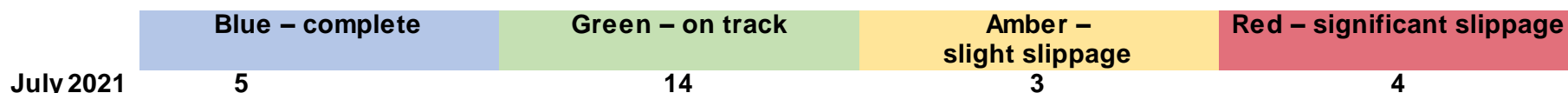




EDUCATION, COMMUNITIES AND ORGANISATIONAL DEVELOPMENT 2019/22 - PROGRESS REPORT

The information provided on the following pages shows the progress made in the delivery of the ECOD CDIP improvement actions in year 2. The status shown is at July 2021 due to the Improvement Plans being rolled forward by several months in response to Covid-19. The status of the improvement actions as at the beginning of July 2021 is summarised below:



Corporate Improvement Actions status as at July 2021

These improvement actions have implications for the whole Council or more than one Directorate

Corporate Improvement Actions 2020/21						
	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021	Corporate Plan priority
1.	<u>Child Poverty</u> To reduce child poverty locally and work towards the achievement of national targets The Child Poverty Action Group will agree priorities for the area and the Local Action Report for 2019/20 will be the framework to develop these local priorities (food insecurity, employment and digital insecurity) in line with the national priorities.	Local and national data will be analysed to evidence local impact on child poverty and on the national targets. All partner (CPAG) activity and data linked to child poverty is held centrally to enable partners to measure progress against the national child poverty targets. Monitor and review the projects in the Child Poverty Action Report.		Green – on track	At its meeting on 25 May 2021. The Policy and Resources Committee approved an £80,000 increase in the Anti-poverty budget taking it to £1.08million. The Committee also agreed a series of proposals aimed at tackling poverty, including a 0.6 dedicated team leader with responsibility for the day to day implementation, management and monitoring of day to day interventions. The Inverclyde Child Poverty Local Action Report for year 3 has been developed.	OP1 , OP4 OP5. OP6
2.	<u>Children's Services Plan Update</u>					OP5, OP6 OP9, OP10

EDUCATION, COMMUNITIES AND ORGANISATIONAL DEVELOPMENT 2019/22 - PROGRESS REPORT

Corporate Improvement Actions 2020/21


	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021	Corporate Plan priority
	A refreshed Children's Services Plan (CSP) is submitted in accordance with the new timescale once announced by the Scottish Government.	<p>Cross-service working will allow alignment of Children's Services Partnership work with review of GIRFEC Pathway Model to ensure consistency across partner agencies.</p> <p>Review of priorities and performance measures.</p> <p>Refresh the Strategic Needs Assessment.</p> <p>Delivery of identified CSP outcomes by CS Partnership sub-groups. Priority Leads and sub-group Chairs will meet regularly to co-ordinate and monitor progress. Meetings were suspended during Covid-19 but will reconvene.</p>		Blue – complete	The Children's Services Plan for 2020-23 has been developed and the four strategic priorities agreed. The Plan has been submitted to the Scottish Government and was considered by the Alliance Board at its meeting on 14 June 2021.	
3.	<p><u>Review of the Inverclyde GIRFEC model</u></p> <p>Evidence of quality planning both at single agency level and interagency with timely support being given to children and families to improve outcomes.</p> <p>Multi-agency workforce confidence in development of Inverclyde's GIRFEC Model will continue to improve and develop</p>	<p>Multi-agency review of GIRFEC Pathway model takes account of changing education and HSCP landscape in terms of direct funding, support for mental health wellbeing of children and young people.</p> <p>GIFEC Pathway Model to align with restructure of both Children's Services Partnership and implementation of Locality ASN Forum.</p>	●	Red – significant slippage	This work stream continues to be on hold due to Covid-19. It is important to note that a strong GIRFEC practice remains in place, however it has not been possible to conduct a review as originally planned due to the circumstances out with the control of the service.	OP2, OP5, OP6, OP9, OP10

EDUCATION, COMMUNITIES AND ORGANISATIONAL DEVELOPMENT 2019/22 - PROGRESS REPORT

Corporate Improvement Actions 2020/21


	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021	Corporate Plan priority
	<p>Consistency of approach by all partners to using GIRFEC Pathways for development and implementation of plans for vulnerable children and families.</p> <p>Education service's procedures for school review to include the quality assurance of GIRFEC policy and procedures including:</p> <ul style="list-style-type: none"> Wellbeing Assessments; Child's Plans; Chronologies; and TAC meetings. Data analysis of outcomes and impact included in process. <p>QA procedures linked directly to compilation of Strategic Needs Analysis for Children's Services Planning.</p>	<p>Identification of training needs will identify multi-agency approach to build capacity across partner services.</p> <p>Implementation of cross-service quality assurance procedures to be led by Children's Services Performance Management sub-group.</p> <p>Implementation of CSP sub-groups to develop improved outcomes for LAC/CE children and Young People.</p> <p>Education's QA processes to reflect changes in Education Scotland model.</p> <p>Alignment with Children Services Performance Management sub-group will ensure consistency across all partner agencies.</p>				
4.	<p><u>Volunteering Strategy</u></p> <p>The quality and quantity of volunteering opportunities is increased.</p> <p>The number of people participating in volunteering is increased.</p>	<p>Carry out survey of volunteering across the directorate and CLD partnership to inform refreshed volunteer action plan by June 2020</p>	●	Red – significant slippage	<p>'Inverclyde Volunteers', is being co-produced by volunteers involving orgs (VIOs) across Inverclyde. 3 work streams: volunteer consultation; volunteer charter and the strategy are being progressed.</p>	OP1, OP2

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Corporate Improvement Actions 2020/21						
	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021	Corporate Plan priority
	Participation inequalities are addressed	<p>QA systems used to measure quality of volunteer placements.</p> <p>A partner/staff and community consultation carried out to inform the plan</p> <p>Self -evaluation carried out to identify key strengths and areas for improvement</p> <p>Review draft Action Plan following the consultation event. Refreshed Action Plan by end June 2021</p> <p>Impact assessment carried out by Sept 2021</p> <p>Volunteer Pathways developed by March 2022.</p> <p>Development and delivery of a range of leadership and volunteering opportunities.</p>			<p>Strategy development events/meeting carried out from April 2021. 3 Working Groups have been set up:</p> <ol style="list-style-type: none"> 1. Volunteer Survey 2. Volunteer Strategy 3. Volunteer Charter <p>The delivery timescales have been revised.</p> <ul style="list-style-type: none"> • Volunteering strategy, charter in place, September 2021 • Partnership action plans developed, Dec 2021 	
5.	<p><u>Community Empowerment Act</u></p> <p>The Council and its partners can demonstrate that it is effectively delivering on the statutory</p>	Develop appropriate, local responses to Scottish Government guidance.		Green – on track	A model for the implementation of locality planning in Inverclyde is in place, consisting of a Locality Planning Group (LPG) and a Communications and Engagement	<p>OP1</p> <p>OP2</p> <p>OP3</p> <p>OP4</p> <p>OP5</p> <p>OP6</p>

EDUCATION, COMMUNITIES AND ORGANISATIONAL DEVELOPMENT 2019/22 - PROGRESS REPORT


Corporate Improvement Actions 2020/21

	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021	Corporate Plan priority
	<p>requirements of the Community Empowerment (S) Act 2015</p> <p>The issues that matter most to each locality are identified and community planning partners and the community work together to tackle them.</p> <p>Locality Planning Groups are established in each of the 6 localities to enable service planning at a local level and to implement Locality Action Plans.</p> <p>The Alliance is investing in building the capacity of communities</p> <p>Robust and comprehensive community involvement and engagement takes place in each of the 6 localities.</p> <p>Communities can influence how budgets can be used to address local priorities.</p>	<p>Continue to gather data from partners around the three localities.</p> <p>Pilot the establishment of a Locality Planning Group in Port Glasgow and then roll out to the remaining 5 localities.</p> <p>Establish a Communications and Engagement Group in each of the 6 localities.</p> <p>Implementation of the revised approach as agreed by the Policy and Resources Committee.</p>			<p>Group (CEG) in each of Inverclyde's six localities. LPGs are forums for public services and communities to come together to design and deliver a plan for their locality. CEGs are a forum for the community to plan for the needs and aspirations of their local community and to lead community involvement and engagement activity that will be fed into the LPG.</p> <p>The pandemic has meant that face to face meetings have been unable to take place and alternative ways of communication and engagement were put in place.</p> <p>The Council did not receive any Asset Transfer or Participation Requests in the year.</p>	OP7 OP8
6.	<p><u>Measuring Outcomes</u></p> <p>Inverclyde Alliance and Inverclyde Council are better able to demonstrate impact on outcomes, at</p>	<p>Continue to work with experts and other performance management specialists, to identify processes to better measure impact on outcomes</p>		Green – on track	<p>This work continues to be ongoing. A report providing an update on a number of developments relating to Best Value, and incorporating more detailed information on the measurement and reporting of</p>	OP1 OP2 OP3 OP4 OP5 OP6

EDUCATION, COMMUNITIES AND ORGANISATIONAL DEVELOPMENT 2019/22 - PROGRESS REPORT

Corporate Improvement Actions 2020/21						
	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021	Corporate Plan priority
	<p>various levels across services and programmes.</p> <p>Performance reporting is linked to measuring impact on outcomes at an individual, community and population level.</p>	<p>and learn from good practice elsewhere.</p> <p>Build on additional performance reporting arrangements that have been put in place in the last 2 years</p> <p>Identify desired outcomes with key milestones / timescales for the Inverclyde Alliance Partnership Action Plans.</p>			<p>outcomes, will be presented to the September meeting of the Policy and Resources Committee.</p>	<p>OP7</p> <p>OP8</p>
7.	<p><u>Workforce Planning</u></p> <p>Continue to ensure workforce planning and development is integrated into CDIPs, risk registers and associated plans to address the key workforce challenges over the next 3 years and into the longer term.</p> <p>Continue to ensure Service Workforce Plans are actioned and reviewed.</p>	<p>Analysis of workforce data and learning needs with a coordinated approach to WP and L&D solutions.</p> <p>Assessing future workforce requirements via service workforce plans.</p> <p>Delivery of plans to be monitored by the Workforce Planning & Development Group. (Ongoing)</p>		<p>Green – on track</p>	<p>Analysis of workforce data and learning needs is ongoing. Service workforce plans have recently been refreshed and although these cover the period up to 2023, plans will continue to be monitored by Heads of Service with support from representatives of the Corporate Workforce Planning and Development Group.</p>	<p>OP9</p> <p>OP10</p>
8.	<p><u>People and Organisational Development Strategy</u></p> <p>The new People & OD Strategy Action Plan will need to be reviewed in light of the COVID19 pandemic</p>	<p>OD Team to review Action Plan and link with OD, Policy & Communications representatives on Recovery</p>		<p>Blue – complete</p>	<p>The Action Plan has been reviewed to reflect the impact of COVID-19. Delivery of the 2021 key actions are being taken forward in consultation with the TUs through the Joint Budget</p>	<p>OP9</p> <p>OP10</p>

EDUCATION, COMMUNITIES AND ORGANISATIONAL DEVELOPMENT 2019/22 - PROGRESS REPORT

Corporate Improvement Actions 2020/21						
	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021	Corporate Plan priority
	and associated recovery plans to assess it continues to be fit for purpose. It will then be taken back to CMT for agreement on any amendments	Groups and with Workforce Development Group to determine and new or amended key priorities in terms of the strategy Dec 2020			Group and with the workforce. The Corporate Workforce Planning and Development Group continues to have a key role in monitoring the consistent implementation of the People and Organisational Development Strategy across the Council.	
9.	<u>Fairer Scotland Duty</u> Ensure we are compliant with the Duty, by actively considering how we can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions.	Utilise the support available from the Improvement Service to develop and share best practice on the Duty. When making strategic decisions, actively consider, with an open mind, whether there are opportunities to reduce socio-economic disadvantage. Incorporate the Duty into the Equality Impact Assessment as part of the Council's process to amend or introduce new policy arrangements. By June 2020.		Green – on track	The Council is awaiting the publication of the new guidance, which has been delayed by the SG. In the interim we are continuing to incorporate the FSD into all our EIAs.	OP2, OP4, OP9

EDUCATION, COMMUNITIES AND ORGANISATIONAL DEVELOPMENT 2019/22 - PROGRESS REPORT

Cross-Directorate Improvement Actions status as at July 2021

These improvement actions are implemented by more than one Council Service

Cross-Directorate Improvement Actions 2020/21					
	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021
1.	<p><u>Raising attainment and achievement in communities</u></p> <p>Raise levels of attainment and achievement in our communities.</p> <p>Individuals are supported in developing the skills, knowledge and attributes to achieve their full potential.</p>	<p>Increase the learning opportunities available to individuals.</p> <p>Support the work aimed at closing of the poverty related attainment gap.</p> <p>Continued provision and enhancement of high quality learning opportunities to young people, adults and the wider community with a focus of those most in need.</p> <p>Ongoing over 2020/21</p>	<p>● Amber – slight slippage</p>		<p>Due to Covid-19 only limited qualifications in youth work and adult learning has been available. Significant work and staff training has gone into design and development, moving from a face to face delivery to an on-line/blended learning approach. Some qualifications have been delivered for adults on a 1 to 1 basis and the 'Get Connected' pilot.</p> <p>A key development has been the development of the CLD Moodle on-line learning Platform (Website: www.cldinverclyde.gov.uk)</p> <p>CLD staff in schools continue to deliver accreditation where relevant.</p> <p>Klik2learn, a digital learning hub is now being offered to all people in need of ESOL (English for Speakers of Other Languages) support, including New Scots.</p>
2.	<p><u>Implementation of the CLD 3 year plan</u></p> <p>Delivery of the CLD priorities in relation to</p>	<p>Delivery of the key activities as set out in the 3 year plan.</p>	<p>● Green – on track</p>		<p>Year 2 and 3 of the plan for 18-21 have been refreshed to reflect Covid-19. A new CLD 3-Year Plan is due to be developed by September 2021. The</p>

EDUCATION, COMMUNITIES AND ORGANISATIONAL DEVELOPMENT 2019/22 - PROGRESS REPORT

Cross-Directorate Improvement Actions 2020/21

	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021	Corporate Plan priority
	<ul style="list-style-type: none"> - Raising attainment and achievement - Develop of effective partnership - Effective community engagement structures - Health and Wellbeing - Poverty and deprivation 	<p>Strengthening of partnership working both within and out with the Council.</p> <p>Reporting of progress to the Strategic Implementation Group.</p> <p>Delivery up to 2021</p>			<p>first 18 months of the new plan will focus on recovery. Education Scotland is supporting this in the following areas:</p> <ul style="list-style-type: none"> • Outcome planning with CLD partners/community organisations • CLD staff training • Digital learning: <p>The absence of a digital platform locally has been an issue in responding to Covid-19 however new investment in this area includes the purchase of devices for staff. Plans are in place to use Moodle to support learning.</p> <p>Feedback has been sought on the priorities for the next CLD plan. Digital learning with adults (eg ESOL) and families (SAC link) are particular priorities.</p>	
3.	<p><u>Sport and Physical Activity Strategy</u></p> <p>Sport and Physical Activity Strategy developed and launched by March 2021.</p>	<p>Strategy working group is established.</p> <p>The action plan is refreshed in light of Covid-19.</p> <p>Public consultation is carried out</p>	●	Red – significant slippage	<p>Members of the strategic steering group have been identified and an initial meeting held. A revised timescale has been set to reflect service restructure and delay due to Covid-19. The draft Strategy developed and launched by Nov 2021</p>	OP6

EDUCATION, COMMUNITIES AND ORGANISATIONAL DEVELOPMENT 2019/22 - PROGRESS REPORT**Cross-Directorate Improvement Actions 2020/21**

	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021	Corporate Plan priority
		Establish a reporting mechanism through Inverclyde Alliance Board. Operational group established.				


EDUCATION, COMMUNITIES AND ORGANISATIONAL DEVELOPMENT 2019/22 - PROGRESS REPORT

Service Improvement Actions status as at July 2021

These improvement actions are implemented by individual Council Services

Education						
	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021	Corporate Plan priority
1.	<p><u>Scottish Attainment Challenge</u></p> <p>Further decrease the attainment gap linked to deprivation.</p> <p>Ensure that a recovery curriculum is in place to ensure that the needs of all learners are met and that there are opportunities to fill learning gaps due to COVID-19.</p> <p>An increase use of data to set targets and inform next steps and improvements</p> <p>Parents are enabled to better support their children in Literacy, Numeracy and Health & Wellbeing.</p> <p>Clearly articulated approaches to multi-agency professional learning to sustain collaborative and collegiate interventions.</p> <p>Continue to reduce exclusions.</p> <p>A consistent shared understanding of high –quality learning, teaching and assessment.</p>	<p>Continue to support and challenge staff in interpreting and using data to close the poverty related attainment gap.</p> <p>Continue to review and embed the range of interventions focused on closing the poverty-related attainment gap.</p> <p>Co-ordinated quality programmes are in place with partners which impact on attainment</p> <p>Continue to support and establish on family learning programmes and to support parents.</p> <p>Continue the culture of collaborative professional learning as demonstrated through highly effective implementation groups and professional learning communities. Disseminate effective practice.</p> <p>Continue to support and develop the leadership programmes that are provided across the authority,</p>	●	Green – on track	<p>Feedback has been submitted on current progress to the Scottish Government and a new plan has been approved.</p> <p>Much of the focus of the plan will focus on educational recovery as it is taken forward.</p>	OP1, OP4 OP5, OP9 OP10

EDUCATION, COMMUNITIES AND ORGANISATIONAL DEVELOPMENT 2019/22 - PROGRESS REPORT

Education						
	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021	Corporate Plan priority
	<p>Continue to implement 'Applying Nurture' as a Whole School Approach across all sectors.</p> <p>A declining trend of exclusions is in place but this needs further refined for ASN</p> <p>Approaches and initiatives which have impacted on attainment are embedded.</p>	<p>through the Regional improvement collaborative and nationally.</p> <p>Evidence informed interventions which are positively impacting on the lives of children and young people.</p> <p>Through the continued implementation and evaluation of policies such as GIRFEC ,Positive Relationships Positive Behaviour Policy and the Attendance Policy</p> <p>Building practitioners capacity across all sectors by providing high quality professional learning.</p> <p>Increase the digital literacy of all teachers and practitioners</p>				
2.	<p><u>Broad General Education (BGE)</u></p> <p>Schools will continue to develop tracking and monitoring of other aspects of BGE curriculum. Schools also developing report templates.</p> <p>Tracking and monitoring will increasingly be used to provide effective interventions in learning.</p> <p>Schools are accessing information independently and are confident in</p>	<p>Revising the Quality Assurance Framework across the authority.</p> <p>Continue to develop the quality assurance framework and SEEMIS reporting and tracking system</p>		Green – on track	<p>The tracking and monitoring of performance throughout the BGE has remained a key strength and schools now regularly access tracking data. Whilst remote learning during COVID-19 made it more difficult to accurately assess performance, this was able to be overcome on return to school.</p> <p>The Schools Improvement Plan identifies how education services are going to provide support and</p>	OP1, OP5 OP9, OP10

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Education						
	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021	Corporate Plan priority
	<p>the use of all measures to remove barriers to learning.</p> <p>The Quality Improvement Framework is in place and understood by all.</p> <p>The Quality Improvement Framework has been adapted for the recovery planning due to COVID -19</p> <p>The data set has been reviewed and evaluated and is consistently used in all establishments</p> <p>The RIC plan will be revised and streamlined.</p> <p>Progression frameworks for other areas of the curriculum are beginning to be developed</p>	<p>Establish toolkits for schools for recovery curriculum and pedagogy</p> <p>Continue ongoing work with SEEMIS</p> <p>Continue to have representation on the RIC working groups and programme board.</p> <p>The coaching and modelling officers will continue to work with schools to identify appropriate progression.</p>			challenge to schools to ensure that all pupils are making expected progress and that recovery plans are effective.	
3.	<p><u>Implement the findings from the ASN Review</u></p> <p>Further embedding of the changes implemented through the ASN review are further embedded in practice to deliver the priorities outlined in the revised Children's Service Plan. This will be underpinned by a robust and</p>	<p>Continue to monitor and improve attendance and reduce exclusions across schools and establishments, particularly linked to deprivation, care experienced and those with barriers to learning.</p>	●	Green – on track	Ongoing work around attendance continues with targeted work via the Attainment Challenge supporting schools to review culture and systems including focussed planning for pupils where attending school is complex due to health needs. There is a greater usage of digital approaches, which	OP5, OP6, OP9

EDUCATION, COMMUNITIES AND ORGANISATIONAL DEVELOPMENT 2019/22 - PROGRESS REPORT

Education						
	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021	Corporate Plan priority
	<p>comprehensive Inverclyde GIRFEC model (see below)</p> <p>Educational performance, attendance and exclusion rates for LAC and ASN continue to improve. BGE and SQA monitoring data is included in data packs.</p> <p>Locality ASN forums operating successfully. Protocols and procedures will improve direct access to Tier 1 and Tier 2 mental health & wellbeing support.</p> <p>Learning from pilot programme disseminated over session 2019/20. Assessment. ICOS Coaching and Modelling approach continues to be embedded.</p> <p>Programme disseminated across Inverclyde schools over session 2019/20. Teachers and support staff</p>	<p>Continued work undertaken by the attainment challenge attainment team to work alongside schools and children's services.</p> <p>Education Service's revised Management restructure will more effectively support work at locality level. Inverclyde ASN Forum will continue to be mechanism for advice and support to locality forum</p> <p>Access to support from partner services more readily accessible through locality forum arrangements. Planned programme of capacity building and support developed by LIAM team.</p>			<p>is a positive consequence of the learning from lockdown.</p> <p>The capacity of the Corporate Parenting team to support our most vulnerable learners was extended to April 2021.</p> <p>A focused target on improving LAC outcomes has been written into the Children's Services Plan, informed by a deep data analysis of all LAC outcomes. Increased rigour and systems are being introduced to track the LAC cohort even more closely as well as identifying support from within school resources, the AC and partners.</p> <p>Locality ASN Forums are now not being taken forward. The main ASN forum continues to be in place and work continues to improve and enhance and improve its effectiveness.</p> <p>The feedback on the Wellbeing service delivered by Action for Children is very positive. ICOS support for the Let's Introduce Anxiety Management (LIAM) projects continues and is working well. This has been linked</p>	



EDUCATION, COMMUNITIES AND ORGANISATIONAL DEVELOPMENT 2019/22 - PROGRESS REPORT

Education						
	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021	Corporate Plan priority
	better trained in supporting anxiety in children and young people.				to and compliments the above wellbeing service.	
4.	<p><u>1140 hours expansion in early learning and childcare</u></p> <p>It is likely that provision of 1140 hours will be offered across Inverclyde subject to COVID -19 restrictions. There will be restrictions in choice of establishment / patterns of placement.</p> <p>All eligible Providers meet the National Standard for Early Learning and Childcare and are accepted as Funded Providers from August 2020</p>	<p>The strategic work group will continue to monitor the implementation of the expansion plan.</p> <p>A contingency plan is currently being developed to address any shortfalls in provision.</p>	●	Green – on track	<p>Despite Covid-19, Education Services successfully implemented 1140 hours in August 2020. All eligible children were allocated either their 1st, 2nd or 3rd choice placement.</p> <p>The Scottish Government has reinstated the statutory duty for Local Authorities to provide 1140 hours of early learning and childcare (ELC) from August 2021. There is an additional requirement to provide placements for children whose parents are care experienced. It is anticipated that most of these children will already have placements due to vulnerability.</p> <p>A further change to the entitlement to 1140 hours in relationship to deferred entry is expected for session 2023/24. This would allow children with August to December birthdays to defer entry to Primary School. If the uptake of this is the same as children with January / February birthdays approximately 130 additional places would be</p>	OP4, OP5 OP9, OP10

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Education						
	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021	Corporate Plan priority
					required. Work is currently underway to identify options to deliver this entitlement.	

EDUCATION, COMMUNITIES AND ORGANISATIONAL DEVELOPMENT 2019/22 - PROGRESS REPORT

Culture, Communities and Educational Resources						
	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021	Corporate Plan priority
1.	<p><u>Culture and Heritage</u></p> <p>The Watt Institution to be recognised as the key heritage asset in Inverclyde. Heritage services to be operating efficiently and adhering to modern best practice.</p> <p>Implementing the recommendations and action plan of the Heritage Strategy and adopting new working practices and services developed as part of the <i>Stories Frae the Street</i> project.</p>	<p>Full review of service including: staffing structure, services offered, and income generation opportunities, taking into account the themes and priorities from the Heritage Strategy.</p> <p>Subsequent Watt Institution service improvement plans to include aspects of the Heritage Strategy Action Plan.</p> <p>Continuation during 2020 of the artistic commissions under the banner of the Great Place Scheme</p> <p>Produce a funding bid for support for Heritage Strategy Action Plan (currently closed due to Covid-19)</p> <p>Timescale: 2020/21</p>		Blue – complete	<p>Staffing restructure complete and implemented from January 2021. Planning of strategic objectives and forward planning implemented from April 2021.</p> <p>The Great Place Scheme (GPS) has continued during 2020-21 and the end date of the project has been extended to October 2021 due to the C19 pandemic.</p> <p>A bid for £230,000 to re-interpret / decolonize the museum collections, and improve public engagement at the Watt was approved in August 2020 and launched in January 2021. Work is also ongoing on reviewing Inverclyde’s historical links to slavery.</p>	OP1, OP8 OP9, OP10
2.	<p><u>Library Services for Children and Young People</u></p> <p>Joined up library services for children and young people, making best use of all available resources across public, school and “pop-up” libraries.</p>	<p>Adoption of elements of Attainment Challenge service provision into core business. Continued close working with school librarians.</p>		Green – on track	<p>Schools were invited to register for Libraries Inspire! (virtual library visits) in August 2020. 19 of the 20 Inverclyde primary schools registered for the programme. Sessions were offered to year groups on a rolling programme throughout the year.</p>	OP1, OP2 OP8, OP9 OP10

EDUCATION, COMMUNITIES AND ORGANISATIONAL DEVELOPMENT 2019/22 - PROGRESS REPORT

Culture, Communities and Educational Resources

	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021	Corporate Plan priority
	Implementing the recommendations and action plan of the National Strategy for School Libraries and ensuring that Inverclyde's schools are in a good position to apply for School Library Improvement Funding from the Scottish Government.	Review of existing library provision within primary schools. Timescale: 2020/21			<p>A PLIF funded "Library of Kindness" project and consultation with educational establishments and partners has been completed.</p> <p>Wellbeing resource kit collections have been collated each being based on one of the 'Five Steps to Mental Wellbeing'. Wellbeing kits will be available from public libraries when not in use in secondary schools.</p> <p>Both secondary and primary library provision in Inverclyde has been reviewed with a view to implementing the action plan of the National Strategy for School Libraries.</p>	
3.	<u>Facilities Management</u> To sustain free school meal provision at an appropriate level in light of Covid-19 restrictions.	Through monitoring and assessing the provision and promotion of the initiative to parents and children through each school.	●	Blue – complete	The Council provided a £30 cash fortnightly payment for those families (whose children qualified for a clothing grant/free school meal) during the lockdowns when schools were closed and also during the holiday periods. The Scottish Government announced additional funding of £100 to each pupil who qualified for a clothing grant/free school meal which was paid out prior to the Easter break – these payments are continuing	OP4, OP6 OP9

EDUCATION, COMMUNITIES AND ORGANISATIONAL DEVELOPMENT 2019/22 - PROGRESS REPORT

Culture, Communities and Educational Resources

	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021	Corporate Plan priority
					over the Summer and October holidays. Education Services also delivered a free school meal to all pupils who are entitled and requested this service whilst self-isolating.	
4.	<u>School Transport</u> Work with school communities to implement changes to school transport provision. The revised transport arrangements are in place.	ParentPay arrangements to be put in place for those young people accessing transport provided by Inverclyde Council. Termly payment plans created for those pupils requiring subsidised transport. Partnership working with transport providers. Work with communities to support implementation of revised arrangements.	●	Blue – complete	The transport review is now implemented and payment plans for subsidised transport are in place. The service continues to work closely with transport providers to support the policy.	OP9
5.	<u>Develop and improve Adult Learning Pathways</u> There is a better articulation and awareness of appropriate pathways for learners. There are new progression opportunities for learners where needed and additional support at transition points for those most in need.	Improve progression pathways for both young people and adult learners. Work in partnership with wider CLD partners to identify appropriate pathways for learners with a focus on employability, transitions from community based AL to FE,	●	Green – on track	'Get Connected', a 1:1 blended learning ICT programme supporting adult learners who struggle with basic IT was very effective in building confidence and skills quickly, to allow learners to move on to online learning and participation.	OP2 OP3, OP6

EDUCATION, COMMUNITIES AND ORGANISATIONAL DEVELOPMENT 2019/22 - PROGRESS REPORT

Culture, Communities and Educational Resources

	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021	Corporate Plan priority
	There has been increased support for vulnerable learners. Improved identification of need and a focus on individual planning and progression have improved retention helped remove barriers to participation.	<p>volunteering and leadership and health and wellbeing. Support and test pathway articulation and development by piloting some key programmes, e.g. Leadership Award at SCQF levels 5/6.</p> <p>Increase partnership programme planning.</p> <p>Consult with learners on their experience and expectations of their learning pathway.</p> <p>Work across the partnership to identify and target the most vulnerable learners and develop additional support arrangements where needed.</p>			<p>An open source learning platform - Moodle (cloud version) has been developed to support this process. www.cldinverclyde.gov.uk</p> <p>A range of on-line and blended learning programmes for adult learners, parents and families were developed in response to the growing number of people with poor mental health as a result of Covid/restrictions, e.g. SQA 'Mental Health and Wellbeing', looking at understanding mental health, coping strategies and building resilience and 'Superheroes Get Sad Sometimes', designed for parents and children to work together to begin to develop an awareness of mental health and wellbeing in children and young people.</p>	
6.	<p><u>Youth Consultation and Representation Structures</u></p> <p>Community engagement structures are in place that enhance the participation levels of our young people.</p> <p>The voices of our young people have an appropriate platform to be heard.</p>	<p>Develop a new structure for Youth Representation through the establishment of a Youth Cabinet.</p> <p>Carry out a review of the Youth Participation Strategy, achieve the LGBT Charter Mark for our Clyde Pride Group & create a peer</p>	●	Green – on track	<p>Since March 2020, the Youth Council has recruited 4 new members, taking membership to 9. The young people have researched approaches to youth participation and are working on making links with school Pupil Councils, Who Cares Scotland steering group and other youth provider Committees to then establish an elected Youth Cabinet.</p>	OP2 OP9

EDUCATION, COMMUNITIES AND ORGANISATIONAL DEVELOPMENT 2019/22 - PROGRESS REPORT

Culture, Communities and Educational Resources						
	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021	Corporate Plan priority
		<p>education group to tackle issues affecting young people on a peer level.</p> <p>Deliver the Inverclyde YOYP Plan for 2018.</p> <p>Develop plans for nominated young people to sit on local committees to ensure their voices are heard on an appropriate platform.</p> <p>Ensure effective arrangements are in place for the Scottish Youth Parliament Elections 2021.</p>			<p>A refresh of the Youth Participation Strategy is planned to ensure the involvement of young people in service planning and delivery.</p> <p>The Scottish Youth Parliament elections planned for March 2021 have been delayed and will take place between 9^t - 21st November 2021.</p>	
7.	<u>Community Safety Initiative</u> The introduction of a neighbourhood/community based community safety and resilience initiative in Lower Port Glasgow.	<p>Engagement with agencies and services to identify current resources and assets within the identified area.</p> <p>Assessment of community engagement responses to identify unmet community need</p> <p>Engagement with communities to encourage participation and ownership</p> <p>An evaluation of the project after 3 months to identify successes/areas for improvement and the opportunity to roll out to other areas.</p> <p>An evaluation of the initiative after 12 months.</p>	●	Red - significant slippage	<p>The draft action plan was at final discussion stages with the local housing providers to identify existing services and potential for improvement/additionality. The Community Safety Partnership Strategic Group agreed to put the initiative in hiatus to ensure that changed community needs post-Covid are assessed, understood and planned for.</p> <p>The delivery plan for the initiative will be implemented, through engagement with the Community Council, to ensure that community views are considered prior to final modelling and launch.</p>	OP1, OP2

EDUCATION, COMMUNITIES AND ORGANISATIONAL DEVELOPMENT 2019/22 - PROGRESS REPORT

Culture, Communities and Educational Resources						
	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021	Corporate Plan priority
					An update on the delayed implementation will be provided to the Community Safety Partnership in late 2021.	
8.	<u>Community Safety Engagement</u> Community engagement structures are in place that help to maintain high feelings of safety and low experiences of antisocial behaviour in Inverclyde.	Identify a range of community safety engagement messages which support the priority outcomes of the Community Safety Partnership Strategy: - the reduction of violence, crime and disorder in our communities, the reduction of unintentional harm in our communities and the promotion of community resilience.	●	Green – on track	A branded communications strategy has been developed utilising the #DoYouKnow hashtag. Within the strategy a communications plan for Large Scale Youth Gatherings (LSYG) which focuses on youth safety, parental awareness and public reassurance has been prepared for delivery in conjunction with the LSYG Action Plan. Delivery of the Action Plan began in March 2021 with all partners committing fully to their respective actions. Delivery of the Action Plan continues in 2021, with weekly input from Police, BTP, SFRS, the Youth Outreach Team, Public Protection Service and Community Safety & Resilience to ensure that the Action Plan is responsive and dynamic.	OP1, OP2, OP5, OP6, OP7, OP9,

EDUCATION, COMMUNITIES AND ORGANISATIONAL DEVELOPMENT 2019/22 - PROGRESS REPORT

Organisational Development, Policy and Communications

	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021	Corporate Plan priority
1.	<p><u>Health and Safety Monitoring System</u></p> <p>To record and monitor key action points and control measures which require to be implemented at Service level and that implementation has taken place.</p>	<p>Develop and test the relevant modules in the Figtree system.</p> <p>Bring online the audit and assessment modules and pilot them in selected areas (Fire Risk Assessment, Education and Environmental and Commercial Services.</p> <p>Develop the reporting function to bring additional statistical information to the Corporate Health and Safety Committee as required.</p> <p>December 2021</p>	●	Amber – slight slippage	Due to the ongoing Covid-19 pandemic health and safety resources have been heavily involved in assisting services with this, therefore it has not been possible to further develop the relevant modules for increased statistical reporting to the health and safety committee. All other areas of the system are being fully utilised including statistical reporting for statutory purposes.	OP9, OP10
2.	<p><u>Repopulation and tourism 'place' marketing linked to overarching council branding exercise</u></p> <p>There is a coordinated place marketing campaign, involving a range of partners, linked to the 'discover Inverclyde' call to action to promote Inverclyde as a place to encourage more visitors, more businesses and more new residents</p>	<p>Launch of the new web resource 'discover Inverclyde' website, supported by a place marketing campaign throughout 2020 focused on promoting Inverclyde as a place to visit, live and work.</p>	●	Amber – slight slippage	A coordinated place marketing campaign, involving partners, linked to the 'discover Inverclyde' call to action to promote Inverclyde has been developed. New town and village marketing extension to the brand have been developed and, through a partnership with Scotland's Towns Partnersip new town and village marketing videos are being created to promote over social media. A new food and	OP1

EDUCATION, COMMUNITIES AND ORGANISATIONAL DEVELOPMENT 2019/22 - PROGRESS REPORT

Organisational Development, Policy and Communications

	Where do we want to be?	How will we get there?	Status July 2021		Commentary July 2021	Corporate Plan priority
					<p>drink forum is being developed in partnership with Scotland's Food and Drink to support the hospitality and food and drink sector. The new discover Inverclyde website launch was postponed due to the Covid-19 crisis but is now live and continuing to be developed. Place marketing has by necessity been delayed until lockdown level changes before major launch but is ramping up particular around outdoor activities promotion and marketing.</p>	