

## ANGUS COUNCIL

EDUCATION COMMITTEE - 7 MARCH 2000  
PERSONNEL AND PROPERTY SERVICES COMMITTEE - 14 MARCH 2000

THE EXCELLENCE FUND FOR SCHOOLS  
ESTABLISHMENT OF ADDITIONAL NON-TEACHING POSTS IN SECONDARY SCHOOLS

## JOINT REPORT BY THE DIRECTORS OF EDUCATION AND PERSONNEL

**ABSTRACT**

This report recommends the appointment of additional Library Assistants and School Technicians to all Angus secondary schools.

**1 RECOMMENDATIONS**

- 1.1 It is recommended that the Education Committee notes and approves the contents of this report for its interest.
- 1.2 It is recommended that the Personnel and Property Services Committee agrees to the establishment of
- a one post of Library Resource Centre Assistant (25 hours per week term-time only), Grade GS1/2
  - b one additional post of School Technician (25 hours per week), Technical Grade 1

in each of the 8 Angus secondary schools.

**2 BACKGROUND**

- 2.1 The Excellence Fund has now been operating for almost a full financial year and has brought significant additional investment to all schools in Angus. (Education Committee 26 January 1999 - Articles 7a) and 7b) refer)
- 2.2 The funding available in 2000/2001 from the Excellence Fund represents a substantial increase from the 1999/2000 expenditure levels.
- 2.3 There are two core programmes within the Excellence Fund which would benefit from additional staffing resources - Study Support and the National Grid for Learning.

**3 STUDY SUPPORT**

- 3.1 The government's objective is "to ensure that study support (out of school hours learning) activities are available in all secondary schools."
- 3.2 Secondary schools in Angus had little experience of extensive schemes of study support prior to session 1999/2000 and it is very much to the credit of staff that a good range of activities has been established in all schools in a short time.
- 3.3 The enhancement of study support has come at the same time as the increased availability of computer equipment for pupils in all schools, together with a growing awareness of the potential of combining traditional library facilities with access to ICT.

- 3.4 Many study support activities rely on the availability of modern library facilities (including ICT) and there has been an encouraging response from pupils when they have been given greater opportunities to take responsibility for their own learning through easier access to these facilities. The name given to the School Library is also changing - to "Library Resource Centre" - to reflect more accurately the nature of this facility.
- 3.5 Each Angus secondary school now has one post of School Librarian within its staffing establishment (Education Committee - 24 November 1998) and there would be much merit in augmenting this resource within each school library by the appointment of an additional member of staff - a Library Assistant for 5 hours each day during term time.
- 3.6 The normal working hours of the proposed Library Assistant would cover the lunch period and the 60/90 minute period at the end of each school day - times when study support schemes are likely to be operating within each school's Library Resource Centre.

#### **4 NATIONAL GRID FOR LEARNING**

- 4.1 The government's objective is to support local authorities in establishing the National Grid for Learning.
- 4.2 The speed with which ICT is becoming part and parcel of the everyday school experience of our children and young people is bewildering - and once again tribute should be paid to the sterling efforts of staff who are making this happen.
- 4.3 The rapid expansion of ICT is leading to increasing pressure on schools to ensure that routine procedures relating to software and hardware are undertaken timeously. Much of the more sophisticated maintenance agenda is being undertaken by the recently created Education ICT Team (Education Committee - 8 June 1999), but there is a need for some additional technician support in each secondary school.
- 4.4 At present the Technician service in secondary schools covers a range of support to different practical subjects - Science, Technical, Home Economics, ICT, etc. It is envisaged that this situation should be maintained but with the support of one additional part-time School Technician for 25 hours per week being available to each secondary school.

#### **5 FINANCIAL IMPLICATIONS**

- 5.1 Funding available from the Excellence Fund has increased from £161,199 in 1999/2000 to £229,217 in 2000/2001 for Study Support and from £171,360 in 1999/2000 to £191,007 for the revenue element of the National Grid for Learning. The Improvement Plans submitted anticipate virement from the Study Support programme into the National Grid for Learning programme in order to ensure that the total additional cost of £85,000 for these additional posts is accurately allocated between these programmes in 2000/2001. A further uplift in funding for 2001/2002 has already been notified by SEED.
- 5.2 The additional cost of each of the above proposals is expected to be

8 Library Resource Assistants	(£38,000 in 2000/2001,	£61,000 full year)
8 School Technicians	(£47,000 in 2000/2001,	£76,000 full year).

- 5.3 The Improvement Plans submitted as part of the Excellence Fund assume that the additional funding now available from the Excellence Fund will fully fund the creation of these additional posts.

#### **6 CONSULTATION**

- 6.1 In accordance with the Standing Orders of the Council, this report has been the subject of consultation with the Chief Executive, the Director of Finance and the Director of Law & Administration.

- 6.2 This report has also been the subject of consultation with the Director of IT and the Acting Director of Cultural Services.
- 6.3 All eight secondary head teachers have expressed wholehearted support for the proposals contained within this report.
- 6.4 Consultation with appropriate Trade Unions has also taken place in accordance with agreed procedures.

Jim Anderson  
Director of Education

Janice Torbet  
Director of Personnel

**NOTE:** No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above report.

JAA/RB/CJ

