

**REPORT TO EDUCATION & CHILDREN'S SERVICES COMMITTEE –
5 DECEMBER 2019**

**EDUCATION & CHILDREN'S SERVICES MID-YEAR PERFORMANCE
MONITORING REPORT – APRIL TO SEPTEMBER 2019 (COUNCIL PRIORITIES
2017-2022)**

1 Reason for Report / Summary

- 1.1 To provide the Education & Children's Services Committee with an update on progress in relation to delivery plan actions and outcome indicators supporting the Aberdeenshire Council Plan Priorities 2017-2022.

2 Recommendations

The Committee is recommended to:

- 2.1 Acknowledge and consider progress made during April to September, 2019, towards achieving the Council Plan Priorities 2017-2022, as referred to in Appendices 1, 2 and 3;**
- 2.2 Note the delivery plan actions and outcome indicators to be scrutinised by other policy committees, as referred to in section 4.3 below; and**
- 2.3 Instruct the Director of Education & Children's Services to continue to present performance reports to the Committee on a six-monthly basis, evidencing progress and performance with delivery of the Council Plan 2017-2022.**

3 Purpose and Decision-Making Route

- 3.1 The [Council Plan 2017-2022](#) was approved by Full Council at the meeting of 23 November, 2017, providing strategic direction through the confirmation of the associated eleven priorities to provide a focus for the delivery of Council services and how the Council would engage and work with partners, communities, businesses and the third sector in future years.
- 3.2 As agreed at the Education & Children's Services (ECS) Committee meeting of [17 May, 2018](#) and the subsequent workshop which took place on 30 August, 2018, the Service would lead on and scrutinize the delivery plans for the following two Council priorities and associated outcomes:



Provide the best life chances for all our children and young people by raising levels of attainment and achievement



Work with parents and carers to support children through every stage of their development


As a follow-up, an [update on the priority delivery plans](#) was presented to the ECS Committee at the meeting of 21 March, 2019, with the [first performance](#)


[report](#) – covering the reporting year 2018/19 – presented to the Committee at the meeting of 30 May, 2019.

- 3.3 The purpose of this report and accompanying appendices, is to provide an update to the Committee on the progress with key actions and outcome indicators identified which help demonstrate how we are working towards the Council priorities, and consider how the Service is progressing, evidenced through a reflection of the performance achieved during the first six months of the reporting year 2019/20 (April to September, 2019).
- 3.4 The performance information detailed in the accompanying appendices (1, 2 and 3) is provided in order that this Committee can acknowledge progress.
- 3.5 Performance information in relation to Education & Children’s Services delivery plan actions and outcome indicators will also be presented to the six area committees, providing an area perspective, where possible, in line with their remit of determining matters which directly affect their areas and making recommendations.

4 Discussion

- 4.1 A high-level summary of progress made during April to September, 2019, in relation to delivery plan actions and outcome indicators has been provided in Appendix 1. Fuller details of progress made for Council priorities 3 and 4 has been provided in Appendices 2 and 3.
- 4.2 Due to the nature of education data, most of the outcome indicators linked to the Council Priorities 2017-2022 which are reported to the ECS Committee provide whole-of-session data, and therefore are reportable on an annual basis at varying times during the following reporting year.
- 4.3 Education & Children’s Services also contributes to outcomes linked to other delivery plans for Council priorities which are scrutinised by other policy committees. Collectively, all the outcomes and outcome indicators which are the responsibility of a specific Service create a virtual plan for that Service and provide direction to teams for the allocation of resources and work plans:

	Council Priority 5
	Encourage active lifestyles and promote well-being with a focus on obesity and mental health.
Outcome Indicators	
The delivery plan for this priority is scrutinised by the Communities Committee. Live Life Aberdeenshire outcome measures and delivery plan actions help evidence progress.	

	Council Priority 10
	Have the right people, in the right place, doing the right thing, at the right time.
Outcome Indicators	
The delivery plan for this priority is scrutinised by the Business Services Committee except for those actions which relate to HR matters concerning teaching staff and associated professionals. These continue to be monitored through the ECS Committee as per the Scheme of Governance.	

- 4.4 This and future performance monitoring reports are provided to assure and enable the Committee to monitor progress of delivery of the Council priorities the Service is responsible for, providing a balanced overview allowing elected members to form a judgement on performance and support improvement as required in line with the scrutiny remit of the Committee.

5 Council Priorities, Implications and Risk

- 5.1 This report helps deliver Council Priority 3 ('Providing the best life chances for all our children and young people by raising levels of attainment and achievement') and Council Priority 4 ('Work with parents and carers to support children through every stage of their development').

More detail on all of the Council's 11 Priorities is available on the Aberdeenshire Council website ([Council and democracy](#)).

- 5.2 This report also helps deliver against the [Aberdeenshire Children's Services Plan](#) priorities, and the Local Outcomes Improvement Plan (LOIP) priority on [Reducing Child Poverty](#).

- 5.3 The table below shows whether risks and implications apply if the recommendations are agreed:

Subject	Yes	No	N/A
Financial		X	
Staffing		X	
Equalities		X	
Fairer Scotland Duty		X	
Town Centre First			X
Sustainability			X
Children and Young People's Rights and Wellbeing		X	

- 5.4 An equality impact assessment is not required because this report is to inform the Committee on performance and does not have any differential impact on any of the protected characteristics.
- 5.5 Although there are no direct implications arising from this report, trends are used to inform improvement activity and future budget planning.

- 5.6 The following Risks have been identified as relevant to this matter on a Corporate Level ([Corporate Risk Register](#)):
- ACORP004 - Business & Organisational Change (*including ensuring governance structures support change, and, managing the pace of change*)
 - ACORP006 - Reputation Management (*including social media*)

The following Risks have been identified as relevant to this matter on a Strategic Level ([Directorate Risk Register](#)):

- ECSR002 – Developing Excellence and Equality
- ECSR003 – Embedding GIRFEC
- ECSR004 – Support Inclusive, Vibrant & Healthy Communities

Continued monitoring of the measures of success and delivery plan actions linked to the key Council Plan 2017-2022 Priorities, along with the project management approach and Services' internal policies and procedures, will mitigate these identified risks, and strengthen the link between performance information and service outcomes.

6 Scheme of Governance

- 6.1 The Head of Finance and Monitoring Officer within Business Services have been consulted in the preparation of this report and had no comments to make. They are satisfied that the report complies with the [Scheme of Governance](#) and relevant legislation.
- 6.2 The Committee is able to consider and take a decision on this item in terms of Section E.1.1 of the [List of Committee Powers in Part 2A](#) of the Scheme of Governance as it relates to policy issues and resource matters (within agreed budgets) for Children's Social Work Services and Education, and Section E.6.1 as it relates to the scrutiny and review of the effectiveness of Council policy implementation and Council service delivery in respect of functions within its remit.

Laurence Findlay Director of Education & Children's Services

Report prepared by Gillian Milne, Workforce Planning & Staffing Manager
Imogen Fitzgerald, Analysis & Research Officer
Date 1 November, 2019

List of Appendices:

- APPENDIX 1 – ECS Performance Monitoring Report – Highlights of Progress: Council Priorities 3 and 4
- APPENDIX 2 – ECS Performance Monitoring Report – Measures of Success: Outcome Indicators April to September, 2019 Update (Council Priorities 2017-2022)
- APPENDIX 3 – ECS Performance Monitoring Report – Delivery Plan Actions April to September, 2019 Update (Council Priorities 2017-2022)



Provide the best life chances for all our children and young people by raising levels of attainment and achievement

APPENDIX 1

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55.2% of S4 pupils achieved 5+ SCQF awards at level 5



44.5% of S5 pupils achieved 3+ SCQF awards at level 6



16.7% of schools inspected evaluated as good or better



319 pupils currently involved in Foundation Apprenticeships

New measure



Our Outcomes

- Our young people can achieve their best by having access to the right opportunities for them having gained the right skills and attainment when they leave school or other educational settings
- Our young people have developed resilience and skills for life and work

APPENDIX 1a: Highlights of Council Priority 3 progress detailed in appendices 2 and 3

Over the last six months, the overall progress of delivery plan actions reported to ECS Committee – linked to the Council Priority 3 - has increased to 78%, from 49% at the previous review.

Two of these actions have now progressed to 'complete', with the National Improvement Framework Plan for 2019/20 completed and a new plan to be updated quarterly.

A route optimization exercise was undertaken, covering all mainstream school transport services in South Aberdeenshire, with revised services implemented from the start of the current school session (2019/20). A similar exercise will now be undertaken to cover North Aberdeenshire.

The rollout of the Windows 10 network in schools has progressed well, with key improvements including a move to Skype telephony.

The development of Foundation Apprenticeship (FA) programmes remains a central feature of our 'Developing the Young Workforce' delivery, with the submission of our bid to Skills Development Scotland (SDS) completed for FA development next year.

Both attainment outcome indicators noted above (based on exam diet 2019) show overall improvements of 9.6% (S4 achieving 5+ awards at level 5) and 11.3% (S5 achieving 3+ awards at level 6), compared with three year ago.



Work with parents and carers to support children through every stage of their development



94.4% overall satisfaction in schools over last six months



94.8% overall attendance in schools over last six months



348 exclusion incidents in schools over last six months



Parental involvement/engagement measure in development



New measures being developed

Our Outcomes

- Parents/carers, children, schools and organisation have clear expectations at every stage of their educational journey and child focused support is provided.
- Vulnerable children and families are supported at the earliest opportunity

APPENDIX 1b: Highlights of Council Priority 4 progress detailed in appendices 2 and 3

Over the last six months, the overall progress of delivery plan actions reported to ECS Committee – linked to the Council Priority 4 - has increased to 70%, from 42% at the previous review.

The current Children's Services Plan is a three year partnership plan covering 2017-2020, with the latest annual report scheduled to be presented to the EGPP (Executive Group for Public Protection (Chief Officers)) for their authorisation in December 2019, before being presented to the ECS Committee (scheduled for January 2020).

There are now 34 local authority settings and all funded provider settings now offering the increase to 1140 hours per year in early learning and childcare provision to families, with a further 16 additional settings also planned for rollout by April 2020.












The performance measures on satisfaction, attendance and exclusions noted above do not feature in Appendix 2 as these measures are considered and scrutinized by senior managers within the Service as well as by the six area committees; the high-level overview above has been provided here for information only.

The first national survey on Parental Involvement and Engagement (PIE) was gathered earlier this year. Outcome indicators are currently being developed using this year's survey as the baseline.

There were 130 probationer teachers started in Aberdeenshire schools this school session (2019/20), up from 124 last session *[note, this action is linked to Council Priority 10]*.

APPENDIX 2: Education & Children’s Services Performance Monitoring Report – Measures of Success: Outcome Indicators April to September 2019 Update (Council Priorities 2017-2022)

Generated on: 31 October 2019

PI Status		Long Term Trends		Short Term Trends	
	Red; below target		Performance Improving		Performance Improving
	Amber; below target, within acceptable limits		No Change or New Measure		No Change or New Measure
	Green; on target		Performance Deteriorating		Performance Deteriorating
	Not Yet Available				
	New Measure; no target				



ANNUAL PI trend definition: Short trends are also calculated as quarterly, but e.g. 2017/18 performance (reported in 2018/19 reporting cycle) is compared to 2016/17 performance; and long trends are calculated e.g. 2017/18 (reported in 2018/19 reporting cycle) is compared to an average of the annual performance in the preceding three years (2014/15 to 2016/17).

Traffic Light: Red 1, Amber 0, Green 2, Unknown 1

Note: Red and amber thresholds are determined by services on an annual basis. The thresholds included in this report apply to the current reporting year only.



Council Priorities 2017-2022: 3. Provide the best life chances for all our children and young people by raising levels of attainment and achievement

Performance Measure	Current Target	Amber Threshold	Red Threshold		Value	Base	Status	Spark Chart
				2016/17	2017/18	2018/19		
3.10 Aberdeenshire: Percentage Education Scotland school inspections which exceed Scottish Government definition for a positive inspection (good or better)	50.0%	40.0%	30.0%	2016/17	14.3%	7		
				2017/18	25.0%	12		
				2018/19	16.7%	6		



From the start of the 2016/17 session year a revised system for school inspections was introduced by Education Scotland which introduced into the reporting processes evaluations for the set of Quality Indicators in the new [How good is our school \(fourth edition\)](#) quality framework. As a result, although the concept of a "positive" inspection continues - which also continues to form the basis of performance measures within the national performance framework - there were some changes in the underlying quality indicators, which meant the performance data from 2016/17 onwards would not be directly comparable to previous data reported. As long trend data is based on the average of the three previous years, this is the last reporting year this change will affect.

The current percentage for this measure indicates similar results to the two previous years, however there was a low number of 'full' inspections undertaken in Aberdeenshire schools during the school session 2018/19 (half those of session 2017/18), with only primary schools inspected this year, and therefore it is recommended the percentages are not considered in isolation as these can notably fluctuate given these low numbers year-to-year (e.g. in 2016/17 there were seven full inspections, increasing to 12 in 2017/18, then falling to six this year).

The 2018/19 school session year data represents five schools which did not meet a good or better evaluation score in all three Quality Indicators, however four of these *did* meet a satisfactory or better evaluation across these indicators. The school that *did* exceed the definition of a positive inspection (Crimond School), was found to have several strengths including: effective leadership of the headteacher; polite, well-mannered children with positive attitudes to their learning; teamwork helping to create a welcoming, family ethos; and the supportive partnerships which are enhancing children's learning experiences.

School inspections completed during the 2018/19 school session were: Aberchirder Primary School, Crimond School, Towie School, Sandhaven Primary School, Hatton (Cruden) School, and Premnay School.

Detailed reports on each inspection are considered by the relevant council area committees, however the full published results for each inspection is available on the [Education Scotland 'what-we do'](#) site.



Performance Measure	Current Target	Amber Threshold	Red Threshold	Value		Status	Spark Chart
3.13 Aberdeenshire: Attainment - Percentage of S4 getting 5+ SCQF awards at level 5	52.6%	51.5%	50.0%	2016/17	50.1%		
				2017/18	53.3%		
				2018/19	55.2%		

This measure is based on data published on the Scottish Government 'Insight' national benchmarking tool.

This percentage for 2018/19 is based on the 2019 exam diet, where five or more awards were gained at Level 5 or above by the end of S4.

Performance on this measure combining the 17 secondary schools across Aberdeenshire continues to improve overall, with a further increase of 1.9% when compared with the previous year, and an improvement of 9.6% when compared to three years ago (2015/16 achieved 45.6% based on the 2016 exam diet).





Further detail on the attainment and achievement of young people in Aberdeenshire secondary schools in accredited awards during the 2018/19 school session were considered at the [ECS Committee meeting of 10th October 2019 \(Item 9\)](#).

Performance Measure	Current Target	Amber Threshold	Red Threshold	Value		Status	Spark Chart
3.14 Aberdeenshire: Attainment - Percentage of S5 getting 3+ SCQF awards at level 6	44.1%	43.2%	41.9%	2016/17	41.9%		
				2017/18	40.2%		
				2018/19	44.5%		

This measure is based on data published on the Scottish Government 'Insight' national benchmarking tool. This percentage for 2018/19 is based on the 2019 exam diet, where three or more awards were gained at Level 6 or above by the end of S5.

Performance on this measure combining the 17 secondary schools across Aberdeenshire has seen an overall improvement, with an increase of 4.2% when compared with the previous year. There has also been a sustained improvement over time, with an increase of 6.7% compared to three years ago (2015/16 achieved 38.1% based on the 2016 exam diet), and up 11.3% when compared to five years ago (2013/14 achieved 33.2% based on the 2014 exam diet).

Further detail on the attainment and achievement of young people in Aberdeenshire secondary schools in accredited awards during the 2018/19 school session were considered at the [ECS Committee meeting of 10th October 2019 \(Item 9\)](#).

Performance Measure	Current Target	Amber Threshold	Red Threshold		Value	Status	Spark Chart
3.18 Aberdeenshire: Number of young people currently involved in Foundation Apprenticeship programmes in Aberdeenshire schools				2017/18	New indicator introduced from 2019/20 reporting cycle		New indicator
				2018/19			
				2019/20	319		

This figure is the number of young people in Aberdeenshire schools registered on a Foundation Apprenticeship (FA) framework from session 2019-20. It represents just under 9% of the combined S5/6 roll.

65% are involved in FAs that are being delivered by Aberdeenshire Council. The other 35% are being delivered in partnership with NESCOL.

80% are involved in FAs with a 1 year duration, the remaining 20% are involved in 2 year duration FAs.






The following FA frameworks are being delivered: Accountancy, Business Skills, Creative and Digital Media, Engineering, Scientific Technologies, Social Services: Children and Young People, Social Services and Healthcare and Software Development.

As this is a new performance measure, the year 1 data will be used to establish a baseline from which a target level of performance will be derived for 2020-21.

Summary of other ECS Performance Outcome Measures scheduled for update later in the reporting year 2019/20		
Council Priority (CP): Topic	Description	Availability
CP3: Early Years and Childcare	Group of annual indicators measuring take-up and Care Inspectorate QI gradings	Following end of school session 2019/20
CP3: School Inspections	Annual indicator measuring those schools inspected by Education Scotland during the school session that have been assessed as exceeding the definition for a positive inspection across the three key Education Scotland Reference Quality Indicators	Following end of school session 2019/20
CP3: School leaver destinations	Annual indicators measuring the percentage of school leavers, and care experienced young people who have left school, securing a positive post-school destination	February/March following the end of the previous school session (2018/19)
CP3: Average Tariff Score of CEYP school leavers	Annual indicator measuring the average SCQF tariff score achieved by care experienced young people in the latest exam diet who have left school	February/March following the end of the previous school session (exam diet 2019)
CP3: Achieving expected CfE level in English Literacy and Numeracy	Group of annual indicators measuring the percentage of P1, P4, P7 and S3 achieving the expected CfE level relevant to the child or young person's stage, based on teacher professional judgements	National comparison published December following the end of school session (2018/19)
CP3: Successfully completed Foundation Apprenticeships	New annual indicator measuring the percentage of young people who successfully completed their embarked Foundation Apprenticeship programme by the scheduled date	September/October following the end of the previous school session (2019/20)
CP4: Parental Involvement and Engagement	Group of annual indicators under development with a baseline of the information gathered in the first national survey of Parental Involvement & Engagement	Under development. Parental engagement strategy and action plan 2018-2021 now available
CP10: Teacher complement (FTE)	Annual indicator measuring the total Full Time Equivalent complement of teaching staff as at the annual Scottish Government (ScotXed) census 'as at' the third Wednesday in September, including those centrally employed teachers and early learning and childcare teachers	December following the census collection date (2019/20)

APPENDIX 3: Education & Children’s Services Performance Monitoring Report - Delivery Plan Actions April to September 2019 Update (Council Priorities 2017-2022)



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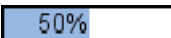


Action Status	
	Cancelled
	Overdue; Neglected
	Unassigned; Check Progress
	Not Started; In Progress; Assigned
	Completed


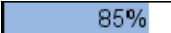

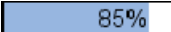


ECS Committee reported Delivery Plan Actions 2017-2022 – Overall progress:

74%

 Council Priorities 2017-2022: 3. Provide the best life chances for all our children and young people by raising levels of attainment and achievement

Action	Description	Status	Progress	Due Date	Latest Note
Deliver the National Improvement Framework (NIF) Plan	Achievement of actions / targets set in the NIF plan		 100%	31-Aug-2019	<p>Current update (April to Sept 2019): The NIF Plan 2019/20 has been completed and forwarded to Scottish Government as required. A copy has also been sent to every Head Teacher.</p> <p>Next steps: The new plan will be updated quarterly and a full report on the plan will be completed June 2020.</p>


Action	Description	Status	Progress	Due Date	Latest Note
Ensure the provision of statutory Home to School Transport Services	Full compliance with the requirements of the Education Act 1980. Levels of complaints.			31-Mar-2022	<p>Current update (April to Sept 2019): School transport service delivery is an ongoing activity. A route optimization exercise was undertaken covering all mainstream school transport services in South Aberdeenshire, with revised services implemented in August 2019, as part of the re-procurement of the South Aberdeenshire mainstream school network. New and amended mainstream and ASN school transport contracts continue to be implemented, in response to changing pupil travel requirements.</p> <p>Next steps: A route optimization exercise covering the North Aberdeenshire mainstream school transport network will be undertaken, with a view to including the outcomes in the scheduled renewal of North Aberdeenshire school transport contracts in August 2020. ASN school transport contracts across Aberdeenshire are also currently scheduled for renewal in August 2020. Both tendering exercises are set against a background of a 'Clean Sheet Review' of the Council's passenger transport network, which will focus on the supported bus network, but which will also take cognisance of school transport procurement and service delivery. The 'Clean Sheet Review' is being overseen by a Member Officer Working Group, which includes Officer and Member representation from Education and Children's Services (item 14 of the ECS Committee on 30th May 2019 refers: http://committees.aberdeenshire.gov.uk/FunctionsPage.aspx?dsid=99529&action=GetFileFromDB), and is programmed for completion by May 2020.</p>
Support implementation of Education Governance Review	Delivery of the formal agreement with Scottish Government on regional collaboration, head teacher charter and parental engagement			31-Mar-2022	<p>Current update (April to Sept 2019): Legal continue to support Education colleagues with specific queries and legal issues generally including attending ECS Management Team as appropriate.</p> <p>Next steps: Due to the Scottish Government deciding not to legislate in this area, and therefore not to implement a review by way of legislation, this Delivery Plan Action has been marked as complete.</p>

Action	Description	Status	Progress	Due Date	Latest Note
Delivery of the modern technology programme in all Aberdeenshire Schools	Schools will have appropriate technology to deliver the curriculum			31-Mar-2022	<p>Current update (April to Sept 2019): Roll out of the Windows 10 network to schools is progressing well with an anticipated completion in early December 2019.</p> <p>Next steps: These changes have seen an increased uptake in usage of Glow services in our schools.</p>
Enhance network connectivity across schools estate	Bandwidth provision in schools			31-Aug-2020	<p>Current update (April to Sept 2019): Upgrading of our network infrastructure is an ongoing and continual process. Key improvement during this period is a significant shift over to Skype telephony within schools - mostly aligned to the Windows 10 upgrade project.</p> <p>Next steps: The upgrade project is ongoing.</p>
Continue to develop and promote Scotland's Young Workforce	Annual report on School Leaver Destinations			31-Mar-2022	<p>Current update (April to Sept 2019): The development of the DYW agenda continues to make good progress in our schools. This is evidenced in our internal evaluations as well as external feedback through for example Education Scotland inspections. A pupil careers survey was issued to all schools in September. The development of Foundation Apprenticeships (FA) remains a central feature of our DYW delivery. We had 208 FAs in our schools at the end of September 2019. Initial planning and submission of bid to SDS for FA development next year completed. A set of measures has been developed to monitor and evaluate FA development across Aberdeenshire.</p> <p>Next steps:</p> <ul style="list-style-type: none"> • On-going support for the Aberdeenshire Foundation Apprenticeship programme • Planning for FA delivery 2020-21 • Partnership development to enhance DYW/FA delivery • Strategies to engage more employers in DYW/FA developments in school • Strategic review of DYW support for schools




Council Priorities 2017-2022: 4. Work with parents and carers to support children through every stage of their development

Action	Description	Status	Progress	Due Date	Latest Note
Deliver the Aberdeenshire Children's Services Plan	Achievement of actions / targets set in the Children's Services Plan			31-Mar-2021	<p>Current update (April to Sept 2019): The Children's Services Plan is a three year partnership plan (2017-2020) which provides information on how local services plan and deliver support to children, young people and families across Aberdeenshire. The annual report is signed off by the Executive Group for Public Protection, and reported on an annual basis to the ECS Committee to share what progress we've made. Annual reports are made available on the GIRFEC Aberdeenshire website: https://www.girfec-aberdeenshire.org/who-we-are/our-childrens-services-plan/</p> <p>Draft content of the 2018/2019 Annual Report was agreed at the GIRFEC Strategic Group on 30 Sept 2019.</p> <p>Next steps: Some additional work on the accompanying data table is being progressed, and the final draft annual report will be presented to the EGPP for their authorisation on 10 December 2019, with an accompanying summary version. The Annual Report will then be reported to ECS Committee at their meeting on 30th January 2020.</p>

Action	Description	Status	Progress	Due Date	Latest Note
Deliver the increase to 1140 hours per year in early learning and childcare	All families in Aberdeenshire who require access to 1140 hours of early learning and childcare can do so within their community. A range of types of provision, including non-local authority partners and childminders, is available. Capital improvements are delivered on time. Grades of good and above are achieved. Plans are stand alone and involve funded providers as partners. Capital plan is reliant on contractor. Plans cannot be carried out without these elements.		<div style="border: 1px solid black; width: 80px; height: 15px; background-color: #4F81BD; color: white; display: flex; align-items: center; justify-content: center;">50%</div>	31-Mar-2021	<p>Current update (April to Sept 2019): Progress against blueprint continues to be maintained, with 34 local authority settings and all funded providers now offering 1140 hours of ELC to families. Capital programme has been established and tranche one and two complete. Revised induction and training programme for staff have been completed. Handbooks for funded providers and school leaders have been developed.</p> <p>Next steps: Continue roll out with 16 additional settings presently planned before April 2020. Creation of new support roles planned. Completion of capital programme for August 2020.</p>



Council Priorities 2017-2022: 10. Have the right people, in the right place, doing the right thing, at the right time

Action	Description	Status	Progress	Due Date	Latest Note
Continue to develop and deliver innovative recruitment approaches for teacher, early years and other associated professionals	Annual report on teacher recruitment		<div style="border: 1px solid black; width: 80px; height: 15px; background-color: #4F81BD; color: white; display: flex; align-items: center; justify-content: center;">60%</div>	31-Mar-2020	<p>Current update (April to Sept 2019): The Teacher Recruitment Board continues to meet regularly to consider recruitment data and approaches to recruitment. 130 probationer teachers started in August 2019.</p> <p>Next steps: A report providing a full update on teacher numbers will be provided to Education & Children's Services Committee in early 2020.</p>

