub-groups taking responsibility for key areas.

<b>Nurtured</b>				
<b>Where do we want to be?</b>	<b>How will we get there?</b>	<b>Status August 2014</b>		<b>Commentary August 2014</b>
<p><u>Volunteering</u></p> <p>Opportunities for volunteering are co-ordinated and quality-assured</p> <p>Number of opportunities increased</p> <p>Numbers gaining accreditation for volunteering increased</p>	<p>Co-ordinate planning for volunteering across establishments, CLD, the Youth Employment Action Plan and voluntary sector and identify opportunities for accreditation</p>	●	on track	<p>Survey developed to identify deployment of volunteers and new opportunities for volunteer placements.</p>
<p><u>Strategic guidance for CLD</u></p> <p>Implementation Plan in place.</p> <p>Progress made in realising outcomes of CLD strategic guidance, specifically:</p> <p>a. improved life chances for people of all ages, including young people in particular, through learning, personal development and active citizenship</p> <p>b. Stronger, more resilient, supportive, influential and inclusive communities</p>	<p>Develop implementation plan using process agreed at Education Committee with emphasis on SOA Delivery Groups</p> <p>Establish priorities and baseline for measuring progress towards achievement of outcomes</p>	●	on track	<p>CLD Strategic Implementation Group has been convened (October 2014). Funding has been secured to 'co-produce' a 3-year plan for CLD.</p>

Nurtured				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
<p><u>Children and Young People (Scotland) Act 2012</u></p> <p>Fully implement GIRFEC model and use of well-being outcomes through GIRFEC champions approach</p> <p>Business processes across the Education, CHCP and partners to support the implementation of the Act</p> <p>A training strategy, both single and multi-agency, is in place</p> <p>Fully implement by 2016 additional extra years hours</p>	Implementation of GIRFEC	●	on track	Children's plan is in draft form ready for consultation. GIRFEC champions continue to take work forward in schools. Staged intervention framework has been revised to reflect GIRFEC principles.
	Training strategy delivered	not yet started		A training programme to implement the Children and Young People (Scotland) Act 2012 will be devised and implemented during the 2014/15 session.
<p><u>Early Years/Nurturing Collaborative</u></p> <p>We are delivering tangible improvements in outcomes and reducing inequalities in vulnerable children in Inverclyde</p>	Establishment of the Nurturing Collaborative	●	complete	
	Engagement in the Early Years Collaborative (EYC) learning sessions run by the Scottish Government	●	on track	22 officers attended learning session 4 at the SECC. 6 officers are trained in the EYC improvement model. A further 10 officers from the Implementation Team will attend one day of

Nurtured				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
				training.
	Development of an action plan focused on early intervention and prevention in relation to the EYC 'stretch aims'	●	on track	An EYC Implementation Team has been established and an action plan developed. 12 tests of change are underway.
<u>Museum accreditation</u> Maintain McLean Museum accredited status under the ACE/MGS scheme	Fulfil the requirements of the ACE/MGS Scheme in the areas of organisational health; collections; users and their experiences	●	complete	
<u>New cultural hub for Inverclyde</u> This requires successful Round 1 HLF bid, plus development funding for Round 2. If the bid is unsuccessful, an alternative plan must be put in place.	Complete Round 1 bid and submit by March 2013. Round 2 bid submitted by September 2014.	●	complete	Round 1 bid unsuccessful. Alternative plan being developed.
New action: <u>Archives</u> Improved collections management Improved access and inclusion Improved management policies	Further cataloguing of records	●	on track	Cataloguing of historic records has risen to 10,600 records.
	Increasing finding aids available on-line	●	on track	A finding aid for the Burgh of Greenock Archival Collection has been added on-line. The Burgh of Port Glasgow and Burgh of Gourock finding aids have been updated.

Nurtured				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
and procedures  Better community engagement and learning opportunities	Conducting at least 3 class visits within the Watt Museum	●	on track	Two class visits have taken place with a third planned for September/October 2014.
	Creation of a disaster plan and other management policies	●	on track	Access and security policies are in draft format. A disaster plan is being created in co-operation with the McLean Museum.
	Take part in the McLean Museum's World War 1 commemorations and involvement in Greenock Philosophical Society's bid for Heritage Lottery Funding to digitise archives	●	on track	We contributed to the World War 1 commemorations through two volunteer projects: Greenock Council and Gourock Council volunteer databases.  We are in discussion with the Greenock Philosophical Society regarding a proposed bid.
<u>Community councils</u>  All community representatives are skilled and confident in meeting the challenges of their changing role	Enhanced programme of training and support for community representatives, including embedding of training in on-going activities and meetings	●	on track	March 2014 events identified the need to create a Forum of Community Councils and Associations and other actions to enhance community engagement. Implementation plans developed at strategic and operational level.
<u>Young Scot cards</u>  Young Scot card system extended to include Kidzcards for all children aged between 4 and	Negotiate with Young Scot to introduce Kidzcards in Inverclyde	●	slight slippage	Discussions with the Improvement Service still on-going. Plans for pilot on hold.
	Establish systems and quality assurance procedures	●	on track	Annual audit to take place on 25 August 2014.

Nurtured				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
11 resident or attending school in Inverclyde	Develop Young Scot to be part of the Cashless Catering System	●	slight slippage	Under discussion following review activities.

Active				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
<u>Community sports hubs</u> A minimum of 3 community sports hubs will be established and fully operational in Inverclyde	First hub fully operational by August 2013	●	complete	
	Second hub fully operational by April 2014	●	complete	
	Third hub fully operational by April 2015	●	on track	Hub now in set-up phase. Will be fully operational by March 2015.
<u>PE provision</u> 100% of primary schools achieving two periods per week of quality PE	PE Co-ordinator recruited by May 2013	●	complete	
	PE Plan implemented	●	slight slippage	Officer in post from May 2014 following delays to appointment caused by difficulties in confirming on-going funding from Education Scotland. Planning on-going.

Active				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
	Number of schools providing minimum 2 hours PE to be increased by June 2014	●	on track	Still some schools where physical constraints are limiting progress. Position improving however.
<u>Sports Framework</u> Sports Framework will be drafted, consulted on and finalised. Group established to monitor implementation.	Draft for consultation prepared by April 2013 with final Plan reported to Committee and launched in August/September 2013	●	slight slippage	Sports Framework approved by Committee. Final design and launch delayed by Glasgow 2014. Launch imminent.
	Annual review of implementation from May 2014			

Respected and responsible				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
<u>Teenage pregnancy</u> Teenage pregnancy is below national average in target areas Supports in place to continue education if pregnant Effective and meaningful self-assessment which informs	Health and Well-being Programme universally available Produce a teenage pregnancy strategy	●	on track	This action is on-going.

Respected and responsible				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
planning/delivery to successfully support young people				
<u>Housing repairs enforcement</u>  Homeowners take on their responsibilities with the appropriate information and guidance available to them for common properties etc which assists in leading to reduced levels of disrepair  Minimum formal enforcement role for the Council in the future	Review Housing Enforcement Policy	●	on track	Significant progress has been made with the review of the Housing Enforcement Policy. It has been agreed to provide a report to Education and Communities Committee on 4 November 2014.
	Provide a range of information and signposting via various formats to householders to inform, advise and guide them in attending to matters of disrepair to their property	●	on track	The project has been publicised via SHBVN and ALACHO and is now hosted by the RIAS. Organisations will have the opportunity to subscribe to the site allowing their users to access information. Inverclyde has agreed to this. An update on the project will be given from ALACHO at the next meeting of the SHBVN on 20 August 2014.
<u>Home energy efficiency (private)</u>  Better take-up of grants by private owners  More use of new available measures for 'difficult to treat' houses	Promote grant availability and improved energy efficiency to owners	●	on track	New leaflet publicising grant availability widely distributed across Inverclyde and budget for 2014/15 agreed with delivery partners including Inverclyde Care and Repair. i.HEAT energy efficiency advocacy project progressing well and additional funding secured for practical





Respected and responsible				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
				measures to assist householders in 2014/15.
	Continue to target 'difficult to treat' houses for investment	●	on track	Phase 1 of Central Greenock area HEEPS:ABS programme progressing well and Phase 2 scheduled for Autumn 2014; funding for 2014/15 notified by Scottish Government and major HEEPS projects agreed with RSLs in addition to continuing targeted improvement of 'difficult to treat' houses based on areas with highest SIMD scores.
<u>Parking management and enforcement</u>  Parking is decriminalised and enforcement transferred to the Safer and Inclusive Communities Service	Transfer of enforcement following decriminalisation with fully-trained team in place, likely to commence in August 2014	●	slight slippage	Implementation likely to be October 2014. Currently recruiting enforcement staff.

Included				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
<u>Corporate Equalities Group</u> Requirements of the General Duty and Specific Duties are embedded in service delivery across all Directorates  Service delivery better meets the needs of people with protected characteristics	Continue to provide appropriate guidance and support to Directorates	●	on track	Practical advice is provided to Directorates regarding Equality Impact Assessments, policy and training.
	Appoint an Equalities Officer to progress the Council's commitment to equalities consistently across all Services to ensure better outcomes	●	complete	
	Increase representation on the Corporate Equalities Group to include a wide range of people with protected characteristics	●	on track	Work is underway to develop an Equalities Sub-Group for the Community Planning Partnership with invited representations from community groups.
<u>Welfare Reform Bill</u> All educational establishments to have full understanding and be prepared for the potential impact of the Bill  Range of community-based learning programmes available to meet needs identified	Continue implementation of financial learning component of Financial Inclusion Strategy	●	on track	Every secondary school's guidance team has been visited by the Financial Inclusion Partnership to outline the consequences of the Welfare Reform Bill and the roles of schools regarding it.
	Liaise with Registered Social Landlords regarding the impact of Welfare Reform	●	complete	A Financial Inclusion Partnership Officer was appointed in June 2014 to co-ordinate liaison with RSLs on Welfare Reform issues including advice and information for RSLs and their tenants; the post is funded by River Clyde Homes as part of their wider

Included				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
				<p>action programme.</p> <p>IC is a member of the Welfare Reform Service established by the Scottish Housing Best Value Network in 2013 and local RSLs take part in the West of Scotland Forum hosted by the Service to keep social landlords and their tenants up-to-date with the impact of Welfare Reform changes etc.</p>
<p><u>Engagement with young people</u></p> <p>Young people across Inverclyde have a range of co-ordinated opportunities to be involved in decision-making affecting their schools, services for young people and communities</p> <p>Young people's voices are heard and their issues taken into consideration in service development and delivery</p>	<p>Incorporate Young Citizens' Panel within the Youth Participation Strategy identified in SOA 6</p>	<p>●</p>	<p>on track</p>	<p>The Youth Participation Strategy Development Group is meeting and developing the Youth Participation Strategy. This action is captured in the Best Start in Life Outcome Delivery Plan.</p>

Included				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
<p><u>Communication-friendly schools</u></p> <p>Signage in and around the Port Glasgow Shared Campus will accommodate the communication needs of all learners</p> <p>Learners and adults in the new Campus will have access to good quality information relating to the diversity of need across the Campus</p> <p>All children and young people will be appropriately prepared for transition to the new Campus. Cross-Campus events will be a regular occurrence and these will also involve the local community</p>	<p>An action plan will be formulated by the Communication-Friendly Working Group based on a needs analysis of the developments required to take forward the aims identified</p>	<p>●</p>	<p>complete</p>	
<p><u>Looked-after and accommodated children (LAAC)</u></p> <p>Reduce the number of LAAC exclusions</p> <p>Improved attainment for LAAC</p>	<p>Roll out Positive Relationships and Positive Behaviour Policy</p> <p>Proportionate visits to specific educational establishments by Head of Service and Principal Education Psychologist are planned to continue to highlight LAAC</p>	<p>●</p>	<p>on track</p>	<p>Visits in diary based on proportionate approach: schools showing significant increase/decrease.</p>

Included				
Where do we want to be?	How will we get there?	Status August 2014		Commentary August 2014
<u>Museum services for young people (16-24)</u>  Work in partnership with the National Museum of Scotland (NMS) on a project for this age group entitled 'Scotland Creates' with the theme 'A Sense of Place'	Liaise with the NMS Project Manager and Steering Group to create exhibitions/event programmes in Greenock by August/September 2013 and in Edinburgh by July/December 2014		complete	
<u>Outreach activities for ethnic minorities</u>  Barriers to participation in ESOL and adult learning programmes are overcome	Enhanced programme of outreach and engagement developed and in place		on track	Figures will be reported next quarter.

15 August 2014

### Education and Communities Performance Report – August 2014

The Education, Communities and Organisational Development Directorate's key performance indicators help to demonstrate performance in terms of strategic and operational objectives.

These indicators include statutory performance indicators and local performance indicators. Information on most indicators is gathered annually and performance will be reported to Committee at the appropriate time.

Information on the following indicators is compiled quarterly:

Key performance measure	Target 2013/14 %	Current performance %	Previous performance %	Commentary
<b>Community Wardens</b> High priority calls - % responded to within 30 minutes	95	96.8 (last quarter, 2013/14)	97.6 (3rd quarter 2013/14)	Performance is consistently high
<b>Community Wardens</b> Medium priority calls - % responded to within 60 minutes	95	100 (last quarter, 2013/14)	100 (3rd quarter 2013/14)	Maximum performance maintained

14 August 2014