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<b>Report To:</b>	<b>Education &amp; Communities Committee</b>	<b>Date:</b>	<b>7 March 2023</b>
<b>Report By:</b>	<b>Corporate Director Education, Communities &amp; Organisational Development</b>	<b>Report No:</b>	<b>EDUCOM/14/23/MR</b>
<b>Contact Officer:</b>	<b>Michael Roach</b>	<b>Contact No:</b>	<b>01475 712850</b>
<b>Subject:</b>	<b>Education Update Report – Overview of Local and National Initiatives</b>		

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## **1.0 PURPOSE AND SUMMARY**

1.1  For Decision  For Information/Noting

1.2 The purpose of this report is to ask members of the Education and Communities Committee to note updates relating to the Education Service both in terms of local development as well as national policy development.

1.3 The report includes update on:

- Care Inspectorate inspection outcomes
- Exceptional closure – King’s Coronation
- Education Authority Equality Mainstreaming Report 2023 and Progress on Education Equality Outcomes Improvement Plan 2021/25
- Education reform update
- Recent announcement from the Scottish Government on the maintenance of the pupil week and teacher numbers

## **2.0 RECOMMENDATIONS**

2.1 Members of the Education and Communities Committee are asked to:

- note the content of the update report.
- note that a further report will be brought back to the next Education and Communities Committee on the implications of the requirement to maintain teacher and pupil support assistant numbers for Inverclyde.

### 3.0 BACKGROUND AND CONTEXT

#### 3.1 Care Inspectorate inspection outcomes

Bluebird Family Centre was inspected in October 2022. The full report can be found here: [Find care \(careinspectorate.com\)](#)

The provision was found to be very good in one aspect and good in all others as below:

How good is our care, play and learning?	Good
How good is our setting?	Very Good
How good is our leadership?	Good
How good is our staff team?	Good

St Francis Nursery Class was inspected in November 2022. The full report can be found here: [Find care \(careinspectorate.com\)](#)

The provision was found to be very good in one aspect and good in all others as below:

How good is our care, play and learning?	Good
How good is our setting?	Good
How good is our leadership?	Good
How good is our staff team?	Very Good

#### 3.2 Coronation Public Holiday May 2023

A public holiday has been approved by the Policy and Resources Committee for the 8<sup>th</sup> of May 2023 to celebrate the coronation of King Charles III. In line with this an exceptional day's closure has been applied for to the Scottish Government meaning that if granted all education establishments would be closed on this day.

#### 3.3 Education Authority Equality Mainstreaming Report 2023 and Progress on Education Equality Outcomes Improvement Plan 2021/25

The Equality Act 2010 requires the Council, as a public body, to publish Equality Outcomes every four years and report on their progress via a Mainstreaming Report every two years. Additionally, Education Authorities are required to publish their Equality Outcomes and Mainstreaming Report separately from their local authority. Reports should be published by 30 April in the relevant year.

A report has been devised which provides information on the Protected Characteristics of the Council's Education Service employees, together with details on the delivery of the Education Equality Outcomes Improvement Plan 2021/25. This report can be viewed on the Council's website: <https://www.inverclyde.gov.uk/council-and-government/equality-and-diversity>.

#### 3.4 Education reform update: Phase 3 of the Independent Review of Qualifications and Assessment

Phase 2 closed on the 13<sup>th</sup> of January, and well over 700 digital responses are being analysed. A great many of these responses, in particular those from schools and colleges, involved group discussions and therefore the total number of individuals who participated in this consultation was far greater than this. Shortly, all consultation responses will be published where permission to do so was granted, alongside a final copy of the consultation analysis.

The input from schools and colleges has been vitally important and is being used alongside the other evidence that has been gathered, to develop a preferred model for the future of

qualifications and assessment. This model will form the basis of the Phase 3 consultation which will take place during the month of March.

At the end of February, all schools and colleges will be written to inviting them to share their views on the future of qualifications and assessment in Scotland. Phase 3 will be the final chance to formally engage with the Review and the review team will specifically invite views on a proposed new approach to qualifications and assessment and will also seek the advice of practitioners on the practical steps which will be needed for implementation to be successful. Views will again be gathered via an online survey.

As with Phase 1 and 2, the review team will invite schools and colleges to host group discussion(s) and input the feedback into the online survey. Individual schools and colleges will be asked to determine locally, who should be involved in their discussion(s). We will provide schools and colleges with supporting materials to help facilitate their group. The Phase 3 survey will be open from March 1<sup>st</sup> to March 31<sup>st</sup>.

### 3.5 **Recent announcement from the Scottish Government on the maintenance of the pupil week and teacher numbers**

On 9 February 2023 local authorities received a letter from the Deputy Director: Workforce, Infrastructure & Digital stating the actions the Scottish Government were taking to maintain teacher numbers and the number of pupil support assistants at their current levels in the year ahead, ensure places remain available for probationer teachers who need them through the Teacher Induction Scheme and to ensure there is no reduction in the number of pupil learning hours delivered by teachers in the school week. This means that in order to receive full funding from the Scottish Government authorities are required to:

- Maintain teacher numbers at 2022 census levels, as published in the Summary School Statistics in December 2022 (details provided at Annex A).
- Maintain pupil support staff numbers at 2022 census levels, which we will publish on 21 March 2023 based on the data collected from local authorities in September 2022.
- Ensure that places remain available for probationer teachers who need them through the Teacher Induction Scheme

The full letter is attached as Appendix 1 to this report.

Inverclyde is expected to maintain the overall level of teachers at 781. This was made up the information from the September census which was 768 teachers for schools and 12 allocated to early years. The census is a snapshot in time and will not take into account posts that are in the budget but vacant at that time. The Pupil Support Assistant data will be published in March. A report will be brought to the May Committee on the full implications of the Scottish Government Announcement for Inverclyde.

## 4.0 IMPLICATIONS

4.1 The table below shows whether risks and implications apply if the recommendation(s) is(are) agreed:

SUBJECT	YES	NO	N/A
Financial		X	
Legal/Risk		X	
Human Resources		X	
Strategic (LOIP/Corporate Plan)		X	
Equalities & Fairer Scotland Duty		X	

Children & Young People's Rights & Wellbeing		X	
Environmental & Sustainability		X	
Data Protection		X	

#### 4.2 Finance

There are limited financial costs associated with the information provided in this paper.

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
N/A					

#### 4.3 Legal/Risk

There are no legal implications.

#### 4.4 Human Resources

N/A.

#### 4.5 Strategic

N/A.

#### 4.6 Equalities and Fairer Scotland Duty

##### (a) Equalities

This report has been considered under the Corporate Equalities Impact Assessment (EqIA) process with the following outcome:

	YES – Assessed as relevant and an EqIA is required.
X	NO – This report does not introduce a new policy, function or strategy or recommend a substantive change to an existing policy, function or strategy. Therefore, assessed as not relevant and no EqIA is required. Provide any other relevant reasons why an EqIA is not necessary/screening statement.

(b) Fairer Scotland Duty

If this report affects or proposes any major strategic decision:

Has there been active consideration of how this report's recommendations reduce inequalities of outcome?

	YES – A written statement showing how this report's recommendations reduce inequalities of outcome caused by socio-economic disadvantage has been completed.
X	NO – Assessed as not relevant under the Fairer Scotland Duty for the following reasons: Provide reasons why the report has been assessed as not relevant.

**Children and Young People**

Has a Children's Rights and Wellbeing Impact Assessment been carried out?

	YES – Assessed as relevant and a CRWIA is required.
X	NO – Assessed as not relevant as this report does not involve a new policy, function or strategy or recommends a substantive change to an existing policy, function or strategy which will have an impact on children's rights.

**Environmental/Sustainability**

Has a Strategic Environmental Assessment been carried out?

	YES – assessed as relevant and a Strategic Environmental Assessment is required.
X	NO – This report does not propose or seek approval for a plan, policy, programme, strategy or document which is like to have significant environmental effects, if implemented.

**Data Protection**

Has a Data Protection Impact Assessment been carried out?

6.0		YES – This report involves data processing which may result in a high risk to the rights and freedoms of individuals.
	X	NO – Assessed as not relevant as this report does not involve data processing which may result in a high risk to the rights and freedoms of individuals.

6.1 N/A.

**7.0 BACKGROUND PAPERS**

7.1 N/A.

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Learning Directorate

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Chief Executive COSLA  
Local Authority Chief Executive  
Directors of Education  
Directors of Finance

9 February 2023

## Protecting teacher numbers, pupil support staff and learning hours

### Teacher numbers

1. Following the Cabinet Secretary's statement to Parliament on 7 February, you will now be aware that we have taken steps to ensure that the current level of teachers and support staff are maintained. In addition, we also indicated our intention to introduce legislation to standardise learning hours for pupils. The purpose of this letter is to confirm the position for your local authority and to set out the implications for local government finance settlement for 2023-24.

2. As you will be aware, in 2022/23 we provided additional funding of £145.5 million to local authorities to support the recruitment of additional teachers and support staff.

3. Following a drop in teacher numbers as published in the Summary Statistics for Schools in December 2022, the Cabinet Secretary set out in her statement to Parliament the actions we have taken to:

- maintain teacher numbers and the number of pupil support assistants at their current levels in the year ahead, as we continue to work towards our aim to increase teacher numbers by 3,500 and support staff by 500 by the end of this Parliament.
- Ensure places remain available for probationer teachers who need them through the Teacher Induction Scheme.
- Ensure there is no reduction in the number of pupil learning hours delivered by teachers in the school week.

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4. You will be aware that local authorities already receive £88 million per year to (i) maintain teacher numbers and (ii) provide places on the Teacher Induction Scheme for all probationers who need one (£37 million of the £88 million is held back by as undistributed funding in the annual local government finance settlement for this specific purpose). In addition, we are providing a further £145.5 million each year from 2022/23 explicitly to fund teacher numbers and pupil support staff.

5. This funding will be maintained in full, but from 1 April 2023 both components (giving a total allocation in 2023-24 of £233.5 million) will now be conditional upon the successful delivery of the following expectations:

- Maintain teacher numbers at 2022 census levels, as published in the Summary School Statistics in December 2022 (details provided at Annex A).
- Maintain pupil support staff numbers at 2022 census levels, which we will publish on 21 March 2023 based on the data collected from local authorities in September 2022.
- Ensure that places remain available for probationer teachers who need them through the Teacher Induction Scheme

6. Of this total of £233.5 million, £151 million will be distributed as normal and included in the Local Government Finance (Scotland) Order 2022/23 for delivering the first two of these expectations. A further £45.5 million will also be distributed as a redetermination of General Revenue Grant in the last two weeks of March 2024 subject to confirmation that those conditions above have been met in full by each local authority. The remaining £37 million will continue to be distributed depending on the number of teachers that receive a place on the Teacher Induction Scheme in August 2023 as has been the case in previous years.

7. A full breakdown of the teacher numbers we expect to be maintained, both nationally and locally, is attached at Annex A, with the relevant financial allocations set out in Annex B. Details of the figures for Pupil Support Staff will be provided in March when the 2022 statistics are published. In the event of these requirements not being met, the Scottish Government will recover or withhold relevant monies allocated to individual authorities for these purposes.

8. The number of teachers we expect Inverclyde local authority to maintain is 781

Financial allocations are as follows:

Local Authority	£51m	£100m	£45.5m*
Inverclyde	0.736	1.439	0.655

9. We are working with COSLA to reach agreement on what monitoring arrangements will be put in place, but it is likely to be quarterly in line with previous monitoring and include, but not be limited to, the data collection for the 2023 school census.

10. For completeness, all grant funding streams to local authorities and schools through the Scottish Attainment Challenge programme remain bound by their existing grant conditions

and should be targeted towards supporting children and young people impacted by poverty. This includes Pupil Equity Funding, where headteachers should continue to be empowered to invest their PEF to support the children and young people impacted by poverty.

### Learning Hours

11. Similarly, we have made clear our serious concern that any reduction in learning hours for pupils, reportedly considered by some local authorities due to pressure on budgets, would have a significant negative impact on children and young people, and on their families.

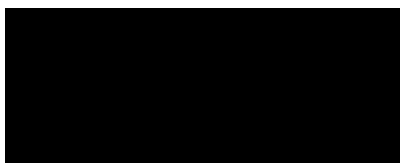
12. We propose to commence section 21 of the Education (Scotland) Act 2016, which confers powers on the Scottish Ministers to specify by regulations the minimum number of learning hours which must be made available to pupils in a school year. We intend to consult shortly on proposals to make regulations under that power which would ensure that there is no reduction in the number of learning hours made available to pupils.

13. Decisions over the delivery of the school week are primarily for local authorities and we are aware that many authorities have already used a degree of flexibility in order to adapt provision, for example, to implement an asymmetric week. We would not intend to restrict that flexibility, but to ensure that the current levels of provision, which are so important to pupils and parents, are protected.

14. It will be important to gather accurate information on current provision in order to inform our consultation and ensure that new regulations would have their intended effect. Officials have prepared short surveys that local authorities are asked to complete via SmartSurvey to provide information on the number of learning hours per week currently taught in schools. The surveys can be accessed here:

Primary schools - <https://www.smartsurvey.co.uk/s/4M7LJ6/>  
Secondary schools - <https://www.smartsurvey.co.uk/s/53W3L7/>  
Special schools - <https://www.smartsurvey.co.uk/s/60KAF4/> .

We would be grateful if these are completed by **Wednesday, 22 February**.



Sam Anson  
Deputy Director: Workforce, Infrastructure & Digital



Teacher FTE from the 2022 census (as published in December 2022) including ELC.	
Local Authority	FTE
Aberdeen City	1,836
Aberdeenshire	2,747
Angus	1,156
Argyll and Bute	835
City of Edinburgh	3,725
Clackmannanshire	556
Dumfries and Galloway	1,389
Dundee City	1,395
East Ayrshire	1,243
East Dunbartonshire	1,393
East Lothian	1,031
East Renfrewshire	1,393
Falkirk	1,651
Fife	3,724
Glasgow City	5,779
Highland	2,356
Inverclyde	781
Midlothian	1,081
Moray	977
Na h-Eileanan Siar	320
North Ayrshire	1,434
North Lanarkshire	3,726
Orkney Islands	257
Perth and Kinross	1,419
Renfrewshire	1,780
Scottish Borders	1,067
Shetland Islands	339
South Ayrshire	1,164
South Lanarkshire	3,516
Stirling	974
West Dunbartonshire	950
West Lothian	2,075
<b>All local authorities</b>	<b>*54,071</b>

\* This total does not include teachers in grant -aided schools.

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Local Authority	£51m	£100m	£45.5m*
Aberdeen City	1.732	3.446	1.568
Aberdeenshire	2.591	5.065	2.305
Angus	1.091	2.094	0.953
Argyll and Bute	0.787	1.482	0.674
Clackmannanshire	0.525	0.938	0.427
Dumfries and Galloway	1.310	2.743	1.248
Dundee City	1.316	2.754	1.253
East Ayrshire	1.172	2.278	1.036
East Dunbartonshire	1.314	2.267	1.031
East Lothian	0.972	2.027	0.922
East Renfrewshire	1.314	2.306	1.049
City of Edinburgh	3.514	7.256	3.302
Na h-Eileanan Siar	0.302	0.494	0.225
Falkirk	1.557	3.052	1.389
Fife	3.512	7.076	3.219
Glasgow City	5.451	11.314	5.148
Highland	2.223	4.413	2.008
Inverclyde	0.736	1.439	0.655
Midlothian	1.019	1.869	0.850
Moray	0.921	1.689	0.769
North Ayrshire	1.353	2.602	1.184
North Lanarkshire	3.514	6.868	3.125
Orkney Islands	0.243	0.440	0.200
Perth and Kinross	1.338	2.478	1.128
Renfrewshire	1.679	3.282	1.493
Scottish Borders	1.007	2.018	0.918
Shetland Islands	0.319	0.518	0.236
South Ayrshire	1.098	2.016	0.917
South Lanarkshire	3.317	6.449	2.934
Stirling	0.919	1.779	0.810
West Dunbartonshire	0.896	1.740	0.792
West Lothian	1.957	3.808	1.733
All local authorities	51.000	100.000	*45.50

\*To be withheld subject to conditions being met

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