

**Key Successes****Business Outcome 16 - We wholly embrace our Corporate Parenting responsibilities**

1. At the Head Teachers meeting in September 2018 the focus was on the fulfilment of the statutory duties in relation to ensuring wellbeing, equality and inclusion. The Scottish Government attainment challenge funding for Looked After Children has been allocated to take forward monitoring and tracking for Looked After Children to support closing the attainment gap. As part of this monitoring a principal teacher for Looked After Children is to be recruited with an authority wide remit.
2. Youth Services are to provide operational support and professional line management to two care experienced Youth Work Modern Apprentices being employed by the Champion's Board. The posts are being funded by the Life Changes Trust and will focus on engaging and involving care experienced young people. A training provider has been identified and the two new Modern Apprentices will be linked with two existing Modern Apprentices currently employed by Youth Services.

**Business Outcome 17 - The support needs of children and their families are met**

1. The parental involvement strategy has been published and work is underway to support family learning. We have appointed a Parenting Coordinator who will lead on universal parenting support, family support and targeted support.
2. As part of the phasing of 1140 hours early learning and childcare we have appointed two graduates to work across settings with learners from SIMD 1 to 4.
3. To support Scottish Governments ambitions to close the poverty related attainment gap we have encouraged the uptake of free school meals and clothing grants (including discretionary awards). There has been a 10% increase in successful applications.
4. 311 young people aged between 11 and 18 took part in the Give Summer Programme. The young people, from across Argyll and Bute, participated in activities organised by Youth Services to keep them positively engaged over the summer holiday period in a range of volunteering and citizenship activities. Participants are encouraged to volunteer in their local community in return for trips, visits and leisure activities. As well as encouraging young people to be proactive in their local community the programme also ensures that young people that are unable to go on holiday have a positive summer experience.
5. Parklands School shared practice at this year's Scottish Learning Festival of their strategic nurture group supporting schools in the Helensburgh and Lomond area.

**Business Outcome 18 - Improved lifestyle choices are enabled**

1. All S3 young people from across the authority took part in the interactive and powerful "You Are Not Alone" drama which addressed health and well-being issues identified as relevant by young people and the staff working with them.
2. To raise awareness of the dangers of rural roads to young drivers a multi-agency real time crash scenario was held in Lochgilphead Joint Campus in August. The event involved Scottish Fire and Rescue, Police Scotland and the Scottish Ambulance Service as well as two cars for props and young people acting out the roles of victims of a crash caused by the driver being distracted by a mobile phone

message. Over 150 people attended the event which hit home the consequences of speeding and a lack of concentration.

### **Business Outcome 19 - All children and young people are supported to realise their potential**

1. Analysis of the Achievement of the 2017/18 CfE Levels for Argyll and Bute compared with 2016/17 data indicates that almost all levels have been maintained or improved.  
Reading – P1, P4 and P7 have improved, S3 has maintained, and all are above 2017 national.  
Writing – P4, P7 and S3 have improved, P1 has maintained, and all are above 2017 national.  
Listening/Talking – P1, P4, P7 and S3 have improved and all are in line or above 2017 national.  
Numeracy – P1, P4, and P7 have improved with a 2% dip in S3 and all are in line or above 2017 national.  
Comparison with National outcomes will be made when the data is released in December 2018.
2. Overall, for SQA presentations, the results for pupils across National 4, National 5, Higher and Advanced Higher in 2018 are higher than the National Average for A-C and A-D results. Both Higher and Advanced Higher outcomes have improved from 2017 by 2.9% and 4.92% respectively.
3. Promoting Literacy in Gaelic - A comic, “Na Gaisgich” was written by primary seven pupils from Islay, Jura, Mull and Tiree as part of a transition project for going into secondary school. Social Enterprise Company, Magic Torch Comics, travelled to each of the islands involved to deliver workshops to enable the children to adapt the stories, characters, illustrations and plots into comic strips. The comic is accessible to all as it is written in Gaelic and English.
4. 43 young people attended a “Hackathon” in Dunoon Youth Centre that aimed to give young people the opportunity to try out new technology, attend workshops with tutors from around the country and meet other young people with similar interests, all within Argyll and Bute. The event featured speakers and activities including robbing a fictional bank and coding. The idea for the event originated from one of Argyll and Bute’s Year of Young People ambassadors who was keen to promote STEM subjects with all young people and in particular girls (40% of the participants were female).

### **Business outcome 21 - Our young people participate in post-16 learning, training or work**

1. Participation Measure: the Annual Participation Measure records, at a national and local authority level, the “participation” of the 16-19 age group across an entire year as opposed to focusing on an individual’s status on a single day. The 2018 figures were released in August
  - a. Participating in education, training or employment – **94.2%** (up 1.2% from 2017 and 2.8% above the national average).
  - b. Not participating i.e. unemployed, seeking or not seeking employment – **2.7%** (down 0.1% from 2017 and 0.7% below the national average).
  - c. Unconfirmed – **3.1%** (down 1.1% from 2017 and 1.6% below the national average).The 2018 Annual Participation Measure indicates a small but positive trend, comparing favourably with national averages and placing Argyll and Bute as 9<sup>th</sup> best performing local authority.

**Business Outcome 22 – Adults are supported to realise their potential**

1. Adult Learners in Mid Argyll have been taking part in activities that increase their social interaction and improve health and wellbeing. Participants and partners report increased confidence as a result. Adult Learners in Rosneath are engaging with the adult learning team on a dedicated literacy and numeracy program. Participants report being able to “do sums in my head” looking at 2 for 1 offers and working out percentage discounts whilst doing the shopping as well as being able to support their children with homework. Adult Learners in Campbeltown have been taking part in a ‘Cooking on a Budget’ course, an activity aimed at young and new parents to try some taster sessions in cookery. Participants gained food preparation and hygiene skills and reported that they had returned home from their cooking sessions and had tried the recipes with their children.

**Business Outcome 31 - We have a culture of continuous improvement**

1. At the Head Teachers meeting in September sectoral support was provided in relation to self-evaluation and standards and quality
2. Early Learning and childcare practitioners from across the authority participated in ten days of outdoor learning training to enable them to equip and enable them to deliver outdoor quality learning experiences to support us to deliver 50% quality outdoor learning as per the aim in the 1140 hours delivery plan
3. CLD Strategic Plan - The Community Learning & Development (Scotland) Regulations 2013 place a statutory requirement on local authorities to publish a plan every 3 years’ outlining how it will co-ordinate and secure “adequate and efficient” Community Learning & Development (CLD) provision with other sector partners. The Argyll and Bute CLD Strategic Partnership produced and published, on September 1st 2018, a draft strategic plan for public viewing and consultation. The draft CLD Strategic Plan is on the Council Website and a final version will be presented to the Community Service’s Committee in December 2018.

**Business Outcome 32 - Our workforce is supported to realise its potential**

1. We have 35 probationers in post across the authority from August 2018. They are being supported by a 8 day programme of training and development throughout the year.
2. 7 of our staff members have embarked on their Into Headship Programme.
3. The refocus on the PRD process has resulted in positive engagement in the PRD process by head teachers and a consequent improvement in PRD uptake.
4. We have been selected as one of six local authorities to take work with Dundee University and UHI in an “Alternative Route to Teaching” programme which will allow existing staff to participate in a postgraduate diploma in STEM subjects. Interviews were held and 5 suitable applicants have been accepted on to the programme which will begin in December 2018.

**Key Challenges and Actions Completed In Previous Quarter**

All Education Services key challenges identified in previous quarter are ongoing

### Short-term Operational Challenges

1. There are current shortages in primary teacher staffing. Creative solutions have had to be looked at to ensure provision is in place. Primary head teacher recruitment continues to be an area of challenge and the Education Management Team continue to support schools with leadership.
2. To ensure that we are fully engaged with the activities of the Northern Alliance as an active partner.
3. Increased recent Inspection Activity at council, service and school level has resulted in competing demands for the service and has impacted on the capacity of the Education Team to provide the same level of support to schools.

### Key Challenges and Actions to address the Challenges

#### Business Outcome 17 - The support needs of children and their families are met

1. Challenge - The projected allocation of ASN assistants for academic year 2018-19 was greater than anticipated which has led to some budgetary pressures within the service.

Actions –

- a) Strategic Finance have highlighted this issue in their budget outlook report and we are also reviewing spend across all areas of ASN.
- b) The service is reviewing the process of ASN allocation and service demand.

**Carried Forward From Previous Quarter**

– Y/N

Yes

**Completion Due Date:**

Ongoing

**Responsible Person**

Anne Paterson

### Key Challenges and Actions to address the Challenges

#### Business Outcome 19 - All children and young people are supported to realise their potential

1. Challenge – To build on the positive improvements noted in the follow through report of the Strategic Inspection of the Education Functions of Local Authorities–Argyll and Bute Council published in July 2018.

Actions –

- a) Continue to embed improvements.
- b) Report on successes and continuous improvements.

<b>Carried Forward From Previous Quarter</b> – Y/N Yes	<b>Completion Due Date:</b> Ongoing	<b>Responsible Person:</b> Anne Paterson / Louise Connor
<b>Key Challenges and Actions to address the Challenges</b>		
<b>Business Outcome 19 - All children and young people are supported to realise their potential</b> 2. Challenge – To ensure that the Northern Alliance Regional Improvement Collaborative adds value to Argyll and Bute Education Service to ensure that children and young people realise their potential. Actions – a) Implement the Northern Alliance Action Plan to ensure added benefits for Argyll and Bute Education Services. b) Ensure that the learning and enhanced collaboration of the Northern Alliance is shared with staff and builds capacity across Argyll and Bute. c) As a collaborative continue to work closely with Scottish Government to ensure that head teachers and teachers are supported within the developing head teacher’s charter. d) Undertake key governance roles within the Northern Alliance Regional Improvement Collaborative.		
<b>Carried Forward From Previous Quarter</b> – Y/N Yes	<b>Completion Due Date:</b> Ongoing	<b>Responsible Person:</b> Anne Paterson / Louise Connor
<b>Key Challenges and Actions to address the Challenges</b>		
<b>Business Outcome 21 - Our young people participate in post-16 learning, training or work</b> 1. Challenge – To increase the availability and uptake of foundation apprenticeships to support the workforce aspirations in Argyll and Bute’s proposed Rural Deal. Actions – a) Improving the model of foundation apprenticeships by widening availability and by developing local models for delivery to meet the needs of our more remote and rural communities.		
<b>Carried Forward From Previous Quarter</b> – Y/N No	<b>Completion Due Date:</b> Ongoing	<b>Responsible Person:</b> Anne Paterson

## Key Challenges and Actions to address the Challenges

### Business Outcome 32 - Our workforce is supported to realise its potential

2. Challenge - Recruitment across the Service.

Actions –

- b) All schools are requested to identify specific staffing requirements earlier as part of the annual staffing exercise.
- c) Discussions with UHI in relation to secondary PGDE to extend the scope of subject availability to meet the individual rural demands for Argyll and Bute.
- d) Early discussions with Argyll College in relation to qualifications for Early Years staff to meet the demand for the workforce for 1140 hours for 2020.
- e) The Educational Psychology Service supports trainee Educational Psychologists from Strathclyde University by providing high quality placements and promoting the attraction to work in a rural area.

**Carried Forward From Previous Quarter**

– Y/N

Yes

**Completion Due Date:**

Ongoing

**Responsible Person:**

Anne Paterson / Louise Connor