

REPORT TO EDUCATION & CHILDREN'S SERVICES COMMITTEE – 27 AUGUST 2020

EDUCATION & CHILDREN'S SERVICES YEAR-END PERFORMANCE MONITORING REPORT – OCTOBER 2019 TO MARCH 2020 (COUNCIL PRIORITIES 2017-2022)

1 Reason for Report / Summary

- 1.1 To provide the Education & Children's Services Committee with an update on progress in relation to delivery plan actions and outcome indicators supporting the Aberdeenshire Council Plan Priorities 2017-2022.

2 Recommendations

The Committee is recommended to:

- 2.1 Acknowledge and consider progress made during the period from October, 2019, to March, 2020, towards achieving the Council Plan Priorities 2017-2022 referred to in Appendices 1, 2 and 3;**
- 2.2 Note the delivery plan actions and outcome indicators to be scrutinised by other policy committees, referred to in section 4.3; and**
- 2.3 Instruct the Director of Education & Children's Services to continue to present performance reports to the Committee on a six-monthly basis, evidencing progress and performance with delivery of the Council Plan 2017-2022.**

3 Purpose and Decision-Making Route

- 3.1 The following report and accompanying appendices relate to performance and progress achieved towards the Council Plan Priorities 2017-2022 framework to March, 2020. In light of the impact of Covid-19 on Council services, finances and communities, it was agreed by Full Council at the meeting of [23 July, 2020 \(Item 4\)](#), that a new Council Plan be presented at a further special meeting of Full Council in October, 2020. Future reporting on performance and progress will be realigned to the new Plan and Priorities following their formal adoption.

The [Council Plan 2017-2022](#) was approved by Full Council at the meeting of 23 November, 2017, providing strategic direction through the confirmation of the associated eleven priorities to provide a focus for the delivery of Council services and how the Council would engage and work with partners, communities, businesses and the third sector in future years.

- 3.2 As agreed at the Education & Children's Services (ECS) Committee meeting of [17 May, 2018](#), and subsequent workshop which took place on 30 August, 2018, the Service would lead on and scrutinise the delivery plans for the following two Council priorities and associated outcomes:



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

As a follow-up, an [update on the priority delivery plans](#) was presented to the ECS Committee at the meeting of 21 March, 2019, with the [first performance report](#) – covering the reporting year 2018/19 – presented to the Committee at the meeting of 30 May, 2019.

The first bi-annual performance report – covering April to September, 2019 – was presented to the ECS Committee at the meeting of 5 December, 2019 ([Item 5](#)), which included the mid-year update on delivery plan actions the Service leads on. The six area committees also considered ECS performance at their meetings which fell during December, 2019, and January, 2020.

- 3.3 The purpose of this report and accompanying appendices is to provide an update to the Committee on the progress with key actions and outcome indicators identified, which help demonstrate how we are working towards the Council Priorities, and consider how the Service is progressing, evidenced through a reflection of the performance achieved during the second six months of the reporting year 2019/20 (October, 2019, to March, 2020).
- 3.4 The performance information detailed in the accompanying appendices (1, 2 and 3) is provided in order that this Committee can acknowledge progress.
- 3.5 Performance information in relation to Education & Children's Services delivery plan actions and outcome indicators will also be presented to the six area committees, providing an area perspective where possible, in line with their remit of determining matters which directly affect their areas and making recommendations.

4 Discussion

- 4.1 A high-level summary of progress made during October, 2019, to March, 2020, in relation to delivery plan actions and outcome indicators has been provided in Appendix 1. Fuller details of progress made for Council Priorities 3 and 4 has been provided in Appendices 2 and 3.
- 4.2 Due to the nature of education data, most of the outcome indicators linked to the Council Priorities 2017-2022 which are reported to the ECS Committee provide whole-of-session data and therefore are reportable on an annual basis at varying times during the following reporting year.
- 4.3 Education & Children's Services also contributes to outcomes linked to other delivery plans for Council Priorities which are scrutinised by other policy committees. Collectively, all the outcomes and outcome indicators which are the responsibility of a specific Service create a virtual plan for that Service and provide direction to teams for the allocation of resources and work plans:

	Council Priority 5 Encourage active lifestyles and promote well-being with a focus on obesity and mental health.
Outcome Indicators	
The delivery plan for this priority is scrutinized by the Communities Committee. Live Life Aberdeenshire outcome measures and delivery plan actions help evidence progress.	

	Council Priority 10 Have the right people, in the right place, doing the right thing, at the right time.
Outcome Indicators	
The delivery plan for this priority is scrutinized by the Business Services Committee except for those actions which relate to HR matters concerning teaching staff and associated professionals. These continue to be monitored through the ECS Committee as per the Scheme of Governance.	

4.4 This and future performance monitoring reports are provided to assure and enable the Committee to monitor progress of delivery of the Council Priorities the Service is responsible for, providing a balanced overview allowing elected members to form a judgement on performance and support improvement as required in line with the scrutiny remit of the Committee.

5 Council Priorities, Implications and Risk

5.1 This report helps deliver Council Priority 3 ('Providing the best life chances for all our children and young people by raising levels of attainment and achievement'), and Council Priority 4 ('Work with parents and carers to support children through every stage of their development').

More detail on all of the Council's 11 Priorities is available on the Aberdeenshire Council website ([Council and democracy](#)).

5.2 This report also helps deliver against the [Aberdeenshire Children's Services Plan](#) priorities, and the Local Outcomes Improvement Plan (LOIP) priority on [Reducing Child Poverty](#).

5.3 The table below shows whether risks and implications apply if the recommendations are agreed:

Subject	Yes	No	N/A
Financial		X	
Staffing		X	
Equalities		X	
Fairer Scotland Duty		X	
Town Centre First			X
Sustainability			X
Children and Young People's Rights and Wellbeing		X	

5.4 An equality impact assessment is not required because this report is to inform the Committee on performance and does not have any differential impact on any of the protected characteristics.

5.5 Although there are no direct implications arising from this report, trends are used to inform improvement activity and future budget planning.

- 5.6 The following Risks have been identified as relevant to this matter on a Corporate Level ([Corporate Risk Register](#)):
- ACORP004 - Business & Organisational Change (including ensuring governance structures support change, and managing the pace of change)
 - ACORP006 - Reputation Management (including social media)

The following Risks have been identified as relevant to this matter on a Strategic Level ([Directorate Risk Register](#)):

- ECSR002 – Developing Excellence and Equality
- ECSR003 – Embedding GIRFEC
- ECSR004 – Support Inclusive, Vibrant & Healthy Communities

Continued monitoring of the measures of success and delivery plan actions linked to the key Council Plan 2017-2022 priorities, along with the project management approach and Services' internal policies and procedures, will mitigate these identified risks, and strengthen the link between performance information and service outcomes.

6 Scheme of Governance

- 6.1 The Head of Finance and Monitoring Officer within Business Services have been consulted in the preparation of this report and had no comments to make. They are satisfied that the report complies with the [Scheme of Governance](#) and relevant legislation.
- 6.2 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 policy issues and resource matters (within agreed budgets) for Children's Social Work Services and Education, and Section E.6.1 as it relates to the scrutiny and review of the effectiveness of Council policy implementation and Council service delivery in respect of functions within its remit.

Laurence Findlay Director of Education & Children's Services

Report prepared by Gillian Milne, Business Support & Performance Manager
Imogen Fitzgerald, Analysis & Research Officer

Date 8 July, 2020

List of Appendices:

- APPENDIX 1 – ECS Performance Monitoring Report – Highlights of Progress: Council Priorities 3 and 4
- APPENDIX 2 – ECS Performance Monitoring Report – Measures of Success: Outcome Indicators October 2019 to March 2020 Update (Council Priorities 2017-2022)
- APPENDIX 3 – ECS Performance Monitoring Report – Delivery Plan Actions October 2019 to March 2020 Update (Council Priorities 2017-2022)



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



96.4% of school leavers securing a positive post-school destination



91.7% of S3 achieving expected CfE Level for Numeracy



82.3% of S3 achieving expected CfE Level for English Literacy



31.0% of registered in LA pre-schools in 1140 hours settings



New measure

Our Outcomes

- 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
- Our young people have developed resilience and skills for life and work

- ➔ Over the last six months, the overall progress of delivery plan actions reported to ECS Committee – linked to the Council Priority 3 - has increased from 78% to 85% since the last review.
- ➔ Two further actions have now progressed to 'complete', with the rollout of the Windows 10 upgrade and the Unified Communications strategy delivering a modern device estate and enhanced network connectivity in Aberdeenshire schools, which will be more efficient and assist with learning.
- ➔ 99.8% of school transport scheduled journeys operated reliably.
- ➔ The Foundation Apprenticeship (FA) programmes remain central to our 'Developing the Young Workforce' delivery, with close to 200 FA's due to complete this year and over 300 FA opportunities planned to commence from June 2020. A cohort of Aberdeenshire pupils were involved with a joint pilot programme which started in January 2020 to look at how FA frameworks may be used more flexibly in engaging with pupils at risk of not securing a positive post-school destination. Virtual and remote learning developments are planned in the context of Covid-19 to ensure effective and deliverable teaching and learning resources are in place for session 2020/21.
- ➔ Both post-school destinations measures indicate improvements during session 2018/19, with school leavers and CEYP school leavers achieving above their respective national rates. The average tariff score of our CEYP school leavers also remains higher than those achieved nationally.
- ➔ The measures on achieving the expected CfE level for English Literacy and for Numeracy at stages P1, P4, P7 and S3 have all largely improved or remained similar with over 80% of S3's achieving the expected level in English Literacy, and over 90% in Numeracy.
- ➔ A new suite of early years indicators suggests varying levels in performance and will serve as baselines for future reporting; for example although the measure on registered children in LA pre-schools in 1140 hours settings is red status, Aberdeenshire were on track for all settings fully transitioning by the August 2020 national rollout, with around half transitioned to delivering extended provision by March 2020.



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



87.7% overall satisfaction in schools over last six months



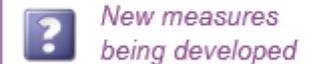
93.5% overall attendance in schools over last six months



525 exclusion incidents in schools over last six months



Parental involvement/engagement measure in development



Our Outcomes

- Parents/carers, children, schools and organisation have clear expectations at every stage of their educational journey and child focused support is provided.
- Vulnerable children and families are supported at the earliest opportunity

- Over the last six months, the overall progress of delivery plan actions reported to ECS Committee – linked to the Council Priority 4 - has increased to 88%, from 70% at the previous review.
- The annual 2019/20 report on the Children's Services Plan is being progressed as part of the next three year iteration of the Plan covering 2020-2023 and will include annual reports from the five thematic groups.
- An update on the progress and ongoing expansion work on increasing access to 1140 hours of early learning and childcare was considered by ECS Committee in May 2020 which also covered the extent of the impact of Covid-19 on the planned 1140 hour expansion delivery.
- The Teacher Recruitment Board will now be subsumed into a wider ECS Workforce Planning Board, with the impact of the response to Covid-19 to be built into the planning process for teacher and probationer numbers for August 2020. An update report on teacher numbers was considered by ECS Committee in March 2020. *[note, this action is linked to Council Priority 10].*
- The performance measures on satisfaction, attendance and exclusions noted above do not feature in Appendix 2 as these measures are considered and scrutinized by senior managers within the Service as well as by the six area committees; the high-level overview above has been provided here for information only.
- The first national survey on Parental Involvement and Engagement (PIE) was gathered last year. Outcome indicators are currently being developed using this survey as the baseline, however the strategy and action plan on PIE for 2018-21 is available as a live publication.

APPENDIX 2: Education & Children’s Services Performance Monitoring Report – Measures of Success: Outcome Indicators October 2019 to March 2020 Update (Council Priorities 2017-2022)

Generated on: 09 June 2020

PI Status		Long Term Trends		Short Term Trends	
	Red; below target		Performance Improving		Performance Improving
	Amber; below target, within acceptable limits		No Change or New Measure		No Change or New Measure
	Green; on target		Performance Deteriorating		Performance Deteriorating
	Not Yet Available				
	New Measure; no target				

ANNUAL PI trend definition: Short trends are also calculated as quarterly, but e.g. 2017/18 performance (reported in 2018/19 reporting cycle) is compared to 2016/17 performance; and long trends are calculated e.g. 2017/18 (reported in 2018/19 reporting cycle) is compared to an average of the annual performance in the preceding three years (2014/15 to 2016/17).

Traffic Light: Red 1, Amber 3, Green 14, Unknown 1

Note: Red and amber thresholds are determined by services on an annual basis. The thresholds included in this report apply to the current reporting year only.



Council Priorities 2017-2022: 3. Provide the best life chances for all our children and young people by raising levels of attainment and achievement

Performance Measure	Current Target	Amber Threshold	Red Threshold		Value	Base	Status	Spark Chart
				2017/18	New measure introduced 2019/20 reporting cycle			
3.2 Aberdeenshire: Percentage of registered children in LA pre-schools that are in 1140 hours settings	100.0%	60.0%	50.0%	2018/19	New measure introduced 2019/20 reporting cycle			New indicator
				2019/20	31.0%	3,287.417		

40 out of 88 LA settings had fully transitioned into delivering extended provision by 31st March 2020.

Performance Measure	Current Target	Amber Threshold	Red Threshold		Value	Base	Status	Spark Chart
				2017/18	New measure introduced 2019/20 reporting cycle			
3.3 Aberdeenshire: Percentage of all 2 year olds accessing a funded place who receive >600 hours of funded ELC	100.0%	60.0%	50.0%	2018/19	New measure introduced 2019/20 reporting cycle			New indicator
				2019/20	51.5%	194.333		

The offer of extended provision is available to the majority of eligible twos in Aberdeenshire, however, it is down to parental choice if they wish to access the provision. With the funded partners, the percentage of 3,4 and 5 year olds taking up extended provision is higher than the percentage of two year olds taking up the provision.

The number of extended hours places available to two year olds continues to increase as more Aberdeenshire Council settings start delivery of extended provision. The number of children at the start of an academic year - accessing ELC - would usually be lower than the end of the previous academic year. The reason for the increase is due to an increase in places available and increase in understanding and awareness of eligible two places amongst families and also the addition of a third criteria The third criteria allows for Health Visitors and Social Work staff to be able to refer a two year old who they believe would benefit developmentally from access to ELC provision.

The reason for the dip in terms of % of children accessing extended hours from August, is due to parents wishing to support a gradual increase in hours for their child.

Performance Measure	Current Target	Amber Threshold	Red Threshold		Value	Base	Status	Spark Chart
				2017/18	New measure introduced 2019/20 reporting cycle			
3.4 Aberdeenshire: Percentage of all 3, 4 and 5 year olds accessing >600 hours funded ELC	100.0%	60.0%	50.0%	2018/19	New measure introduced 2019/20 reporting cycle			New indicator
				2019/20	52.0%	4,572.083		

Aberdeenshire Council worked in partnership with funded partners in order to allow all funded partners commissioned to deliver ELC on the authorities behalf to be able to offer up to 1140 hours to every child meeting the eligibility criteria. This offer was implemented in April 2019.

Also, by March 2020 48 out of 88 Aberdeenshire Council nursery settings were offering extended hours, up to 1140 hours to families.

The level of additional hours varied from as little as 15 additional hours to 540 additional hours. The number of hours over 600 varied setting to setting and depended on physical and staffing capacity. With the funded partners, the majority of Playgroups were not able to offer 1140 hours due to access to premises.

Performance Measure	Current Target	Amber Threshold	Red Threshold		Value	Base	Status	Spark Chart
3.5a Aberdeenshire: Overall ELC take-up of eligible/vulnerable 2 year olds as a percentage of the Central Health Index (CHI)	50.0%	45.0%	40.0%	2017/18	New measure introduced 2019/20 reporting cycle			
				2018/19	44.8%	388		
				2019/20	51.5%	398		

There has been an increase of 31 eligible 2 year olds accessing ELC across Aberdeenshire since same time last year. This is due in part to the increase in referrals from Health Visitors, referring 2 year olds who require additional input due to developmental needs. Aberdeenshire Council adopted the third criteria, as recommended by Scottish Government. This third criteria relates to referrals from practitioners, such as Social Work and Health Visitors, who will make a referral if there are developmental concerns. Those two year olds who are looked after and those two year olds who are in a household accessing specific financial support (housing benefit etc) have a statutory eligibility in terms of access to ELC, whereas the third criteria is up to the discretion of each local authority to adopt.

The Early Years Development Workers within Early Years have also carried out a lot of promotion of places for two year olds. There has also been an increase in the number of places for two year olds across Aberdeenshire due to increasing funded partners, capital programme, and increase in staffing across Aberdeenshire Council settings.

Performance Measure	Current Target	Amber Threshold	Red Threshold		Value	Base	Status	Spark Chart
3.5b Aberdeenshire: Overall ELC take-up of eligible 3, 4 and 5 year olds as a percentage of the Central Health Index (CHI)	95.0%	90.0%	85.0%	2017/18	91.5%	5,000		
				2018/19	94.1%	5,041		
				2019/20	91.6%	5,051		

The take up % is lower than would be expected due to the number of cross boundary placements, as in children of ELC age accessing an ELC place at another authority. The highest number of cross boundary placements re from Garioch and Kincardine & Mearns. Approximately 250 children access ELC in either Aberdeen City and Angus Council. Taking this figure into account, takes the % take up of ELC up to 96.1%. Also, there are approximately 70 potential deferred entries that were calculated into the number of children eligible for ELC place, that went into Primary 1. Taking this into account, and the cross boundary places, further increases the actual take up to 7.5%

Performance Measure	Current Target	Amber Threshold	Red Threshold		Value	Base	Status	Spark Chart
3.6 Aberdeenshire: Percentage of LA ELC settings achieving good or better across all Care Inspectorate QI areas	90.0%	75.0%	50.0%	2017/18	New measure introduced 2019/20 reporting cycle			
				2018/19	67.9%	28		
				2019/20	75.9%	29		

The increase in quality across Aberdeenshire LA settings can be attributed to a number of inputs. These include the increase in Early Years Senior Practitioners across settings, the increase in leadership training as supported by the Principal Teachers and Early Years' QIOs and also due to the collaboration and targeted support between the Principal Teachers and the Early Years Development Workers.

Performance Measure	Current Target	Amber Threshold	Red Threshold		Value	Base	Status	Spark Chart
3.7 Aberdeenshire: Percentage of private ELC settings achieving good or better across all Care Inspectorate QI areas	90.0%	75.0%	50.0%	2017/18	New measure introduced 2019/20 reporting cycle			
				2018/19	65.0%	40		
				2019/20	68.8%	32		
Aberdeenshire Council initiated targeted support for funded partners in order to raise quality. Aberdeenshire Council also raised the funded hourly rate with Funded Partners in order to increase investment in the sector.								

Performance Measure	Current Target	Amber Threshold	Red Threshold		Value	Base	Status	Spark Chart
3.11 Aberdeenshire: Percentage of school leavers securing a positive post school destination	97.6%	95.6%	94.2%	2016/17	95.5%	2,679		
				2017/18	96.3%	2,547		
				2018/19	96.4%	2,620		

Figures for this measure are based on data published on the Scottish Government 'Insight' national benchmarking tool.

Scottish Government's statistical publication which provides information on initial destinations of 2018/19 school leavers from publicly funded schools in Scotland was published in February 2020 ([Summary Statistics for Attainment and Initial Leaver Destinations, No. 2: 2020 Edition](#)).

This percentage is based on the 2018/19 session, measuring the number of school leavers who secured a positive post-school destination, (positive destinations include Higher Education, Further Education, Training, Employment, Voluntary Work and Activity Agreements).

Both the short and long trends arrows for Aberdeenshire secondary schools indicate a further improvement in performance this year, with an increase of 0.1% (to 96.4%) when compared with the previous year, with these latest figures the highest since recording on Pentana began in 2011/12, (up 0.9% compared to the average of the previous three years). Although the total leavers cohort has slightly increased (total leavers cohort 2620 compared to 2547 in session 2017/18), this has not affected the overall performance, with these latest Aberdeenshire-wide figures over one percentage point above the national rate of 95.1%.

The three council areas with the highest overall rates of school leavers securing a positive post-school destination during session 2018/19 were Garioch, Kincardine & Mearns and Marr (98.3%, 96.7% and 97.3% respectively).

Further detail on Aberdeenshire school leavers destinations for session 2018/19 were considered at the [ECS Committee meeting of 19th March 2020 \(Item 10\)](#).

Performance Measure	Current Target	Amber Threshold	Red Threshold	Value		Status	Spark Chart
3.12 Aberdeenshire: Percentage of CEYP school leavers securing a positive post school destination	88.0%	83.6%	79.2%	2016/17	70.7%		
				2017/18	80.9%		
				2018/19	94.9%		

Figures for this measure are based on data published on the Scottish Government 'Insight' national benchmarking tool.

Scottish Government's statistical publication which provides information on initial destinations of 2018/19 school leavers from publicly funded schools in Scotland was published in February 2020 ([Summary Statistics for Attainment and Initial Leaver Destinations, No. 2: 2020 Edition](#)).

This percentage is based on the 2018/19 session, measuring the number of Care Experienced Young People (CEYP) school leavers (i.e. those looked after at home, or looked after away from home and accommodated) who secured a positive post-school destination, (positive destinations include Higher Education, Further Education, Training, Employment, Voluntary Work and Activity Agreements).

Both the short and long trends for Aberdeenshire CEYP securing a positive post-school destination indicates a further notable improvement in performance, with an increase of 14 percentage points when compared with the previous year (94.9% this year compared with 80.9% in session 2017/18). However, it is worth noting that the total leavers in this cohort is a relatively small number and therefore any changes in this number can affect the overall percentage for this cohort year-to-year, (total leavers cohort 39 this year compared to 47 in session 2017/18 and 41 in session 2016/17). Nevertheless, the long trend does look to evidence an improvement over time (up 15.9% compared with the average of the previous three years), with these latest figures remaining substantially above the latest national rate for the CEYP cohort of 82.4% for the second year in a row, and just marginally below the national rate for *all* school leavers in Scotland for session 2018/19 (95.1%).

Further detail on Aberdeenshire school leavers destinations for session 2018/19 were considered at the [ECS Committee meeting of 19th March 2020 \(Item 10\)](#).

Performance Measure	Current Target	Amber Threshold	Red Threshold	Value		Status	Spark Chart
3.15 Aberdeenshire: Attainment - SCQF Average Tariff Score of CEYP school leavers	343	308.7	274.4	2016/17	334		
				2017/18	328		
				2018/19	316		

This measure is reported based on information published within the Scottish Government 'Insight' national benchmarking tool.

This latest figure is based on the 2019 exam diet, measuring the average tariff score of Care Experienced Young People (CEYP), (i.e. those looked after at home, or looked after away from home and accommodated), who have left school during the school session 2018/19.

Although the short trend arrow indicates a slight fall in performance this year (down 12 tariff points compared to the 2018 exam diet), the long trend indicates a small improvement over time (up 25 tariff points compared to the average of the previous three years). However, when considering figures relating to CEYP it is worth taking into account that the total leavers in this cohort is a relatively small number and therefore any changes in this number can affect the overall average tariff score for this cohort year-to-year, (this year the total leavers in the CEYP cohort was 39, compared with 47 in session 2017/18, 41 in session 2016/17 and 27 in session 2015/16).

The proportion of CEYP who elected to stay on into S6 broadly maintained compared with the previous year (17.9% compared with 21.3% in session 2017/18), however the number of S4

leavers is similar to the number last year (17 in session 2018/19 compared with 20 in the previous session), which may have contributed to the relative stability in these latest average levels.

The Aberdeenshire average tariff score of CEYP school leavers for the 2019 diet (316) remains higher than those achieved nationally for CEYP leavers which saw a similar fall in performance (273, down from 290 in the 2018 diet).

As a local comparison, the average tariff score for all Aberdeenshire leavers collectively was 843 for the 2019 exam diet, and for all Aberdeenshire leavers who elected to leave at S4 was 372.

A report was considered at ECS Committee on [19th March 2020](#) outlining proposed revisions to the system of reporting attainment and achievement data for the 2019/20 leavers cohort onwards ([Item 14](#)).

Performance Measure	Current Target	Amber Threshold	Red Threshold		Value	Status	Spark Chart
3.16a Aberdeenshire: Attainment - Percentage of P1 achieving expected CfE Level for English Literacy	66.7%	65.4%	63.4%	2016/17	<i>New measure introduced 2019/20 reporting cycle</i>		
				2017/18	74.3%		
				2018/19	74.8%		

This is a measure introduced from the 2018/19 reporting cycle, with a baseline of the 2017/18 session sourced from the annual Achievement of Curriculum for Excellence (CfE) Levels Return which is based on teacher professional judgements, relevant to the child or young person's stage (P1, P4, P7 and S3), as at June of the relevant school session. Reporting on the performance of the combined 'literacy' variable (created from the organisers: reading, writing, and listening and talking) was introduced by Scottish Government from the 2017/18 collections data.

During school session 2018/19, 74.8% of children in year/stage P1, in Aberdeenshire mainstream primary schools, achieved the expected CfE level of 'Early' (or better) for English Literacy. Although this is a 0.5% improvement compared with session 2017/18 (74.3%), this remains a little below the national percentage of 76.1% achieved in 2018/19, with local authorities ranging from 63.8% (Highland) to 87.3% (East Renfrewshire).

Within the six Aberdeenshire council areas, Garioch and Kincardine & Mearns reported the highest proportion of P1 children within their area achieving the expected CfE level as at June 2019 based on teacher professional judgements, (78.9% and 84.1% respectively).

Full national results are available on the [Scottish Government publications site](#), with 2018/19 results published in December 2019, however it is worth noting that in previous years these statistics were labelled as 'experimental' reflecting that they were new and under development. Although Scottish Government has removed this label from this year's collection (and all future collections), caution is advised when making any comparisons to previous Achievement of CfE Level (ACEL) results.

An update on the development of the Aberdeenshire Literacy Strategy was considered at the [ECS Committee of 21/03/2019](#) ([Item 15](#)).

Performance Measure	Current Target	Amber Threshold	Red Threshold		Value	Status	Spark Chart
3.16a Aberdeenshire: Attainment - Percentage of P4 achieving expected CfE Level for English Literacy	66.7%	65.4%	63.4%	2016/17	<i>New measure introduced 2019/20 reporting cycle</i>		
				2017/18	66.0%		
				2018/19	67.8%		

This is a measure introduced from the 2018/19 reporting cycle, with a baseline of the 2017/18 session sourced from the annual Achievement of Curriculum for Excellence (CfE) Levels Return which is based on teacher professional judgements, relevant to the child or young person's stage (P1, P4, P7 and S3), as at June of the relevant school session. Reporting on the performance of the combined 'literacy' variable (created from the organisers: reading, writing, and listening and talking) was introduced by Scottish Government from the 2017/18 collections data.

During school session 2018/19, 67.8% of children in year/stage P4, in Aberdeenshire mainstream primary schools, achieved the expected CfE level of 'First' (or better) for English Literacy. Although this is a 1.8% improvement compared with session 2017/18 (66.0%), this remains a little below the national percentage of 70.0% achieved in 2018/19, with local authorities ranging from 56.3% (Orkney Islands) to 86.3% (East Renfrewshire).

Within the six Aberdeenshire council areas, Garioch and Kincardine & Mearns reported the highest proportion of P4 children within their area achieving the expected CfE level as at June 2019 based on teacher professional judgements, (70.4% and 75.8% respectively).

Full national results are available on the [Scottish Government publications site](#), with 2018/19 results published in December 2019, however it is worth noting that in previous years these statistics were labelled as 'experimental' reflecting that they were new and under development. Although Scottish Government has removed this label from this year's collection (and all future collections), caution is advised when making any comparisons to previous Achievement of CfE Level (ACEL) results.

An update on the development of the Aberdeenshire Literacy Strategy was considered at the [ECS Committee of 21/03/2019 \(Item 15\)](#).

Performance Measure	Current Target	Amber Threshold	Red Threshold		Value	Status	Spark Chart
3.16a Aberdeenshire: Attainment - Percentage of P7 achieving expected CfE Level for English Literacy	66.7%	65.4%	63.4%	2016/17	<i>New measure introduced 2019/20 reporting cycle</i>		
				2017/18	69.4%		
				2018/19	69.0%		

This is a measure introduced from the 2018/19 reporting cycle, with a baseline of the 2017/18 session sourced from the annual Achievement of Curriculum for Excellence (CfE) Levels Return which is based on teacher professional judgements, relevant to the child or young person's stage (P1, P4, P7 and S3), as at June of the relevant school session. Reporting on the performance of the combined 'literacy' variable (created from the organisers: reading, writing, and listening and talking) was introduced by Scottish Government from the 2017/18 collections data.

During school session 2018/19, 69.0% of children in year/stage P7, in Aberdeenshire mainstream primary schools, achieved the expected CfE level of 'Second' (or better) for English Literacy. Although this is similar to the level achieved in session 2017/18 (69.4%), this remains a little below the national percentage of 71.0% achieved in 2018/19, with local authorities ranging from 54.1% (Highland) to 86.2% (East Renfrewshire).

Within the six Aberdeenshire council areas, Garioch and Kincardine & Mearns reported the highest proportion of P7 children within their area achieving the expected CfE level as at June 2019 based on teacher professional judgements, (75.0% and 78.5% respectively).

Full national results are available on the [Scottish Government publications site](#), with 2018/19 results published in December 2019, however it is worth noting that in previous years these statistics were labelled as 'experimental' reflecting that they were new and under development. Although Scottish Government has removed this label from this year's collection (and all future collections), caution is advised when making any comparisons to previous Achievement of CfE Level (ACEL) results.

An update on the development of the Aberdeenshire Literacy Strategy was considered at the [ECS Committee of 21/03/2019 \(Item 15\)](#).

Performance Measure	Current Target	Amber Threshold	Red Threshold			Status	Spark Chart
					Value		
3.16a Aberdeenshire: Attainment - Percentage of S3 achieving expected CfE Level for English Literacy	66.7%	65.4%	63.4%	2016/17	New measure introduced 2019/20 reporting cycle		
				2017/18	83.2%		
				2018/19	82.3%		

This is a measure introduced from the 2018/19 reporting cycle, with a baseline of the 2017/18 session sourced from the annual Achievement of Curriculum for Excellence (CfE) Levels Return which is based on teacher professional judgements, relevant to the child or young person's stage (P1, P4, P7 and S3), as at June of the relevant school session. Reporting on the performance of the combined 'literacy' variable (created from the organisers: reading, writing, and listening and talking) was introduced by Scottish Government from the 2017/18 collections data.

During school session 2018/19, 82.3% of young people in year/stage S3, in Aberdeenshire mainstream secondary schools, achieved the expected CfE level of 'Third' (or better) for English Literacy. This is a little lower compared with session 2017/18 (-0.9%), and remains below the national percentage of 87.9% achieved in 2018/19, with local authorities ranging from 78.6% (East Ayrshire) to 98.8% (East Dunbartonshire).

Within the six Aberdeenshire council areas, Formartine and Garioch reported the highest proportion of S3 young people within their area achieving the expected CfE level as at June 2019 based on teacher professional judgements, (93.3% and 93.4% respectively).

Full national results are available on the [Scottish Government publications site](#), with 2018/19 results published in December 2019, however it is worth noting that in previous years these statistics were labelled as 'experimental' reflecting that they were new and under development. Although Scottish Government has removed this label from this year's collection (and all future collections), caution is advised when making any comparisons to previous Achievement of CfE Level (ACEL) results.

An update on the development of the Aberdeenshire Literacy Strategy was considered at the [ECS Committee of 21/03/2019 \(Item 15\)](#).

Performance Measure	Current Target	Amber Threshold	Red Threshold	Value		Status	Spark Chart
3.17a Aberdeenshire: Attainment - Percentage of P1 achieving expected CfE Level for Numeracy	66.7%	65.4%	63.4%	2016/17	83.5%		
				2017/18	85.7%		
				2018/19	85.5%		

This is a measure introduced from the 2018/19 reporting cycle, with a baseline of the 2016/17 session sourced from the annual Achievement of Curriculum for Excellence (CfE) Levels Return which is based on teacher professional judgements, relevant to the child or young person's stage (P1, P4, P7 and S3), as at June of the relevant school session.

During school session 2018/19, 85.5% of children in year/stage P1, in Aberdeenshire mainstream primary schools, achieved the expected CfE level of 'Early' (or better) for Numeracy. Although this is a small reduction compared with session 2017/18 (-0.2%), this remains notably higher than the national percentage of 84.7% achieved in 2018/19, with local authorities ranging from 72.7% (Na h-Eileanan Siar) to 93.3% (East Dunbartonshire).

Within the six Aberdeenshire council areas, Garioch and Kincardine & Mearns reported the highest proportion of P1 children within their area achieving the expected CfE level as at June 2019 based on teacher professional judgements, (90.1% and 91.4% respectively).

Full national results are available on the [Scottish Government publications site](#), with 2018/19 results published in December 2019, however it is worth noting that in previous years these statistics were labelled as 'experimental' reflecting that they were new and under development. Although Scottish Government has removed this label from this year's collection (and all future collections), caution is advised when making any comparisons to previous Achievement of CfE Level (ACEL) results.

Performance Measure	Current Target	Amber Threshold	Red Threshold	Value		Status	Spark Chart
3.17a Aberdeenshire: Attainment - Percentage of P4 achieving expected CfE Level for Numeracy	66.7%	65.4%	63.4%	2016/17	76.0%		
				2017/18	73.7%		
				2018/19	78.1%		

This is a measure introduced from the 2018/19 reporting cycle, with a baseline of the 2016/17 session sourced from the annual Achievement of Curriculum for Excellence (CfE) Levels Return which is based on teacher professional judgements, relevant to the child or young person's stage (P1, P4, P7 and S3), as at June of the relevant school session.

During school session 2018/19, 78.1% of children in year/stage P4, in Aberdeenshire mainstream primary schools, achieved the expected CfE level of 'First' (or better) for Numeracy. This is a notable increase compared with session 2017/18 (+4.4%) and is higher than the national percentage of 76.8% achieved in 2018/19, with local authorities ranging from 63.4% (Shetland Islands) to 89.4% (East Renfrewshire).

Within the six Aberdeenshire council areas, Garioch and Kincardine & Mearns reported the highest proportion of P4 children within their area achieving the expected CfE level as at June 2019 based on teacher professional judgements, (80.1% and 84.5% respectively).

Full national results are available on the [Scottish Government publications site](#), with 2018/19 results published in December 2019, however it is worth noting that in previous years these statistics were labelled as 'experimental' reflecting that they were new and under development. Although Scottish Government has removed this label from this year's collection (and all future collections), caution is advised when making any comparisons to previous Achievement of CfE Level (ACEL) results.

Performance Measure	Current Target	Amber Threshold	Red Threshold		Value	Status	Spark Chart
3.17a Aberdeenshire: Attainment - Percentage of P7 achieving expected CfE Level for Numeracy	66.7%	65.4%	63.4%	2016/17	68.1%	✔	
				2017/18	76.3%		
				2018/19	76.2%		

This is a measure introduced from the 2018/19 reporting cycle, with a baseline of the 2016/17 session sourced from the annual Achievement of Curriculum for Excellence (CfE) Levels Return which is based on teacher professional judgements, relevant to the child or young person's stage (P1, P4, P7 and S3), as at June of the relevant school session.

During school session 2018/19, 76.2% of children in year/stage P7, in Aberdeenshire mainstream primary schools, achieved the expected CfE level of 'Second' (or better) for Numeracy. Although this is a marginal reduction compared with session 2017/18 (-0.1%), this remains higher than the national percentage of 76.0% achieved in 2018/19, with local authorities ranging from 61.7% (Highland) to 89.6% (East Renfrewshire).

Within the six Aberdeenshire council areas, Garioch and Kincardine & Mearns reported the highest proportion of P7 children within their area achieving the expected CfE level as at June 2019 based on teacher professional judgements, (79.7% and 83.5% respectively).

Full national results are available on the [Scottish Government publications site](#), with 2018/19 results published in December 2019, however it is worth noting that in previous years these statistics were labelled as 'experimental' reflecting that they were new and under development. Although Scottish Government has removed this label from this year's collection (and all future collections), caution is advised when making any comparisons to previous Achievement of CfE Level (ACEL) results.

Performance Measure	Current Target	Amber Threshold	Red Threshold		Value	Status	Spark Chart
3.17a Aberdeenshire: Attainment - Percentage of S3 achieving expected CfE Level for Numeracy	66.7%	65.4%	63.4%	2016/17	90.6%	✔	
				2017/18	90.7%		
				2018/19	91.7%		

This is a measure introduced from the 2018/19 reporting cycle, with a baseline of the 2016/17 session sourced from the annual Achievement of Curriculum for Excellence (CfE) Levels Return which is based on teacher professional judgements, relevant to the child or young person's stage (P1, P4, P7 and S3), as at June of the relevant school session.

During school session 2018/19, 91.7% of young people in year/stage S3, in Aberdeenshire mainstream secondary schools, achieved the expected CfE level of 'Third' (or better) for Numeracy. This is a 1% increase compared with session 2017/18 (90.7%) and remains above the national percentage of 90.2% achieved in 2018/19, with local authorities ranging from 77.3% (Clackmannanshire) to 99.0% (East Dunbartonshire).

Within the six Aberdeenshire council areas, Buchan and Garioch reported the highest proportion of S3 young people within their area achieving the expected CfE level as at June 2019 based on teacher professional judgements, (93.3% and 95.1% respectively).

Full national results are available on the [Scottish Government publications site](#), with 2018/19 results published in December 2019, however it is worth noting that in previous years these statistics were labelled as 'experimental' reflecting that they were new and under development. Although Scottish Government has removed this label from this year's collection (and all future collections), caution is advised when making any comparisons to previous Achievement of CfE Level (ACEL) results.



Council Priorities 2017-2022: 10. Have the right people, in the right place, doing the right thing, at the right time

Performance Measure	Current Target	Amber Threshold	Red Threshold	Value		Status	Spark Chart
10.1 Aberdeenshire: Total FTE teacher complement at ScotXed annual census				2017/18	2688.26		
				2018/19	2663.81		
				2019/20	2714.37		
<p>This measure was introduced from 2018/19 reporting, with a baseline of the 2017/18 session. As this is a relatively new measure the trend data will form and become more meaningful over time.</p> <p>This measure represents the total FTE (Full Time Equivalent) for teachers in Aberdeenshire publicly funded schools including those centrally employed teachers and early learning and childcare (ELC) teachers.</p> <p>As at census taken in September 2019, the total FTE for teachers in Aberdeenshire equated to 2714.37. This is an increase of over 50 compared with the FTE last year (2663.81 at September 2018 census).</p> <p>This increase has also had a small impact on the pupil teacher ratio (PTR) (which does not include centrally employed or ELC teachers) from 13.5 in 2018 to 13.3 in 2019 - returning to the same level seen in 2017 - however Aberdeenshire continues to remain below the national PTR of 13.6 (which itself has remained the same since 2017).</p> <p>Teacher FTE breakdown at September 2019 (2018 comparison in brackets):</p> <ul style="list-style-type: none"> • ELC = 18.58 (13.90) • Primary = 1405.13 (1355.61) • Secondary = 1211.97 (1206.20) • Special = 42.79 (47.80) • Centrally Employed = 35.90 (40.30) <p>Additional information on the annual teacher census can be found in the Scottish Government Summary Statistics for Schools in Scotland publications, with the next update due in December 2020 based on the 2020/21 census collection.</p>							

Summary of other ECS Performance Outcome Measures scheduled for update after the end of school session 2019/20 (in reporting year 2020/21)

Council Priority (CP): Topic	Description	Availability
CP3: School Inspections	Annual indicator measuring those schools inspected by Education Scotland during the school session that have been assessed as exceeding the definition for a positive inspection across the three key Education Scotland Reference Quality Indicators	Following end of school session 2019/20
CP3: SCQF attainment at S4 and S5	Annual indicators measuring the percentage of S4 achieving 5+ SCQF awards at level 5, and S5 achieving 3+ SCQF awards at level 6	September/October following the end of the previous school session (2019/20). Latest update reported alongside Q2 2019/20 (based on exam diet 2019)
CP3: Successfully completed Foundation Apprenticeships	New annual indicator measuring the percentage of young people who successfully completed their embarked Foundation Apprenticeship programme by the scheduled date	September/October following the end of the previous school session (2019/20). Scheduled for first update alongside Q2 2020/21
CP3: Young people involved in Foundation Apprenticeships	Annual indicator measuring the number of young people currently involved in Foundation Apprenticeship programmes in Aberdeenshire schools	September/October of the new school session (2020/21). Previous update reported alongside Q2 2019/20 (based on session 2019/20)
CP4: Parental Involvement and Engagement	Group of annual indicators under development with a baseline of the information gathered in the first national survey of Parental Involvement & Engagement	Under development. Parental engagement strategy and action plan 2018-2021 available

APPENDIX 3: Education & Children's Services Performance Monitoring Report - Delivery Plan Actions October 2019 to March 2020 Update (Council Priorities 2017-2022)

Generated on: 09 June 2020

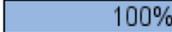
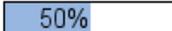
Action Status	
	Cancelled
	Overdue; Neglected
	Unassigned; Check Progress
	Not Started; In Progress; Assigned
	Completed

ECS Committee reported Delivery Plan Actions 2017-2022 – Overall progress:	<div style="width: 87%; background-color: #4f81bd; height: 15px; border: 1px solid black;"></div> 87%
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 Council Priorities 2017-2022: 3. Provide the best life chances for all our children and young people by raising levels of attainment and achievement

Action	Description	Status	Progress	Due Date	Latest Note
Deliver the National Improvement Framework (NIF) Plan	Achievement of actions / targets set in the NIF plan		<div style="width: 100%; background-color: #4f81bd; height: 15px; border: 1px solid black;"></div> 100%	31-Aug-2019	<p>Marked complete at previous update. Current update (April to Sept 2019): The NIF Plan 2019/20 has been completed and forwarded to Scottish Government as required. A copy has also been sent to every Head Teacher.</p> <p>Next steps: The new plan will be updated quarterly and a full report on the plan will be completed June 2020.</p>

Action	Description	Status	Progress	Due Date	Latest Note
Ensure the provision of statutory Home to School Transport Services	Full compliance with the requirements of the Education Act 1980. Levels of complaints.			31-Mar-2022	<p>Current update (Oct 2019 to Mar 2020): School transport service delivery is an ongoing activity and new and amended mainstream and ASN school transport contracts continue to be implemented, in response to changing pupil travel requirements. Over the period there were 178 known incidents where a mainstream school transport service operated late or failed to operate, out of a total of 95,760 scheduled journeys (i.e. services operated with approximately 99.81% reliability).</p> <p>The planned desk-top route optimization exercise of mainstream school transport services was completed in March 2020, however, the associated route risk assessments which require to be undertaken prior to tendering any revised network of services had to be postponed due to revised work priorities associated with Covid19.</p> <p>In terms of school transport policy, charging for privilege places on dedicated/closed school transport services ceased on 1 January 2020 (Item 11 of the ECS Committee on 5 December 2019 refers).</p> <p>Next steps: Consideration is currently being given on how home-to-school transport services can be reintroduced and maintained through the Covid19 recovery period (taking into account social distancing and blended learning). This has necessitated the extension of mainstream school transport contracts in north Aberdeenshire by one year, until August 2021 (Item 10 of the ECS Committee on 28 May 2020 refers).</p> <p>A review of school transport policy will continue to be undertaken under the auspices of the Passenger Transport Network Review Member Officer Working Group.</p>

Action	Description	Status	Progress	Due Date	Latest Note
Support implementation of Education Governance Review	Delivery of the formal agreement with Scottish Government on regional collaboration, head teacher charter and parental engagement			31-Mar-2022	<p>Marked complete at previous update. Current update (April to Sept 2019): Legal continue to support Education colleagues with specific queries and legal issues generally including attending ECS Management Team as appropriate.</p> <p>Next steps: Due to the Scottish Government deciding not to legislate in this area, and therefore not to implement a review by way of legislation, this Delivery Plan Action has been marked as complete.</p>
Delivery of the modern technology programme in all Aberdeenshire Schools	Schools will have appropriate technology to deliver the curriculum			31-Mar-2022	<p>Current update (Oct 2019 to Mar 2020): Roll out of the Windows 10 upgrades, which was aligned to the Technology Investment Programme (aka PC Refresh), is now complete.</p> <p>Next steps: This has resulted in a modern device estate using industry standard tools.</p>
Enhance network connectivity across schools estate	Bandwidth provision in schools			31-Aug-2020	<p>Current update (Oct 2019 to Mar 2020): Whilst upgrading of our network infrastructure is continual task, the ICT project to roll out Windows 10 to our school estate is complete. Skype telephony in the form of ICT's "Unified Communications" strategy has largely been completed with only a small number of schools requiring their old telephone exchange system decommissioned.</p> <p>Next steps: These decommissioning tasks are being tackled under "business as usual" requests by ICT.</p>
Continue to develop and promote Scotland's Young Workforce	Annual report on School Leaver Destinations			31-Mar-2022	<p>Current update (Oct 2019 to Mar 2020): The Foundation Apprenticeship (FA) programme is successfully being delivered with almost 200 FAs on course to complete their qualification. An update was provided for ECS Committee on 19th March 2020 (Item 13).</p> <p>A SDS/Scottish Government Foundation Apprenticeship Raising</p>

Action	Description	Status	Progress	Due Date	Latest Note
					<p>Attainment Pilot programme was started in January 2020 with a cohort of 17 pupils from Peterhead and Portlethen Academies. The pilot is designed to see if the FA frameworks can be used more flexibly to help support and engage those pupils at risk of not engaging in school or achieving an appropriate positive destination.</p> <p>Planning is well advanced for the delivery of 360 FA opportunities across Aberdeenshire schools for session 2020-21. These are due to start on 1st June 2020.</p> <p>The planning for delivery is having to be revised due to the Covid-19 situation.</p> <p>Following a strategic review the plan for the Jan-March 2020 period was for a 'relaunch' of the DYW/ Career education delivery in our schools. HTs were provided with an update in February 2020 outlining the DYW priorities for the coming session. The DYW focus areas for 2020-21 being as follows:</p> <ul style="list-style-type: none"> • Embedding of the Career Education Standard • Development of Skills across the curriculum • Effective Partnership development especially with employers • Equalities development <p>The plans for this consisted of joint delivery of CPD with SDS, however due to Covid-19, this has been delayed and new plans for DYW support and delivery will be drawn up.</p> <p>Next steps:</p> <ul style="list-style-type: none"> - DYW focus is now to ensure effective and secure delivery of the Foundation Apprenticeships for session 2020-21. This will include the development of virtual and remote learning and the development of suitable teaching and learning resources. - Work with SDS and other partners to plan next steps for the DYW programme in schools within the Covid-19 context as detailed above. - Working with SDS and Economic Development colleagues to examine ways in which DYW and Foundation Apprenticeships can address concerns of youth unemployment and positive pathways for young people.



Council Priorities 2017-2022: 4. Work with parents and carers to support children through every stage of their development

Action	Description	Status	Progress	Due Date	Latest Note
Deliver the Aberdeenshire Children's Services Plan	Achievement of actions / targets set in the Children's Services Plan			31-Mar-2021	<p>Current update (Oct 2019 to Mar 2020): The 2018/19 annual report was published in line with the previous commentary and well received by the ECS Committee. The 2019/20 annual report is currently being progressed as part of the next iteration of the CSP which will cover the period 2020-2023.</p> <p>Next steps: It is anticipated that a draft will be available for the GIRFEC Strategic Group and Executive Group for Public Protection by the end of June in anticipation of publishing soon after on the GIRFEC Website. The CSP will also include annual reports from the 5 thematic groups.</p>
Deliver the increase to 1140 hours per year in early learning and childcare	All families in Aberdeenshire who require access to 1140 hours of early learning and childcare can do so within their community. A range of types of provision, including non-local authority partners and childminders, is available. Capital improvements are delivered on time. Grades of good and above are achieved. Plans are stand alone and involve funded providers as partners. Capital plan is reliant on contractor. Plans cannot be carried out without these elements.			31-Mar-2021	<p>Current update (Oct 2019 to Mar 2020): An update paper was considered at ECS Committee on 28th May 2020 on the 1140 Early Learning and Childcare Expansion (Item 8) including progress and the ongoing work on this expansion, and the extent of the current impact of the Covid-19 pandemic on the planned delivery.</p> <p>Next steps: Review 1140 expansion once advise from Scottish Government and revised timeline is released.</p>



Council Priorities 2017-2022: 10. Have the right people, in the right place, doing the right thing, at the right time

Action	Description	Status	Progress	Due Date	Latest Note
Continue to develop and deliver innovative recruitment approaches for teacher, early years and other associated professionals	Annual report on teacher recruitment		<div style="background-color: #4f81bd; color: white; padding: 2px; display: inline-block;">100%</div>	31-Mar-2020	<p>Current update (Oct 2019 to Mar 2020): A report providing a full update on teacher numbers was provided to Education & Children's Services Committee on 19 March 2020.</p> <p>Next steps: The Teacher Recruitment Board will be subsumed into a wider Education & Children's Services Workforce Planning Board. The impact of the response to Covid-19 will be built into the planning process for teacher numbers including probationers for August 2020.</p>