

## REPORT TO EDUCATION & CHILDREN'S SERVICES COMMITTEE – 21 MARCH 2019

### COUNCIL PLAN 2017-2022 – PRIORITY DELIVERY PLANS

#### 1 Recommendations

It is recommended that Education & Children's Services Committee:

- 1.1 Agrees the Council Plan 2017-2022 priority delivery plans, outcomes and outcome indicators;
- 1.2 Instructs the Director of Education & Children's Services to report progress to the Committee at least six-monthly, evidencing progress and performance with delivery of the Council Plan 2017-2022; and
- 1.3 Instructs the Director of Education & Children's Services to present the first performance report for the period 2018/2019 to the Committee no later than 29 August, 2019.

#### 2 Discussion

- 2.1 The [Council Plan 2017 – 2022](#) was approved by Full Council in November, 2017, providing strategic direction through the confirmation of eleven priorities that will provide a focus for the delivery of Council services and how the Council will engage and work with partners, communities, businesses and the third sector in future years.
- 2.2 Each priority is led by a specific Directorate of the Council, with other Directorates influencing and supporting delivery (Appendix 1).
- 2.3 As determined by the Scheme of Governance, this Committee has powers to decide on all policy issues and resource matters (within agreed budgets) relating to those functions delegated to Education & Children's Services Committee. As such, it was agreed at the meeting on the 17 May, 2018, that Education & Children's Services would scrutinise the delivery plans for the following priorities proposed:



Provide the best life chances for all our children and young people by raising levels of attainment and achievement



Work with parents and carers to support children through every stage of their development

- 2.4 Subsequent to the meeting of the Committee on 17 May, 2018, a workshop took place on 30 August, 2018. At the workshop, members had an opportunity to consider the priorities and discuss the outcomes they expected because of a focus on the priorities, the performance indicators that would help demonstrate between now and 2022 the difference made because of the priorities, and any specific actions that members would want incorporated into the delivery plans considered in May.
- 2.5 Revised and updated delivery plans for each priority are attached as Appendix 2. In summary, the following outcomes and outcome indicators are suggested for each priority:



Provide the best life chances for all our children and young people by raising levels of attainment and achievement

Outcomes (The difference that will be made)	Outcome Indicators (How we will know)
<p>Our young people can achieve their best by having access to the right opportunities for them, having gained the right skills and attainment when they leave school or other educational settings</p> <p>Our young people have developed resilience and skills for life and work</p>	<ul style="list-style-type: none"> <li>• Early Years – range of indicators from those reported to Scottish Government, including capacity, uptake for vulnerable 2s, uptake for 1140 and quality of settings</li> <li>• Attainment – annual measure of SQA results, together with benchmarking, including focus on CEYP</li> <li>• Attainment – aggregated literacy and numeracy for P1, P4, P7 and S3</li> <li>• Positive destinations – annual comparison, together with benchmarking, and including focus on CEYP</li> <li>• Foundation Apprenticeships – numbers</li> <li>• Standards &amp; Quality – annual report on all inspection outcomes</li> </ul>



Work with parents and carers to support children through every stage of their development

Outcomes (The difference that will be made)	Outcome Indicators (How we will know)
<p>Parents/carers, children, schools and organisations have clear expectations at every stage of their educational journey and child focused support is provided</p> <p>Vulnerable children and families are supported at the earliest opportunity</p>	<p>Later this year, there will be a national survey of Parental Involvement and Engagement. The information gathered from this at an Aberdeenshire level will be used as a baseline for future years.</p>

- 2.6 As directed by members, any gaps in dates and targets have also been included in the refreshed delivery plans.
- 2.7 Education & Children’s Services has lead responsibility for delivery of many of the actions identified in the delivery plans attached. However, the Service will also have actions identified in delivery plans for priorities that will be scrutinised by other policy committees. Collectively, all the actions and indicators that are the responsibility of a specific Service create a virtual plan for the Service and provide direction to teams for the allocation of resources and work plans.
- 2.8 The delivery plan for the priority ‘Have the right people, in the right place, doing the right thing, at the right time’ is scrutinised by Business Services Committee except for those actions which relate to HR matters concerning teaching staff and associated professionals. These will be monitored through the Education & Children’s Services Committee as per the Scheme of Governance.
- 2.9 Subject to agreement, it is proposed to provide six-monthly monitoring reports enabling the Committee to monitor progress of delivery of the priorities. Monitoring reports will comprise narrative and performance indicators, providing a balanced overview allowing elected members to form a judgement on performance and support improvement action as required in line with the scrutiny remit of the Committee. The qualitative information will include case studies to demonstrate wider achievement and the Service will aim for one from each of the six areas. The first monitoring report will be presented to the Committee no later than 29 August, 2019, and consider the reporting year 2018/19.
- 2.10 The Monitoring Officer has been consulted in the preparation of this report, her comments have been incorporated into the report and she is satisfied that the report complies with the Scheme of Governance and legislation.

### **3 Scheme of Governance**

- 3.1 The Committee is able to consider and take a decision on this item in terms of Section E.1.1 of the List of Committee Powers in Part 2A of the Scheme of Governance, as it relates to the Committee's powers to decide on all policy issues and resource matters (within agreed budgets) relating to those functions delegated to Education & Children's Services Committee.

### **4 Implications and Risks**

- 4.1 An equality impact assessment has been carried out as part of the development of the Council Plan 2017-2022 and no impact has been identified.
- 4.2 There are no staffing implications arising from this report.
- 4.3 The alignment of the Medium Term Financial Strategy with priorities identified in the Council Plan will enable appropriate resources to be allocated to delivery of the priorities.
- 4.4 The following Risks have been identified as relevant to this matter on a Corporate Level ([link to Corporate Risk Register](#)):
- Reputation management – this is controlled through general policy & procedures and assured by external scrutiny bodies through the annual shared risk assessment and by Internal Audit;
  - Business and organisational transformation - this is controlled through the council's project management approach and assured by Internal Audit;
  - Budget Pressures – this is controlled through the budget setting process and budget management at various levels.

#### **Laurence Findlay, Director of Education & Children's Services**

Report prepared by Amanda Roe, Service Manager (Policy, Performance & Improvement)

ECSLeadPrioritiesCouncilPlan20172022 2019-02-07.doc

5 March, 2019

**Appendix 1**

**Council Priorities: Directorate Lead**

<b>Council Priority</b>	<b>Lead</b>
Support a strong, sustainable, diverse and successful economy	Infrastructure Services (Stephen Archer)
Have the best possible transport and digital links across our communities	Infrastructure Services (Stephen Archer)
Provide the best life chances for all our children and young people by raising levels of attainment and achievement	Education & Children's Services (Laurence Findlay)
Work with parents and carers to support children through every stage of their development	Education & Children's Services (Laurence Findlay)
Encourage active lifestyles and promote well-being with a focus on obesity and mental health	Education & Children's Services (Laurence Findlay)
Have the right mix of housing across all of Aberdeenshire	Infrastructure Services (Stephen Archer)
Support the delivery of the Health and Social Care strategic plan	HSCP (Adam Coldwells)
Work to reduce poverty and inequalities within our communities	Business Services (Ritchie Johnson)
Deliver responsible, long-term financial planning	Business Services (Ritchie Johnson)
Have the right people, in the right place, doing the right thing, at the right time	Business Services (Ritchie Johnson)
Protect our special environment, including tackling climate change by reducing greenhouse gas emissions	Infrastructure Services (Stephen Archer)

**Appendix 2**

**PRIORITY: PROVIDE THE BEST LIFE CHANCES FOR ALL OUR CHILDREN AND YOUNG PEOPLE BY RAISING**

**LEVELS OF ATTAINMENT AND ACHIEVEMENT**

**LEAD: DIRECTOR OF EDUCATION & CHILDREN'S SERVICES**

**REPORTING TO: EDUCATION & CHILDREN'S SERVICES COMMITTEE**

<b>OUTCOME</b>	<b>ACTION</b>	<b>MEASURE OF SUCCESS</b>	<b>LEAD RESPONSIBILITY</b>	<b>SUPPORTED BY</b>	<b>DELIVERY DATE</b>
<p>Our young people can achieve their best by having access to the right opportunities for them having gained the right skills and attainment when they leave school or other educational settings</p> <p>Our young people have developed resilience and skills for life and work</p>	<p>Deliver the National Improvement Framework (NIF) Plan</p> <p>Ensure the provision of statutory Home to School Transport Services</p>	<p>Achievement of actions / targets set in the NIF plan</p> <p>Full compliance with the requirements of the Education Act 1980.</p> <p>Levels of complaints.</p>	<p>Heads of Education</p> <p>Head of Transportation, Infrastructure Services</p>		<p>August 2019</p> <p>Ongoing</p>
	<p>Support implementation of Education Governance Review</p>	<p>Delivery of the formal agreement with Scottish Government on regional collaboration, head teacher charter and parental engagement</p>	<p>Heads of Education</p>	<p>Head of Legal &amp; Governance</p> <p>Head of HR &amp; OD</p> <p>Head of ICT</p>	<p>Ongoing</p>
	<p>Delivery of the modern technology programme in all Aberdeenshire Schools</p>	<p>Schools will have appropriate technology to deliver the curriculum</p>	<p>Heads of Education</p>	<p>Head of ICT</p>	<p>Ongoing</p>

OUTCOME	ACTION	MEASURE OF SUCCESS	LEAD RESPONSIBILITY	SUPPORTED BY	DELIVERY DATE
	Enhance network connectivity across the school estate	Bandwidth provision in schools	Head of ICT	Head of Education	August 2020
	Continue to develop and promote Scotland's Young Workforce	Annual report on School Leaver Destinations	Head of Education	Head of HR & OD	Ongoing

**PRIORITY:** WORK WITH PARENTS & CARERS TO SUPPORT CHILDREN THROUGH EVERY STAGE OF THEIR DEVELOPMENT

**LEAD:** DIRECTOR OF EDUCATION & CHILDREN'S SERVICES  
**REPORTING TO:** EDUCATION & CHILDREN'S SERVICES COMMITTEE

OUTCOME	ACTION	MEASURE OF SUCCESS	LEAD RESPONSIBILITY	SUPPORTED BY	DELIVERY DATE
<p>Parents/carers, children, schools and organisation have clear expectations at every stage of their educational journey and child focused support is provided.</p> <p>Vulnerable children and families are supported at the earliest opportunity</p>	<p>Deliver the Aberdeenshire Children's Services Plan</p> <p>Deliver the increase to 1140 hours per year in early learning and childcare</p>	<p>Achievement of actions / targets set in the Children's Services Plan</p> <p>Achievement of actions / targets set in the 1140 hours delivery plan</p>	<p>Head of Children's Services</p> <p>Head of Education</p>	<p>Aberdeenshire's GIRFEC Partners</p> <p>Head of HR &amp; OD</p> <p>Head of Property &amp; Facilities Management</p> <p>Head of Customer Communication &amp; Improvement</p>	<p>March 2021</p> <p>2020</p>

**PRIORITY:** HAVE THE RIGHT PEOPLE, IN THE RIGHT PLACE, DOING THE RIGHT THING, AT THE RIGHT TIME  
**LEAD:** DIRECTOR OF BUSINESS SERVICES  
**REPORTING TO:** EDUCATION & CHILDREN'S SERVICES COMMITTEE

OUTCOME	ACTION	MEASURE OF SUCCESS	LEAD RESPONSIBILITY	DELIVERY DATE
One Aberdeenshire, people working effectively with each other across public services and across communities	Continue to develop and deliver innovative recruitment approaches for teacher, early years and other associated professionals	Annual report on teacher recruitment	Head of Resources & Performance (ECS)	April 2019

