

Education Performance Report Quarter Two 2019/20

Progress in delivery of strategic outcomes

Ensuring Excellence and Equity for All Learners

The 2019/20 Education Service plan sets out to combine the indicators and actions of the NIF (National Improvement Framework). The NIF plan has been developed in line with the Single Midlothian Plan; the GIRFEC (Children's services plan 2017-2020) and the Education Service Plan (2019-20) and the South East Regional Collaborative (SEIC) Plan.

In August 2017, the following key requirements as outlined in the Education (Scotland) Act 2016 came into force: pupils experiencing inequalities of outcome; National Improvement Framework; Planning and Reporting. This National Improvement Plan for the Education Service provides a detailed narrative on the actions which were previously outlined in the Education service plan which was published in March 2018.

These duties related to the NIF in particular on education authority duties which are designed to enhance equity and support improvement within schools and across education authorities as provided for in the following statutory provisions. Therefore our priorities for 2019-20 to achieve our commitment to build achieving a World-Class Education Service, our self-evaluation processes have identified clear priorities for continued improvement. We have now transformed these priorities into clear plans of action, and agreed three main priorities areas for the 2019/20 are in line with the NIF. The four priorities going forward are:

- Improvement in attainment, particularly literacy and numeracy
- Closing the attainment gap between most and least disadvantaged children
- Improvement in children and young people's health and wellbeing
- Improvement in employability skills and sustained positive school leave destinations for all young people

Priority 1 Improvement in attainment, particularly literacy and numeracy

Information from Exam results was released by Scottish Executive in Q2 through the insight tool. This data has been analysed and individual Secondary SSR (Summary Statistical Report) have been created for each High School. These reports are informing attainment visits with Secondary headteachers in Q3.

Highlights:

Literacy and Numeracy

S4 - 59% of S4 pupils attained level 5 numeracy, up 5% on last year and 4% above the virtual comparator. 71% of S4 pupils attained level 5 literacy, up 4% on last year and 1% above our virtual comparator.

S5 - Pupils attaining Numeracy at level 4 & 5 has increased for the 3rd year running above the virtual and National comparator.

S6 - Pupils attaining Level 5 & 6 literacy has increased from 2017/18 and shows a positive 3 year trend against the virtual comparator.

A full attainment report will be completed and sent to Council in Q3 2018/19.

Priority 2 Closing the attainment gap between most and least disadvantaged children

A range of stakeholders were consulted about the use of PEF in schools. Use of this funding in Midlothian has supported schools to enhance teaching, support and specialist staffing and apply a range of interventions to support learners to attain and achieve, with most schools using it specifically to raise attainment and increase participation, leading to wider achievement. Schools have also developed shared use of PEF, for example Newbattle schools have top sliced their resources to fund staff to support schools and children across the whole area.

Early Learning and Childcare and Family Learning

More than 2,000 three and four year old children in Midlothian received high quality early learning and childcare (ELC) provided by our growing team of committed early years staff.

Our vision sets out a quality universal provision and a family learning approach of high quality, multi-agency, child-centred provisions, tailored and responsive to the needs of the communities in which they sit. The vision brings together the expertise of early learning and childcare professionals, detailed knowledge of our communities and the priorities of our Community Planning Partnership (CPP) of prevention, early intervention and community capacity building. We have revisited our ELC values with our new team in light of expansion in early learning and childcare to 1140 hours by 2020.

The restructured ELC team focuses on ensuring quality provision and we have created a database to identify priorities and target support appropriately and measure impact.

Key actions for the 2019/20 Period are:-

- New team staffing structure in place with focus on the Quality Standard that ensures appropriate leadership, support and challenge
- GIRFEC Early Years Group have clear plan in place
- Detailed calendar sent out to all ELC settings with overview of support activity for session
- 1140 Service Delivery Plan in place and on target
- Develop a provider neutral approach to LA support for ELC settings through the creation and implementation of an Early Years Support Offer
- The LA Offer details the why, what and how to ensure compliance with National Standard
- Service Improvement protocol created and shared with all ELC settings.
- Action plans and targeted support given to settings not meeting National Standard.
- Close working with SEIC EYs network, with membership of Senior Leadership group and all sub groups.

Good Time to Be 2

An ongoing campaign to raise awareness about the opportunity for 2 year old places in ELC continues to ensure that we have families who take up this offer. In accordance with Scottish Government guidelines, we have introduced discretionary funding criteria, following a consultation with representative populations of parents, which means that the discretionary funding will be targeted at children "in need" (CYP Act 2014). The criteria was introduced in September 2019 meaning that families that are above the income threshold could now be approved for the funding if they meet one or more of the identified discretionary criteria. By the end of Q2, a total of 77 eligible 2 year olds have accessed a funded place this year. This figure is in line with the take up from last year (2018/19 Q2 was 81 children) but we expect it to rise over the next quarter with the introduction of the discretionary criteria and our communication strategy.

Expansion

The council has now completed the fifth phase of piloting expanded hours places and by the end of the quarter, 1,205 expanded hour places were available in Midlothian. This works out to be 43% of the places available which is slightly above Scottish Government expectations (40% in August). To meet the increase in the number of staff required to deliver the entitlement in 2020, the council continues to support different routes into the profession. HNC training was offered to staff across the council, we now have four tranches of Modern Apprentices completing their training and Senior Childcare Development Workers and Childcare Development Workers were recruited directly. One further tranche of Modern Apprentices will be recruited in 2019/20 before the steady state level of recruitment is established under the new hours. Recruitment of early years' staff will continue at a high rate across Scotland at both local authority and funded provider settings as implementation proceeds. The Scottish Childminding Association have been contracted to support, train and bring into partnership childminders in Midlothian.

Planning for the early learning and childcare (ELC) expansion to 1140 hours per year is embedded within the Learning Estate Strategy to ensure a joined-up approach and enable maximum efficiency, as well as aligning short term plans with long term strategy. Overall the expansion plan will deliver 17% more places than the projection population of entitled children in 2020/21. This overprovision allows flexibility and choice for parents, for more children coming forward than expected (including children from other local authority areas), children taking up places in a different learning community to the one they live in, and an increase in deferrals from Primary 1.

To support ELC providers in the private and voluntary sectors to expand their capacities in readiness for the 2020 entitlement, £1.5 million has been made available through our funded provider's capital grant scheme. Seven projects, from six organisations and totalling 453 places and an indicated £1.3m of funding from the scheme, have been taken through to the next feasibility stage. Due to the variability of detail provided in the initial applications these projects are being funded to carry out a feasibility study to progress the projects to the point where there have

certified programmes of works with costs, planning permission and building warrant. The additional capacity at funded providers enabled through the capital grant scheme represents a significant proportion of the places required to successfully deliver the expansion as well as considerably enhancing the flexibility and choice available to parents.

Projects of note which have just opened or are opening shortly include Vogrie Outdoor Early Learning and Childcare Setting and Scots Corner Early Learning and Childcare Setting. Vogrie Outdoor ELC is the Council's first fully outdoor nursery and has received considerable national and international interest. Many sections of the council have been involved in helping get the setting open including but not limited to Planning, Property, Maintenance, Health and Safety, Catering, Facilities as well as the Care Inspectorate and Thrive. The ELC provision at Scots corner is developing in partnership with the MoD in order to facilitate a setting that is run by the council in one section of the building that is run and managed by the 2 SCOTS Unit Welfare team. This unique setting will work closely with families to develop our family learning approach and challenge and develop current areas of practice in supporting Armed Forces families throughout their early learning journey and beyond. The setting will open in early 2020. The development of the ELC and the partnerships that have enabled it to progress are excellent examples of the Armed Forces Covenant in action in Midlothian.

Newbattle Summer Programme

Over the summer, the Newbattle learning community (PEF funded project) delivered a summer programme with a focus on providing food, physical activity and creative arts activities. The programme was supported by 47 staff and 8 volunteers from a wide range of services. Life Long Learning and Employability and Empowering Families Partnership jointly planned, applied for funding and led programme alongside HSP staff team. Partnership working was essential to deliver the holistic interventions. 24 Partners provided a one stop shop through a "Marketplace", giving parents daily support around what mattered to them most. In total, 264 people attended; 176 children (52 under 5s and 41 with additional support needs) from 74 families. During the four week programme, 2340 lunches were served helping to combat holiday hunger.

Priority 3 Improvement in children and young people's health and wellbeing

Exclusions

By the end of June Primary Exclusions 2019 stood at 117 exclusion incidents. Secondary Exclusions stood at 248 exclusion incidents. At this point this is an overall 10% reduction across Primary and Secondary compared to the same time last year. Secondary schools reduction at over 12 % with compared to last year. The table below outlines the 3 years trend for both exclusions and attendance

School Type	Attendance 18/19	Exclusions per 1,000 18/19	Attendance 17/18	Exclusions per 1,000 17/18	Attendance 16/17	Exclusions per 1,000 16/17
Primary	94.46%	6.4	94.32%	6.57	94.74%	9.72
Secondary	89.92%	25.4	89.84%	37.75	90.10%	38.01

There is a continued trend of reducing school exclusions in Midlothian. An evaluation and review of the Inclusion and Wellbeing Service to support all schools was conducted with subsequent recommendations put into place where possible in the interim in this academic year. This in conjunction with new government legislation has aided schools in reducing exclusions along with Midlothian Council focussed training, support and new documents rolled out across the authority and CIRCLE document to support inclusion. Secondary Schools have made great strides in reducing exclusions this academic year. LAC exclusions continue to be a focus for scrutiny with a reduction overall in this area.

In session 19/20 each Secondary School will receive further support and challenge around reducing these numbers further. This along with the full implementation of the recommendations of the inclusion and wellbeing service review will ensure continued progress.

Attendance

Attendance rates in 2018/19 for Primary were similar to last session but slightly down on the previous three years 2013-2015. Secondary school attendance has been lower for the last two sessions, dropping 3% since 2012. Attendance continues to be a focus for improvement with work focussing on developing with schools and Children Services an attendance strategy that is reactive to our analysis of the key factors affecting pupil attendance in the wide ranging contexts within Midlothian.

A strategy for improving attendance has been launched by the Principal Educational Psychologist as the lead officer. Universal and targeted approaches to improving school attendance have been planned beginning with an audit of what attendance and mental health initiatives are already in place within schools in Midlothian. Training to secondary DHTs on SEEMIS has been delivered, regular data on trends is provided to schools where requested, and common themes within primary schools where there has been improved attendance over the past four years have been identified. A professional learning event is planned to bring together Education staff and partners to look at practical ways to improve attendance, share good practice and highlight success in this area. Joint work between the Educational Psychology Service and Children and Families is underway to explore case studies of children who are looked after at home and their school attendance. The result of this work is that the attendance policy is being more consistently followed.

An attendance strategy and scrutiny group has been established and lead by the Principal Educational Psychologist. A well-established Secondary DHT Pupil support network also work with senior staff to address attendance and exclusion issues. A focus on 0% attendance following every holiday to ensure there are no Children missing from Education.

Communities and Lifelong Learning

Youth Work

Youth work programme is now fully operational for 2019/2020, and there is a youth work offer from age 8 to 18 in all school clusters. All youth clubs are offered at low or no cost, with programming and reviewing planned with the young people. Attendance in all of the youth clubs are at a very high level. XX number of weekly attendees and include Duke of Edinburgh Groups, Cooking Groups, Friday night diversionary work and targeted youth work.

A very successful Midlothian Young people Awards Ceremony took place in September with over 50 young people being nominated, celebrating the contribution and achievements of young people.

The Focus Team which work with learners who have additional support need results from April 2019- till now are 39 people moved into Employment, education or training with a further 6 going into volunteering

Adult learning performance stats:

2018/19

Learning Opportunities offered – 403

Number of engagements – 3984

Outcomes – 120 (these will include qualifications achieved in Nat 5 Maths, Higher English and Nat 5 Early Education & Childcare)

2019/20 (so far)

Learning Opportunities offered – 103

Number of Engagements – 1807

Outcomes – 52 (these will include Nat 5 Maths results)

Types of courses offered include:

Nat 5 Maths, Higher English, Health Issues in the Community, Early Education & Childcare, Digital Cooking on a Budget, Digital Skills for Life & Work, Crèche Worker Training, Introduction to Health and Social Care, Midlothian Wide Family Summer Programme

There are currently 98 modern apprentices on our apprenticeship programme, including 55 on Midlothian Child Care as part of the early years expansion. In year one of the Foundation apprentice offer, there are 44 young people engaging in this programme. In the Employability Fund, there are 8 participants in the sector based academy which is a full time 6 week programme for learners who were previously unemployed. This programme provides them with learning, work experience and an guarantee job interview. We have secured funding for 20 places for Sector Based Academies this year.

Midlothian and East Lothian are midpoint of a joint pilot offer to young people interested in the construction industry, offering National 4/5 in Construction Trades. This allows young people to attend learning in their own community, addressing a learning gap in both authorise. In additional there an average of 40 Midlothian young people attending the construction courses from Midlothian Schools.

The Community Benefits Working Group have purchased the Cenefits System, and a pilot with the Ogilvie's Builders regarding monitor the community benefits gained for residents of Midlothian.

Communities and Lifelong Learnings only work experience worker has supported, health and safety checked and approved 342 young people Work Experience placements with a further 265 young people approved to attend by November.

Challenges and Risks

Embed the changes to Higher qualifications: There is a risk that Higher results will be affected next year as a result of new SQA Examination arrangements for Highers at S5 and S6. This will need to be mitigated through close monitoring of pupil progress in schools and work with Curriculum PT and SQA coordinators to gain intelligence of any issues around changes to coursework and the effect of increased exam content.

Ensuring good financial management and real-time information to ensure spending is accurately forecast and monitored within the year at both school and central points.

Further reduction in Devolved School Management (DSM) for schools which was implemented from April 2019 which will further reduce teacher numbers. This will impact on the choices for curricular options in Senior phase at Secondary schools and on absence cover.

Ongoing low uptake of Music instruction which could mean further financial issues going forward for the education budget if as predicted we continue to have a shortfall in income.

Reduction in central staff to ensure that schools are improving outcomes for learners and possible Inspection being graded poorer.

Ensuring the reduction in Communities and LLE (now merged and called Communities and Lifelong Learning) still meets the statutory requirements of delivering an adequate and efficient service.

Rate of demographic growth particularly in the early years and primary school rolls. Keep on track with the learning estate strategy across the council which is challenging due to less staff.

Ongoing work to prepare for the implementation of 1140 hours by 2020: One of the major challenges of the expansion will be the recruitment and training of sufficient staff, by the Council and also across our partner providers, particularly as all other local authorities will be doing the same at the same time.

Full implementation of the new Education (Scotland) act 2015 including preparing primary schools for the full implementation of 25hrs and Gaelic provision; and the requirements of the NIF as new reporting measures come into force.

The potential impact from Brexit could affect employability funding which supports elements of Education especially the third sector.

Education



Successes and Challenges

Corporate Performance Indicators (latest)

● 5 ● 8 ? 0 📄 6

Service Plan Actions (latest)

▲ 0 ● 15

Service Plan PIs (latest)

● 3 ● 5 ? 0 📄 1

Service Risks (latest)

▲ 7

Corporate PIs Off Target as at 31st October 2019

PIs ● 5

- % of Service PIs that are on target/ have reached their target. (does not include Corporate PIs)
- % of internal/external audit actions progressing on target.
- Average time in working days to respond to complaints at stage 1
- Percentage of complaints at stage 1 complete within 5 working days
- Percentage of complaints at stage 2 complete within 20 working days

Service Plan Actions Off Target as at 31st October 2019

Actions ▲ 0

No Actions Off Target

Service Plan PIs Off Target as at 31st October 2019

PIs ● 3

- Improve Secondary School Attendance
- Percentage of Midlothian Care Experienced school leavers progressing to positive destinations
- Continue to work towards a three year pattern of 95% Sustained Positive Destinations and reduce unknowns to under 100.

High Risks as at 31st October 2019

Risks ▲ 1

6 Risks at Medium and 1 at High

- School Capacities/Catchment Areas/Demand for Pupil Places

Key PIs

- Off Target
- On Target
- 📄 Data Only Indicator
- ? Data is not yet available

Key Actions

- ▲ Off Target
- On Target/Complete
- ? Data is not yet available

Key PIs

- Off Target
- On Target
- 📄 Data Only Indicator
- ? Data is not yet available

Key Risks

- ▲ High Risk / Medium Risk
- ? Data is not yet available