

Motherwell, 17 September 2019 at 2 pm.

A Meeting of the **EDUCATION AND FAMILIES COMMITTEE**

PRESENT

Councillor McNally, Convener; Councillor Quigley, Vice-Convener; Councillors J. Ashraf, Barclay, Burgess, Burrows, Campbell, Carragher, C. Johnston, T. Johnston, Jones, Kelly, Larson, Lennon, Logue, Magowan, Masterton, McManus, McPake, H. McVey, Shevlin, Stephen, Stocks, Woods; Mr. W. Cunningham; and Mr. D. Hannan, Religious Representatives, and Ms. L. McBride and Mr. I. Scott, Teacher Representatives.

ALSO PRESENT

In accordance with Standing Order 64(A), Councillor Douglas attended as a substitute for Councillor Cameron, and Councillor Roarty attended as a substitute for Councillor Feeney.

CHAIR

Councillor McNally (Convener) presided.

IN ATTENDANCE

The Executive Director (Education and Families); Head of Children, Families and Justice Social Work Services; Head of Education (Central); Head of Education (North); Head of Education (South); Head of Asset and Procurement Strategy; Head of Communities; Business Finance Manager; Property Manager (Estates Development); Principal Psychologist, and Democratic Services Manager.

APOLOGIES

Councillors Bonnar, Cameron, S. Coyle, Feeney, Fisher, Goldsack, Graham, Kerr, Linden, A. McVey, Reddin, Wilson, and Rev. P. J. O'Maoil Mheana.

DECLARATIONS OF INTEREST IN TERMS OF THE ETHICAL STANDARDS IN PUBLIC LIFE ETC. (SCOTLAND) ACT 2000

1. Declarations of interest were received from Members, details of which are set out below, and the Members concerned did not participate in the consideration of the matter identified:-

Councillors Burgess, Douglas, McNally and Roarty, in respect of paragraph 4, of an interest by virtue of being Directors of Culture and Leisure NL Limited.

1140 HOURS EARLY LEARNING AND CHILDCARE EXPANSION PROGRAMME

2. With reference to paragraph 2 of the Minute of the meeting of this Committee held on 21 May 2019 when, *inter alia*, the Committee had decided to continue consideration of a report by the Head of Education (Central), which provided a focus on the required provisions of staffing to support the delivery of the 1140 Hours Early Learning and Childcare Expansion Programme in North Lanarkshire, to this meeting of the Committee to allow greater discussion on the report with partners, there was submitted a report by the Head of Education (Central) (1) providing an update on developments on the planned delivery of the Programme, including details of (a) the capital programme of development relating to the expansion; (b) the workforce development programme for Council establishments, and (c) the procurement process for funded providers, and (2) setting out information on phasing in the Programme in 2019/20.

The Head of Education (Central) provided a presentation on Early Learning and Childcare in North Lanarkshire and a demonstration of the Early Learning and Childcare website.

Decided:

- (1) that the proposed workforce strategy to meet the requirements of the 1140 Hours Early Learning and Childcare Expansion Programme, as outlined in the report, be approved;
- (2) that it be noted that the design and build development agreement with HubCo for the design and construction of nine new Family Learning Centres, as outlined in the report, would be on terms to be agreed with the Head of Legal and Democratic Solutions, subject to those terms representing Best Value;
- (3) that the progress with the Interim Procurement Framework to support delivery of 1140 hours of early learning and childcare, as outlined in the report, be noted, and
- (4) that the approach to phasing in 1140 hours of early learning and childcare in 2019/20, as outlined in the report, be noted.

The Convener exercised his discretion to vary the order of business as hereinafter minuted.

SCHOOLS AND CENTRES MODERNISATION PROGRAMME

3. There was submitted a report by the Head of Asset and Procurement Solutions (1) providing (a) in Appendices 1 and 2 to the report, an update on the status of the projects in the current Schools and Centres Modernisation Programme; (b) in Appendix 3 to the report, progress against agreed key performance targets for projects under construction, and (c) in Appendix 4 to the report, an indication of some of the important milestones in the delivery of a new school/campus facility; (2) advising of the recent handover of Cumbernauld Academy, St. Edwards Primary School/Tollbrae Primary School Campus, and Hilltop Primary School for pupil occupation; (3) intimating that, in relation to the Council's shared ambition to develop integrated community hubs/campuses, with funds from the Community Investment Fund, work was currently being undertaken to develop a strategy, including a prioritisation matrix, to outline the approach to delivery of the Community Hub Programme, and that a report thereon would be submitted to a future meeting of the Policy and Strategy Committee, and (4) intimating that the Executive Director (Education and Families) was currently reviewing how the associated leadership model would operate in a new Community Hub Programme.

Decided:

- (1) that the position of each of the projects in the Schools and Centres Modernisation Programme, and the recent handover of Cumbernauld Academy, St. Edward's Primary School/Tollbrae Primary School Campus, and Hilltop Primary School for pupil occupation, as outlined in the report, be noted;
- (2) that it be noted that a report on the strategy, including a prioritisation matrix, to outline the approach to delivery of the Community Hub Programme would be submitted to a future meeting of the Policy and Strategy Committee, and
- (3) that it be noted that the Executive Director (Education and Families) was currently reviewing how the associated leadership model would operate in the new Community Hub Programme.

Councillors Burgess, Douglas, McNally and Roarty, by virtue of being Directors of Culture and Leisure NL Limited, having each declared an interest in the matter prior to consideration of the following item of business, did not participate in the consideration of the matter.

Thereon, Councillor McNally demitted the Chair and Councillor Quigley assumed the Chair for the following item of business.

CONTRACTS AWARDED BELOW COMMITTEE APPROVAL THRESHOLD FOR THE PERIOD FROM 1 APRIL TO 30 JUNE 2019

4. There was submitted a report by the Head of Asset and Procurement Solutions providing, in the Appendix to the report, details of contracts with a value in excess of £50,000 but less than £500,000 for supplies and services which had been awarded by him in accordance with the Council's General Contract Standing Orders, during the period from 1 April to 30 June 2019.

Decided: that the report be noted.

Councillor McNally resumed the Chair.

ADDITIONAL SUPPORT NEEDS REVIEW

5. There was submitted a report by the Executive Director (Education and Families) (1) advising that an Additional Support Needs Member/Officer Review Group had been established to oversee a comprehensive review of policy, practice and provision across North Lanarkshire in meeting the additional support needs (ASN) of children and young people; (2) intimating (a) that the review involved a programme of significant stakeholder engagement, and (b) that the Review Group had looked at (A) the deployment of resources, including staffing and finance, and (B) the suitability and condition of the ASN estate, which was to be upgraded with funds from the Community Investment Fund, prior to developing a new model of service delivery linked to the future development of community hub proposals; (3) informing that a 12 point plan to improve ASN systems had been developed under three headings, those being:- (a) Improving Practice; (b) Empowering Staff, and (c) Managing Resources; (4) stating that the plan, which was based on legislation and national guidance in relation to "Getting It Right for Every Child", provided a blueprint for the revised set of services which would create significant improvements in how young people's needs were met, and (5) setting out, in Appendix 1 to the report, the key recommendations and implementation plan which were embedded in the summary report on the ASN review.

The Executive Director (Education and Families) provided a presentation on the findings and recommendations of the ASN review. He advised the Committee that recommendation 5 of the report should also acknowledge and recognise the work of the ASN Member/Officer Review Group, which would likewise be now incorporated within the remit of the Education and Families Committee.

The Convener thanked all the Elected Members and Officers who were involved in the review and the Workstream Groups.

Decided:

- (1) that the report on the review of ASN provision in North Lanarkshire be noted;
- (2) that the 12 recommendations for implementation, as outlined in the report, be approved;
- (3) that the agreed policy updates agreed by the Joint Negotiating Committee for Teaching Staff, at its meeting on 4 June 2019, be noted;
- (4) that it be noted that a report on progress would be submitted to a future meeting of the Committee, and

- (5) that the work of the ASN Member/Officer Review Group and the Improving Relationships Task Group, the outcomes of which would be incorporated within the remit of the Education and Families Committee, be acknowledged and recognised.

REMIT FROM THE POLICY AND STRATEGY COMMITTEE - NORTH LANARKSHIRE LOCAL CHILD POVERTY ACTION REPORT

6. In terms of a remit from the Policy and Strategy Committee, at its meeting held on 6 June, when that Committee, following consideration of a report by the Head of Communities on the North Lanarkshire Local Child Poverty Action Report, had (1) approved the Local Child Poverty Action Report prior to it being submitted to the Scottish Government, and (2) remitted the report by the Head of Communities to this Committee for its interest, there was submitted the said report.

Decided: that the report be noted.

PROPOSAL FOR A STATUTORY CONSULTATION ON THE RELOCATION OF WILLOWBANK SCHOOL

7. There was submitted a report by the Head of Education (Central) (1) advising that Willowbank School was a denominational, co-educational secondary school for pupils with emotional and behavioural additional support needs, which operated over two campuses, one of which was in Coatbridge and the other in Bellshill; (2) intimating that both campuses were no longer fit for purpose; (3) outlining a proposal for a statutory public consultation on the relocation of pupils currently enrolled at Willowbank School to a more fit for purpose facility within St. Margaret's High School Campus, Airdrie, with effect from April 2020; (4) attaching, as an Appendix to the report, the draft consultation document, and (5) recommending that the Committee (a) adopt, for consultation, the proposal contained in the draft consultation document; (b) approve the issue of the consultation document, and (c) agree that all statutory consultees and interested parties be invited to make representations on the proposal no later than 7 November 2019.

Thereon, the Head of Education (Central) advised the Committee that the timeline for phase 2 of the consultation, as set out in the draft consultation document, had been updated since the publication of the agenda in light of recent information received from Education Scotland.

Decided:

- (1) that the draft consultation document, appended as an Appendix to the report, and amended to include the updated consultation timeline, be approved, and the following proposal be adopted for consultation:- That the pupils currently enrolled at Willowbank School be relocated to a more fit for purpose education facility within St. Margaret's High School Campus, Airdrie, with effect from April 2020;
- (2) that the consultation document be made available to all statutory consultees and interested parties;
- (3) that all statutory consultees and interested parties be invited to return consultation forms to Education and Families, Willowbank School Consultation, Municipal Buildings, Kildonan Street, Coatbridge, no later than 7 November 2019, and
- (4) that a report summarising the responses to the consultation be submitted to a future meeting of the Committee.

Prior to consideration of the following item of business, the Convener orally advised that, although the report by the Executive Director (Education and Families) was titled as a submission to the

Member/Officer Working Group: Additional Support Needs, the report was submitted to the Education and Families Committee for consideration, and that the recommendations contained therein were addressed to the Committee.

ACCESSIBILITY STRATEGY 2019 TO 2022

8. There was submitted a report by the Executive Director (Education and Families) (1) advising that, in terms of the Education (Disability Strategies and Pupils Educational Records) (Scotland) Act 2002, the Council was required to prepare and implement long term accessibility strategies to improve access to education for pupils and prospective pupils with disabilities; (2) intimating that the Act was intended to ensure (a) that long term strategic planning was carried out across nursery and school education in Scotland to improve access for all pupils with disabilities, and (b) that responsible bodies could meet their duties under the Equality Act 2010, and (3) providing details therein of the Council's Accessibility Strategy and Action Plan for the period from August 2019 to August 2022.

Decided:

- (1) that the Council's Accessibility Strategy and Action Plan for the period from August 2019 to August 2022, as detailed in the report, be approved, and
- (2) that the report be otherwise noted.

INNOVATION AND IMPROVEMENT HUB

9. There was submitted a report by the Head of Education (South) (1) presenting a plan for a new Innovation and Improvement Hub which would build upon the success of initial research which had been conducted within the Council's Scottish Attainment Challenge Programme; (2) advising that the Innovation and Improvement Hub would provide a research framework, which would utilise a mix of research methods, approaches and tools, to support and empower practitioners and leaders across the Service; (3) proposing a scoping exercise to explore the most effective way to build and pilot the Innovation and Improvement Hub, with a view to launching the Hub with effect from August 2020, and (4) indicating that the proposed scoping exercise would be in line with the Council's DigitalINL Transformation Programme.

Decided:

- (1) that the plan for developing the Innovation and Improvement Hub, as outlined in the report, be approved, and
- (2) that the report be otherwise noted.

VIRTUAL SCHOOL

10. There was submitted a report by the Head of Children, Families and Justice Social Work (1) providing an update on the progress and development of the new Virtual School model within North Lanarkshire; (2) highlighting the work which had been undertaken in the last six months to develop a greater understanding of how best to enhance the educational attainment of Looked After and Care Experienced Children and Young People (LACE CYP) and the early actions and interventions undertaken; (3) advising that the Virtual School, which was supported through specifically targeted Scottish Attainment Challenge funding, provided a unique opportunity to establish a model of support and challenge for the Service to ensure that it was getting it right for all LACE CYP in North Lanarkshire through improving educational experience and attainment, thereby leading to enhanced life opportunities and outcomes; (4) intimating that the aim of the initiative was to add value to existing provision through improvements in education planning and in the co-ordination, efficacy and targeting

of existing resources for LACE CYP; (5) indicating (a) that, in addition, the Virtual School Team would develop new programmes of support and facilitate tailored individual and family/carer support, where this was identified, to meet the requirements of the assessment and planning processes, and (b) that this would be reflected in a detailed implementation plan and evaluation framework which would be submitted to a future meeting of the Committee, and (6) outlining the details of the next steps for the further development of the Virtual School.

Decided:

- (1) that the next steps for the further development of the Virtual School, as set out in Section 2.10 of the report, be approved;
- (2) that it be noted that a further report on a detailed implementation plan and evaluation framework for the initiative would be submitted to a future meeting of the Committee, and
- (3) that the report be otherwise noted.

MENTAL HEALTH, WELLBEING AND RESILIENCE DELIVERY PLAN

11. There was submitted a report by the Head of Education (Central) (1) presenting, in the Appendix to the report, a Mental Health, Wellbeing and Resilience Delivery Plan for the Education and Families Service; (2) advising that the Delivery Plan comprised four key strands, those being (a) Nurturing and Resilience; (b) Promoting Positive Mental Health and Suicide Prevention; (c) Mental Health Curriculum, and (d) Staff Wellbeing: Promoting Positive Mental Health and Emotional Resilience; (3) intimating that it was considered that positive mental health required key building blocks in all of these workstreams to provide children in North Lanarkshire with nurturing supports that build resilience, early and targeted intervention to deal with mental health issues that may arise, and a positive curriculum around mental health issues which would be delivered by staff who were well supported and able to deal with the emotional demands of this work, and (4) indicating that the Delivery Plan fitted within, and supported, the delivery of the strategic framework of partnership planning for children and young people services, including the delivery of the Lanarkshire Mental Health Strategy.

Arising out of discussion on the development of the Plan, it was suggested that the Head of Education (Central) provide Members of the Committee with an update on the work undertaken by the Service with Child and Adolescent Mental Health Services Lanarkshire.

Decided:

- (1) that the Mental Health, Wellbeing and Resilience Delivery Plan for the Education and Families Service, as set out in the Appendix to the report, be approved;
- (2) that the Head of Education (Central) circulate to the Members of the Committee an update on the work undertaken by the Service with Child and Adolescent Mental Health Services Lanarkshire, and
- (3) that the report be otherwise noted.

ANNUAL BAD DEBT WRITE OFF EXERCISE

12. There was submitted a report by the Executive Director (Education and Families) (1) summarising outstanding debtor accounts relating to the Education and Families Service which were deemed to be uncollectable; (2) indicating that, in conjunction with the Corporate Debt Recovery Team, every effort had been made to recover unpaid debts; (3) advising that he, in association with the Head of Financial Solutions, and in terms of delegated powers, had written off a number of debts owed to the Education

and Families Service of under £500 in value and amounting, in total, to £8,917.58, and (4) proposing that an individual debt of £600 in value be written off.

Decided:

- (1) that it be noted that the Executive Director (Education and Families), in association with the Head of Financial Solutions, in terms of delegated powers, had written off debts under £500 in value and which amounted, in total, to £8,917.58;
- (2) that the write off of an individual debt of £600 in value be approved, and
- (3) that the report be remitted to the Finance and Resources Committee for consideration.

REVENUE BUDGET MONITORING REPORT - 1 APRIL TO 16 AUGUST 2019

13. There was submitted a report by the Executive Director (Education and Families) (1) providing a summary of the financial performance of the Education and Families Service for the period from 1 April to 16 August 2019; (2) outlining details of the provisional outturn as at 31 March 2020, with major outturn variances highlighted and explained; (3) indicating that the Service had a net revenue budget of £414.858m, and that it was anticipated that there would be an overspend of £0.977m for the financial year; (4) advising that the budget now incorporated activity in respect of Justice and Children's Services which were previously part of the Social Work Service; (5) intimating that the budget also incorporated £8.477m of savings which had previously been approved by the Council, and that it was anticipated that £7.305m of those savings would be achieved by the financial year end, and (6) attaching, as Appendices 1 to 5 to the report, a number of documents supporting the information contained within the narrative of the report.

Decided: that the report be noted.

SEMINAR - ADDITIONAL SUPPORT FOR LEARNING IN SCOTLAND - NEXT STEPS FOR IMPROVING PROVISION

14. There was submitted a report by the Head of Legal and Democratic Solutions (1) advising that an invitation had been received from Scotland Policy Conferences for Members to attend a seminar entitled "Additional Support for Learning in Scotland – Next Steps for Improving Provision"; (2) advising that the seminar would examine key issues for additional support for learning in Scotland, and (3) recommending that one Member of the Council's Additional Support Needs Member/Officer Review Group be authorised to attend the seminar.

Decided: that one Member of the Council's Additional Support Needs Member/Officer Review Group be authorised to attend the seminar.