

ANGUS COUNCIL

MINUTE of MEETING of the **EDUCATION COMMITTEE** held in the Town and County Hall, Forfar on Tuesday 15 October 2002 at 4.00 pm.

Present: Councillors BRIAN MILNE, Provost Mrs FRANCES E DUNCAN OBE, Councillors JACK GIBB, STEWART McGLYNN, GLENNIS MIDDLETON, ROBERT MYLES, PETER NIELD, GEORGE NORRIE MBE, RON SCRIMGEOUR and SANDY WEST and Father JAMES FOLEY.

Apologies Apologies for absence were intimated on behalf of Councillors SHEENA WELSH, DAVID LUMGAIR and KITTY RITCHIE and Rev ALAN WEBSTER, Rev KENNETH GIBSON, Mr PETER ANDREWS and Mr BRIAN McHARDY.

Councillor MILNE, Convener, in the Chair.

1. MINUTES

(a) Previous Meeting

The [minute of meeting of this Committee of 27 August 2002](#) was approved as a correct record and signed by the Convener.

(b) Staffing Sub-Committee

The minute of meeting of the Staffing Sub-Committee of 30 September 2002, a copy of which is appended hereto, was submitted and noted ([APPENDIX I](#)).

(c) Angus Joint Negotiating Committee for Teachers

The minute of meeting of the Angus Joint Negotiating Committee for Teachers of 16 September 2002, a copy of which is appended hereto, was submitted and noted ([APPENDIX II](#)).

2. BEST VALUE SERVICE REVIEWS

(a) Primary Education Improvement Plan: Progress

With reference to Article 2 of the minute of meeting of this Committee of 21 August 2001, there was submitted [Report No 1193/02](#) by the Director of Education advising the Committee of progress being made in relation to the Primary Education Best Value Service Improvement Plan. The Report indicated that the Improvement Plan had detailed five areas in which particular improvements to performance could be made, namely expenditure in primary education; pupil attainment and performance; provision and appointment of staff; use of information and communication technology and primary school provision. The Report also set out in the Appendix the progress made in implementing the improvements in these areas.

The Report concluded that considerable effort had been made by primary Head Teachers and authority support staff in taking forward the recommendations for improvement which had been produced by the Best Value Service Review Group. The Director of Education had been encouraged to note the progress made to date and was confident that outstanding commitments would be addressed effectively in due course. Improvements in key areas of primary education in Angus had resulted from the Best Value exercise and a monitoring and implementation group would be established to maintain the momentum of the Review.

Having heard Councillor Glennis Middleton express concern regarding available methods of funding for primary school provision, the Committee agreed:-

- (i) to note the terms of the Report;
- (ii) to note the arrangements made to monitor progress in implementing the Best Value Improvement Plan;
- (iii) to note the progress made in implementing the improvements identified within the five sections of that Plan and described within the Appendix to the Report; and
- (iv) to ask the Director of Education to explore various methods of funding for new primary school provision in Forfar and Carnoustie and report back to this Committee in due course.

(b) School Crossing Patrollers

There was submitted [Report No 1194/02](#) by the Director of Education outlining the findings of the recently completed Best Value Service Review on School Crossing Patrollers and seeking the Committee's approval of the Improvement Plan proposed by the Review Team.

The Report advised that key findings of the Review indicated that the level of provision within Angus compared favourably with other authorities and that the adoption of criteria to determine whether or not a patroller was required had been effective. However, there were a number of specific areas where improvements could be made as highlighted in the Improvement Plan appended to the Report. These areas included giving consideration to the deployment of primary school assistants at some crossing points in order to address recruitment difficulties; review of lunch time cover at some crossing points and, in a small number of cases, the redeployment of patrollers to expedite the creation of walking buses. In addition, the careful monitoring of the age profile of patrollers should be carried out.

The Committee agreed:-

- (i) to note the terms of the Report;
- (ii) to note the contents of the full Best Value Service Review on School Crossing Patrollers, a copy of which had been placed in the Members' Lounge; and
- (iii) to approve the Best Value Service Improvement Plan, as detailed in the Appendix to the Report.

3. PERFORMANCE INFORMATION AND CELEBRATING SUCCESS

With reference to Article 6 of the minute of meeting of this Committee of 11 June 2002, there was submitted [Report No 1195/02](#) by the Director of Education drawing the Committee's attention to 5-14 Attainment Levels; recent school inspections; and a number of individual successes achieved by Angus schools, staff and pupils.

The Report illustrated, in tabular form, the rise in the 5-14 attainment in primary and secondary schools in Angus and compared the positive trend in Angus with national trends. The Report also analysed the follow-up to the HMIE inspections of five Angus schools in the period August 2001 to June 2002 and indicated that no further visits would be required by HMIE in connection with these Inspection Reports. In addition, the Report highlighted particular, noteworthy, successes of individual pupils and Angus Schools in various events for the period June to September 2002.

Having heard the local members, Councillors Glennis Middleton and Robert Myles congratulate Chapelpark and Lethnot Primary Schools, respectively on the results of the Inspection by HMIE, the Committee agreed to note the contents of the Report.

4. EDZELL AND STRACATHRO PRIMARY SCHOOLS

With reference to Article 9 of the minute of meeting of this Committee of 27 August 2002, there was submitted [Report No 1196/02](#) by the Director of Education providing feed-back to the Committee on a recent informal consultation exercise on a proposal to build a single replacement for the current school buildings of Edzell and Stracathro Primary Schools. The Report set out a number of options and sought a decision from the Committee on which of these options ought to be pursued.

Having heard the Convener on the results of the informal consultation process, the Committee agreed to affirm support for the continued existence of two separate schools serving Edzell and Stracathro and to instruct the Directors of Education, Finance and Property Services to make every effort to meet the requirements to build a new (four classroom) primary school in Edzell, and to report back with a firm recommendation to this Committee, just as soon as possible.

5. NEW OPPORTUNITIES FOR PHYSICAL EDUCATION AND SPORT

The Committee agreed to defer consideration of [Report No 1197/02](#) by the Director of Education.

6. “A TEACHING PROFESSION FOR THE 21ST CENTURY” - APPOINTMENT OF ADDITIONAL SECONDARY SCHOOL ASSISTANTS

With reference to Article 9 of the minute of meeting of this Committee of 21 August 2001, and Article 14 of the minute of meeting of the Personnel and Property Services Committee of 28 August 2001, there was submitted [Report No 1202/02](#) by the Director of Education seeking the approval of the Committee for the appointment of additional non-teacher staffing in all Angus secondary schools in accordance with the Tripartite Agreement “A Teaching Profession for the 21st Century”.

The Report indicated that those additional posts previously approved by the Committee had been established and were proving to be of an immense benefit to children and young people in Angus schools. In light of this, the Consultative Staff Group had recommended that the Council should establish a number of new non-teaching posts in its secondary schools which would be designed to relieve secondary school teachers of administrative and clerical duties. The Report detailed, in paragraph 3, proposals for further enhancement of non-teaching staff and set out in the Appendices a proposed job outline for secondary school assistants and a list of non-teaching tasks.

The Committee agreed:-

- (i) to note the additional funding available in financial year 2002/2003 to provide additional support staff for schools and the likelihood of a higher level of funding being available in 2003/2004 and beyond;
- (ii) to endorse, for its interest, proposals contained within the Report to allocate additional funding in the current financial year to enable the creation of 20 new posts of Secondary School Assistant (Grade GS1/2 - 25 hours per week term time only) allocated as follows:-
 - two posts to each of Arbroath Academy, Brechin High School, Carnoustie High School and Webster’s High School;
 - three posts to each of Arbroath High School, Forfar Academy, Monifieth High School and Montrose Academy;
- (iii) to note, for its interest, proposals to re-designate the post of Auxiliary in secondary schools to Secondary School Assistant, Grade GS1/2;

- (iv) to conserve any current Auxiliary on her/his current hours, should she/he not wish to amend current weekly working hours to 25 per week, but approve a working week of 25 hours for new recruits; and
- (v) to note the recent intimation of additional funding from the Scottish Executive to take forward in 2002/2003 some of the recommendations of the National Discipline Task Group, and the possibility that some of that funding might be recommended to Committee as being available to further augment the proposed staffing allocations outlined in the Report.

7. DISCIPLINE TASK GROUP: ALLOCATION OF FUNDING FOR IMPLEMENTATION

With reference to Article 6 above and Article 5 of the minute of meeting of this Committee of 22 January 2002, there was submitted [Report No 1198/02](#) by the Director of Education seeking the Committee's approval to allocate additional expenditure amounting to £217,196 for 2002/2003 which had been announced by the Scottish Executive in a letter dated 30 August 2002. The letter had specified that the additional monies were to be used, in 2002/2003, to address two recommendations by the Discipline Task Group in relation to the provision of auxiliary support to assist with the care and welfare of children and the provision of a Home School Links Worker in secondary schools and primary clusters.

The Report indicated that, given the lateness in the financial year of the announcement, it would be impossible to incur all the available expenditure and additional staff costs in the current financial year. In these circumstances it was proposed that some additional staff be recruited on a permanent basis and that property improvements be made to some secondary schools to create pupil support bases. Accordingly, the Report recommended the appointment of an addition 16 Secondary School Assistants, the establishment of two additional posts of School and Family Support Worker; and the creation of additional support bases in up to three further secondary schools.

The Committee agreed:-

- (i) to note the terms of the Scottish Executive's letter of 30 August 2002, a copy of which was appended to the Report; and
- (ii) to approve the proposals to recruit some additional staff and undertake property improvements as detailed in paragraphs 4 and 5 of the Report.

8. POSITIVE BEHAVIOUR MANAGEMENT

With reference to Article 5 of the minute of meeting of this Committee of 22 January 2002, there was submitted [Report No 1199/02](#) by the Director of Education reminding the Committee that a staff working group had been established to progress the implementation of the recommendations of the Discipline Task Group Report "Better Behaviour - Better Learning" and seeking the Committee's approval for guidelines for schools proposed by the group.

The Committee agreed:-

- (i) to endorse, in principle, the guidelines for schools on Positive Behaviour Management which had been developed by a staff working group, copies of which had been placed in the Members' Lounge;
- (ii) to note that the guidelines were intended to ensure that all the Council's schools systematically addressed recommendations 6, 7, 9, 11, 13 and 14 of the national Discipline Task Group, published in the Group's Report Better Behaviour - Better Learning;
- (iii) to approve a number of "Key Principles" (Section 1 of the proposed guidelines for schools) as set out in Appendix 1 to the Report;
- (iv) to approve the policy statement on Dress Code (Section 6 of the proposed guidelines for schools) set out in Appendix 2 to the Report;

- (v) to approve the specific guidance on “Levels of Intervention Expected from Staff” (Section 7 of the proposed guidelines for schools) as set out in Appendix 3 to the Report; and
- (vi) to note that dialogue was continuing on these matters with teacher representatives on the JNCT, specifically with a view to developing guidance to schools on “Readmission Procedures on Return to School from Temporary Exclusion”.

9. RACE RELATIONS (AMENDMENT) ACT 2000

There was submitted [Report No 1200/02](#) by the Director of Education bringing the Committee’s attention to a summary of the new duties placed upon the Council as a result of the Race Relations (Amendment) Act 2000 and proposals to address these new duties.

The Report indicated that, in terms of the 2002 Act, education authorities had to comply with a new range of duties, summarised in the Report, before 30 November 2002. In particular, a statement promoting race equality had to be prepared and there was set out in the Appendix a draft Race Equality Policy for Angus, Race Equality Guidelines and sample Incident Reports (for staff and pupils) which had been issued to schools for consultation.

The Committee agreed:-

- (i) to note the terms of the Report;
- (ii) to endorse the consultation exercise with school staff on the draft policy and guidelines documentation appended to the Report; and
- (iii) to instruct the Director of Education to report back on the outcome of the consultation exercise.

10. CENTRAL GRANTS TO NATIONAL ORGANISATIONS AND OTHER OUTSIDE BODIES

With reference to Article 3 of the minute of meeting of the Policy and Resources Committee of 7 May 1996, there was submitted [Report No 1201/02](#) by the Director of Education recommending the award of grant, above the level of £500, to a national organisation.

The Committee agreed to approve the award of a grant totalling £2,000 to “Parent to Parent” as detailed in the Appendix to the Report.

11. EXCLUSION OF PUBLIC AND PRESS

The Committee resolved, in terms of Standing Order 27(2), that the public and press be excluded from the meeting during consideration of the following items so as to avoid the disclosure of information which was exempt in terms of Part 1 of Schedule 7A to the Local Government (Scotland) Act 1973 paragraphs 1, 6, 8 and 9.

12. PROPOSED INTEGRATION OF CHILDCARE PARTNERSHIP STAFF WITHIN THE EDUCATION DEPARTMENT

There was submitted [Report No 1203/02](#) by the Director of Education bringing to the attention of the Committee a proposal to integrate and enhance early years planning, information and support services.

The Report indicated that new responsibilities had been placed upon the local authority by the Scottish Executive following a review of the present support structure for pre-school services, childcare and out of school services for children and families. The revised structure, proposed in paragraph 3 of the Report, would provide significant benefits for service users and providers, would be cost effective and would ensure an integrated approach to service delivery. It would also provide a more systematic administrative and clerical support team charged with a broadened remit for education and care from 0-14.

The Committee agreed:-

- (i) to note the contents of the Report; and
- (ii) to approve the terms of the proposals as set out in paragraph 3 of the Report.

13. SECONDARY SCHOOLS: TRACKING PUPIL PROGRESS

There was submitted [Report No 1204/02](#) by the Director of Education outlining a proposal to purchase PPMS software from Pisis Ltd for all eight Angus Secondary schools with phased implementation in order to ensure a consistent, effective and efficient approach to tracking pupil progress.

The Committee for its interest, agreed to approve, in accordance with Financial Regulation 16.1(3)(d), the purchase of PPMS software from Pisis Ltd.