

ABERDEEN CITY COUNCIL

COMMITTEE	Education, Culture and Sport
DATE	20th January 2011
DIRECTOR	Annette Bruton
TITLE OF REPORT	Education, Culture and Sport November 2010 Performance Report
REPORT NUMBER	ECS/11/006

1. PURPOSE OF REPORT

The purpose of this report is to:

- provide Elected Members with a summary of performance data up to November 2010 from the Education, Culture and Sport Directorate

2. RECOMMENDATION(S)

The Committee are asked to:

- Approve the Service performance report for November 2010
- Approve the progress against impact measures, outcomes and actions as set out in the ECS Service Plan, and
- Note our plans to develop reports further, to include the risk register for the ECS Service within the next performance report and to invite comments and feedback from Elected Members

3. FINANCIAL IMPLICATIONS

There are no direct financial implications arising directly from the report.

4. OTHER IMPLICATIONS

There are no direct implications arising from this report however, the purpose of performance measurement and reporting is to manage improvement to services to the community. The measures ensure linkage to the Single Outcome Agreement, the Administration's Policy Statement - Vibrant, Dynamic and Forward Looking and the themes contained in "Improving Scottish Education." Improvements in the services provided by Education, Culture and Sport impact positively on communities across the City.

5. BACKGROUND/MAIN ISSUES

5.1 This report provides Elected Members with a summary of performance data up to November 2010 from the Education, Culture and Sport Directorate. Elected Members should note that, for the first time, the report shows our performance against the key priorities as set out in our Education, Culture and Sports Interim Service Plan 2010-2013. Our Service Plan sets the context for service delivery and outlines the key performance indicators, improvement actions and outcome measures which we use to assess the performance and progress of each priority. This type of reporting is intended to be more informative, transparent and outcome-focussed. In this way, Elected Members can expect to see clearly the direction of travel of the Education, Culture and Sports Service. Members should note that our performance reporting will continue to develop over the coming months and that, as this is the first such report, the report is relatively large. Future reports will, in the main, focus on exception reporting.


5.2 The November 2010 report consists of 6 appendices as outlined below:

- Appendix 1: Education, Culture and Sports Committee **Service Plan Balanced Scorecard**
- Appendix 2 **HMIE follow-through reports** on the education services and the educational psychology services December 2010
- Appendix 3 **Neighbourhood Community Action Plan** achievements from March to September 2010
- Appendix 4 **Leaver Destinations for 2009/10**
- Appendix 5 **Adult Learning achievements** from January to June 2010
- Appendix 6 **Closing the gap** update


5.3 Within the report the following symbols are used:


Performance Measures

Traffic Light Icon


 On target


 Within 5% of target and being monitored


 Within 20% of target and being actively pursued


 Data only PI as there is no target set

Short Term Trend Arrow


 Improvement from last reporting period


 Reduction from last reporting period

 No change since last reporting period


 Unable to determine trend

Long-term Trend arrow

 Improvement from the previous year

 Reduction from the previous year

 No change since last year

 Unable to determine trend

Progress bars : Show the percentage progress to date (when compared against the target end date)

5.4 Members should note that our work to develop a robust performance management framework for the Directorate utilising Covalent will be ongoing throughout the coming months and that their comments, observations and feedback would be appreciated. Members can anticipate that our next performance report will include performance against the full set of actions within the Education, Culture and Sports Service Improvement Plan and the Education, Culture and Sports Risk Register.

6. IMPACT

Legal

The Council is required to act as set out in the Statutory Performance Indicator Direction.

Resources

No additional resources are required to undertake performance management which is a core responsibility of managers.

Other



There are no property, equipment or Health and Safety implications arising directly from this report.

7. BACKGROUND PAPERS

- Appendix 1: Education, Culture and Sports Committee **Service Plan Balanced Scorecard**
- Appendix 2 **HMIE follow-through reports** on the education services and the educational psychology services December 2010
- Appendix 3 **Neighbourhood Community Action Plan** achievements from March to September 2010
- Appendix 4 **Leaver Destinations for 2009/10**
- Appendix 5 **Adult Learning achievements** from January to June 2010
- Appendix 6 **Closing the gap** update

8. REPORT AUTHOR DETAILS

Sarah Gear, Service Manager (Policy and Performance)
Education, Culture & Sport

 01224 522865
 sagear@aberdeencity.gov.uk

Education Culture and Sport Service Plan - Progress and Performance

Report Authors: Michael Parker, Denise Godsman & Sarah Gear

Generated on: 14 & 23 December 2010 and 3rd January 2011



Priority 01 - Curriculum for Excellence

01.01 - Children and young people access positive learning environments and develop their skills, confidence and self esteem to the fullest potential

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 01.01a	Improve early years development, learning and care experiences via implementation of the Early Years Framework	29 Mar 2013	<input type="text" value="0%"/>		David Leng
Progress	Good progress has been made with implementing the Early Years Framework. This was validated through the positive feedback from the INEA HMIE Follow Through Inspection (Please refer to Appendix 2). The work will be reviewed and evaluated at the Review and planning day with partners to be held on 28 January 2011.				

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 01.01b	Implement Curriculum for Excellence as part of 3 year rolling programme with initial focus on literacy and numeracy	31 Mar 2013	<input type="text" value="0%"/>		David Leng
Progress	Schools have been working on embedding Curriculum for Excellence since August 2010 and our steady progress was recognised by HMIE in the INEA follow-through inspection report (please refer to Appendix 2). All schools are driving forward developments in their school communities and many at an ASG level too. Collaborative working with other professionals is taking place. There is also a range of working groups at authority level which are striving to shape the strategic plans for Curriculum for Excellence. A Literacy Group has been established with representatives from various sectors. The group meets monthly and will be developing a Literacy Strategy for the City. Every school now has a Literacy Coordinator. The Numeracy Group has launched a Numeracy CD which holds a wealth of support materials for schools to use in the development of Numeracy. Numeracy co-ordinators are present in both secondary and primary schools.				

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 01.01c	Ensure the delivery of high quality learning experiences which meet the needs of the learner	31 Mar 2013	<input type="text" value="0%"/>		David Leng
Progress	The ongoing self evaluation which staff in schools carry out on a regular basis is providing the starting point for all improvement. In addition all schools have produced a High Level Curriculum map which have informed the school improvement plans for session 2010-2011. All plans have been submitted and feedback given. The Quality Improvement Officers (QIOs) continue to monitor the standards in school through regular visits, continuous support and feedback. A more proportionate approach is being delivered to ensure that schools receive the necessary support and challenge according to need and current circumstances. A new model of School Review is being developed which will involve a wider group of personnel including peer head teachers, experienced practitioners, parents and pupils. It is hoped to pilot this in spring 2011.				

'What's the Story?' - a short story competition run by the Arts Education Teams of Aberdeen City and Aberdeenshire Council in conjunction with Word – University of Aberdeen Writer's Festival. Pupils from across the North East were invited to write a short story based on the theme of 'Something to Celebrate'. Eleven winners were selected from over 100 entries from Aberdeen City and Aberdeenshire secondary pupils.

Leafing the Green - A two year writer in residence programme as the main education initiative for The Green Townscape Heritage Initiative commenced in October 2010. Funding of £50,000 from Scottish Arts Council Lottery and £20,000 The Green Townscape Heritage Initiative.

Northfield Reads - a project aimed at improving the literacy levels of some of the school's pupils by encouraging them to read for pleasure and develop reading as a habit. The project, which secured a £9,600 grant from Awards for All, included the design and installation of a new reading area in the school library, new reading materials, the installation of IT equipment for book reviews, author visits and training for teachers and librarians. The end result is a significant improvement in pupils' reading habits.




Citymoves promotion of dance in education - Increase opportunities for people to participate in dance and for young talent to be nurtured by providing a wide variety of creative and imaginative cross curricular workshops which are specifically devised to help deliver the arts infused approach to learning promoted in the Curriculum for Excellence.

Performance Measure

% of primary schools receiving positive HMIe inspection reports (financial year)

Report Date Ranges

Analysis/Action




	Value	Target	Long Trend	Short Trend	Status	This cumulative indicator represents the 1 primary inspection (Cornhill School) so far during the financial year 2010/2011. Please also refer to Quality Improvement actions under ECS-SP 01.01c
2010/11	100%	90%				

Performance Measure




% of secondary schools receiving positive HMIe inspection reports (financial year)




Report Date Ranges




Analysis/Action

	Value	Target	Long Trend	Short Trend	Status	This cumulative indicator represents the 1 secondary inspection (Harlaw Academy) so far during the financial year 2010/2011. Please also refer to Quality Improvement actions under ECS-SP 01.01c
2010/11	100%	90%				


Performance Measure

Report Date Ranges						Analysis/Action
	Value	Target	Long Trend	Short Trend	Status	
2010/11	50%	90%				This cumulative indicator represents the 1 special school inspection (Pupil Support Service) so far during the financial year 2010/2011. Please also refer to Quality Improvement actions under ECS-SP 01.01c

Report Date Ranges						Analysis/Action
	Value	Target	Long Trend	Short Trend	Status	
2010/11	50%	100%				This cumulative indicator represents the 4 pre-school partner provider joint inspections (2 of which were positive) so far during the financial year 2010/2011. Please also refer to Quality Improvement actions under ECS-SP 01.01a

Report Date Ranges						Analysis/Action
	Value	Target	Long Trend	Short Trend	Status	
2010/11	100%	100%				This cumulative indicator represents the 4 pre-school partner provider Care Commission inspections so far during the financial year 2010/2011. Please also refer to Quality Improvement actions under ECS-SP 01.01a

01.02 - Improve the outcomes for all our children and young people

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 01.02a	Implement action plans to support young people under More Choices, More Chances Strategy and 16+ Learning Choices	31 Mar 2013			Patricia Cassidy
Progress	More Choices, More Chances actions for 2010 are complete. More Choices, More Chances Transitions Outcome Group to review progress in January 2011. 16+ Team established for secondary and special schools. Percentage of young people in positive destinations has increased; percentage of unknown destinations has decreased.				

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 01.02b	Implement improved work experience opportunities	31 Mar 2011	<input type="text" value="0%"/>		Patricia Cassidy
Progress	<p>Engage the business community, including the public sector, in the development of supported route ways into employment via work placements and the provision of work relation training/learning. 320 businesses contacted to update information to support work placements (November 2010) 89 positive returns to date. Numbers of pupils placed via schools since the start of terms (August 2010) Dyce Academy 150 pupils, Cults Academy 180 pupils, St Machar Academy 210 pupils, Northfield S5 20 pupils. Bucksburn Academy S5/6 10 pupils.</p> <p>Work with young people, particularly those in the MCMC group to support them in their transition into employment particularly via work experience opportunities. Target for 2010/2011 120 Young People in the MCMC GROUP to be engaged in ToolKit for Progress work Placements. Update November 2010 143 MCMC referrals.</p>				

Priority 02 - Fit for Purpose Schools & Learning Centres

02.01 - Everyone will have access to high quality learning environments and facilities supporting them to achieve their full potential

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 02.01a	Complete delivery of 3Rs Schools Programme	31 Mar 2011	<input type="text" value="90%"/>		David Leng
Progress	<p>The opening of Seaton and Manor Park brings the total up to nine new city schools in 18 months. Seaton School has been completely remodelled to provide facilities for up to 198 pupils and incorporates community facilities, a family centre and a police office. Manor Park replaces part of Middlefield, Smithfield and Marchburn schools on the site of Middlefield School at Danestone Circle. The new school, for up to 252 pupils, incorporates community facilities, a police office and an all-weather pitch. Kaimhill due to open February 2011.</p>				

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 02.01b	Develop and implement Learning Estate Strategy to ensure an affordable and sustainable learning estate which makes best use of resources, ensuring focus on areas of greatest need	29 Mar 2013	<input type="text" value="30%"/>		Charlie Penman
Progress	<p>Comprehensive engagement exercise undertaken and report presented in October 2010 to Education, Culture and Sport Committee on Secondary School Estate setting out short, medium and longer term options. Work progressing on the development of a new-build primary school, to replace Bucksburn and Newhills Schools. Currently undertaking statutory consultation on the closure of Raeden Nursery; Hazlewood and Woodlands Special Schools, and replacement with a purpose-built new facility on the Raeden site. Currently developing possible approaches to reviewing the Primary School Estate, with a view to embarking on a comprehensive city-wide review during 2011. Wherever possible, we are seeking to declare vacant or un-needed properties surplus to requirements as early as possible, in order to make best use resources.</p>				







Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 02.01c	Establish effective learning hubs - communities of schools, community education, libraries and other learning providers	31 Dec 2013	<input type="text" value="60%"/>		Patricia Cassidy

Progress	Education, Culture & Sport Committee, at its meeting of 27 May 2010, approved the establishment of 6 Community Learning Hubs as follows: with the locations of a further 2 to be decided as follows:
	Bucksburn Academy Campus and The Beacon Centre for Bucksburn and Dyce ASGs Seaton 3Rs Primary School for St Machar ASG Rosemount Community Learning and Development Centre for Grammar ASG Torry Academy for Torry/Kincorth ASGs Kaimhill 3Rs Primary School for Harlaw/Hazlehead ASGs Northfield Community Learning & Development Centre for Northfield ASG
	Education, Culture and Sport Committee, at its meeting of 18 November 2010, confirmed Cults Academy as the Cults ASG Community Learning Hub.
	Further report to be presented on options for Oldmachar/Bridge of Don ASGs
	Lead officers have been appointed to each of these community learning hubs to assist with implementation plans and the development of Learning Partnerships in each respective area.

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 02.01d	Deliver regional aquatic centre (50m pool and diving pool) in partnership with Enterprise, Planning and Infrastructure Directorate	31 Jan 2012	<input type="text" value="14%"/>		Patricia Cassidy
Progress	Plans for a new 50 metre swimming pool in Aberdeen have been recommended for approval. Members of Aberdeen City Council's Development Management Sub-Committee will meet to consider the plans, lodged by Aberdeen Sports Village, at the Town House on 28 October. The application seeks permission to demolish the former Linksfield Academy in Seaton and replace it with a Commonwealth/Olympic Games standard swimming pool, related facilities including a health suite, meeting rooms and café, car parking and landscaping. The development will have two distinct elements – the main pool hall of at the north part of the site and the diving hall which will be closer to Aberdeen Sports Village. It will be linked to the sports village by an enclosed raised walkway or link bridge and footpaths.				

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 02.01e	Redevelopment of Aberdeen Art Gallery and storage of the City's reserve collections	31 Dec 2013	<input type="text" value="30%"/>		Patricia Cassidy
Progress	Redevelopment of Aberdeen Art Gallery - Progress report considered and agreed at Education, Culture and Sport Committee on 18/11/10. Committee agreed to the progression of a fundraising campaign at no net cost to the Council.				
	Museums Collection Centre - Preparation work for phase 1 - to prepare the collections for the move from current storage facility in Frederick Street - is on target. Work is also ongoing to identify a suitable site to move collections to once the sale of the Frederick Street site to NHS Grampian is concluded. Decisions regarding the establishment of a Community Collections Centre are dependent on the Council's Priority Based Budget exercise.				

Performance Measure	
Collective number of monthly visits to libraries in person	
Report Date Ranges	Analysis/Action

	Value	Long Trend	Short Trend	Status
April 2010	97,469	↓	↓	
May 2010	98,600	↑	↑	
June 2010	96,998	↓	↓	
July 2010	98,664	↑	↑	
August 2010	102,723	↑	↑	
September 2010	101,715	↑	↓	
October 2010	95,994	↓	↓	
November 2010	94,790	↓	↓	
December 2010				
January 2011				
February 2011				
March 2011				
2010/11	786,953	↓	↓	




























10 December 2010 Analysis:
The wintry weather at the end of the month affected libraries in particular with the early closure of Cults, Culter and Dyce on the 29th of November. Visitor numbers as a result are significantly down for the month. Other factors are; the continued closure of Kaimhill community library while the new 3Rs building is built and the loss of statistics from Linkfield Library which closed on the 30th September. Some school visits were also cancelled at the end of the month due to the bad weather. The launch of "Grampian Lives" book by David Northcroft was also postponed as was the Scottish Educational Trust's speaking competition hosted by Europe Direct. During November the YMCA exhibition, celebrating 150 years of the work of the YMCA in the North East of Scotland was at Kincorth Library and Customer access Point. Classes from local Schools visited the library to see the exhibition, learn about the work of the YMCA and find out about the services available. This resulted in an increase in the number of books borrowed by children at Kincorth during the month. The Local development Plan road show visited Kincorth, Mastrick, Northfield and Tillydrone Libraries during the month and the Central Lending Library had an exhibition on World War 2 from Dunnet Head Educational Trust which attracted
Issue figures have also increased at 9 out of 16 libraries particularly to adults; children's issues were affected by the weather but still showed an increase on last year at 9 libraries. For the first time there has been an increase on books loaned to adults from the Central Library on this time last year. In addition many people have been taking advantage of our telephone and online renewal services and there has been an increase on the amount of reservations made on line. PC usage and general issues are all considerably down on last year also due to severe weather. In addition there was a disruption in the WiFi service at the Central library on the 3rd November for 2 hours and there was no PC access all day on the 13th due to a server upgrade as part of planned annual upgrades and maintenance. There has been a change to the method for recording statistics with us adopting utilising nationally

accepted standards and this has been rolled out to all libraries after the completion of the pilot.

Action:

Libraries are continuing to promote more use of community libraries via schools and local groups including the Information services programme of road shows entitled Information 4u @ the library increasing awareness of services available in libraries and online. The planned programme of Christmas story times and activities is in place and hopefully will not be disrupted by the continuing bad weather. The two events postponed in November, the speaking competition and the book launch will now take place during December. Wifi is now available at 7 community libraries across the city in addition to the Central Library and Aberdeen Art Gallery and we are in the process of publicising.

Performance Measure	
Number of monthly issues	
Report Date Ranges	Analysis/Action

	Value	Long Trend	Short Trend	Status	As above
April 2010	86,296				
May 2010	83,476				
June 2010	79,106				
July 2010	86,125				
August 2010	85,656				
September 2010	80,802				
October 2010	84,980				
November 2010	77,435				
December 2010					
January 2011					
February 2011					
March 2011					
2010/11	77,435				

Priority 03 - Learning in the Wider Community

03.01 - Encourage people of all ages to play an active role in their learning in order to maximise their potential

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
------	--------	----------	--------------	------------------	------------------

ECS-SP 03.01a	Develop and implement the Aberdeen Learning Strategy outlining key developments and improvements of city learning services	31 Mar 2011	<input type="text" value="66%"/>		David Leng
------------------	--	-------------	----------------------------------	--	------------

Progress Aberdeen Learning Strategy approved at Education, Culture and Sport on 16 September 2010. Major pieces of work are being developed and implemented as part of the rollout of the Strategy.

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 03.01b	Implement the recommendations of the Scottish Schools (Parental Involvement) Act 2006	31 Dec 2010	<input type="text" value="0%"/>		David Leng

Progress Report presented to Education, Culture and Sport Committee on 18 November 2010, informing that the arrangements to establish an Aberdeen City Parent Forum had been implemented. The Forum complements the termly meetings structure for all Parent Councils and helps to enhance effective representation. It also enhances effective communication between parents and the Authority.

The new Forum consists of up to twenty-four representatives, two drawn from each Associated Schools Group (ASG). To date the Forum has met on four occasions and is quickly beginning to establish itself. A Chair and other appropriate office bearers have been selected and Terms of Reference are being finalised.

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 03.01c	Facilitate high quality adult learning services with a particular focus on youth and adult literacy and numeracy	31 Mar 2013	<input type="text" value="0%"/>		Patricia Cassidy

Progress The Healthy Minds Team and staff and learners from the South Area Adult Literacies Team recently won Good Practice in Adult Learning Awards. These new awards were sponsored by Scotland's Learning Partnership, which is also responsible for organising the annual Adult Learners' Week and Adult Learners' Awards. The Healthy Minds Team won their award for engaging and working with learners with mental health issues, and the South Area Adult Literacies Team were part of a North of Scotland wide collaborative project which resulted in a very successful conference for adult literacies learners in March 2010 which was organised and run by learners for learners.

The City libraries are developing a Reader Development Programme to encourage confidence in emergent readers, growth in reading groups, and impact positively on literacy and numeracy.

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 03.01d	Every learner will have a personal learning plan developed following assessment of their skills, competencies and needs	31 Mar 2013	<input type="text" value="0%"/>		Patricia Cassidy

Progress

Performance Measure						
% of positive evaluations from HMIE of learning Communities (financial year)						
Report Date Ranges						Analysis/Action
	Value	Target	Long Trend	Short Trend	Status	This cumulative indicator represents 1 learning community inspection (Harlaw learning community)

--

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 03.02a	Agree citywide strategies to close the opportunities gap	29 Mar 2013	<input type="text" value="0%"/>		Patricia Cassidy
Progress	Develop and sustain employment programmes which reflect the needs of the local economy, individual communities and those most distanced from the labour market				

03.03 - Improve engagement and sustained involvement of all people in the learning process

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 03.03a	Engage with 'hard to reach' communities and individuals working with front line services and agencies to identify and assess needs	31 Mar 2013	<input type="text" value="27%"/>		Patricia Cassidy
Progress	Museums and Galleries are presently working the Growing Audiences North East (GANE) to develop a strategy for audience development at all their sites. The Library Service have been promoting use and raising awareness of their facilities and resources via outreach activities and roadshows. The Home Library Service has been rolled out to communities and the Central Library following a successful pilot model				

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 03.03b	Work with other learning providers to build alternative curricula	31 Mar 2013	<input type="text" value="0%"/>		Patricia Cassidy
Progress					

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 03.03c	Strengthen Lifelong Learning Forum through appropriate membership	31 Mar 2013	<input type="text" value="0%"/>		Patricia Cassidy
Progress					

Priority 04 - Technology

04.01 - Encourage active and appropriate use of technology to widen learning opportunities

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
------	--------	----------	--------------	------------------	------------------




























ECS-SP 04.01a	Embed the use of ICT to enhance learning and teaching	31 Mar 2013	<input type="text" value="5%"/>		Patricia Cassidy; David Leng; Charlie Penman
Progress	<p>Education Rolling Programme for ICT in schools - By the end of December all teaching and learning areas in all schools, nursery, primary, secondary and special will have interactive teaching and learning solutions installed. This is mainly in the form of interactive whiteboard and projector but in some appropriate cases it will be either slate and projector or interactive plasma screen and projector.</p> <p>Wireless Access in Schools - The 3Rs schools have access to a high grade wireless network (Trapeze). The following schools also have a Trapeze network: Woodside, Sunnybank, Cults Primary, Gilcomstoun.</p> <p>National Assessment Resource - Scottish Schools Online Development - The NAR has been enabled through Glow and educational staff have access to it. Discussions with Partner Providers have occurred and their access to NAR has been planned and is being implemented. It will be 100% complete in January 2011. On visits to schools the ICT Curricular Team promotes this facility. Scottish Schools Online Development is promoted in a similar fashion.</p> <p>The Library Service is working in partnership with Aberdeenshire Library and Information Services to implement e-book lending. Information literacy skills training packages are being developed by the Library Information Service. Outreach activities will include taster sessions and workshops on the use of online resources. Training is also being developed in Web 2.0 technology and social networking.</p>				

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 04.01b	Develop a Technology Strategy for Education, Culture and Sport	31 Mar 2011	<input type="text" value="0%"/>		Charlie Penman
Progress					

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 04.01c	Develop user friendly learning websites	31 Mar 2013	<input type="text" value="0%"/>		Patricia Cassidy
Progress	Library web pages to be developed to allow for increased community information.				

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 04.01d	Further develop online learning within communities	31 Mar 2013	<input type="text" value="33%"/>		Patricia Cassidy
Progress	People's Network - Online Services from Public Libraries - the PC replacement rollout programme for 2010/11 is complete maintaining access for all to PCs adequate for accessing internet and learning packages.				

Performance Measure					
Monthly number of times that terminals in Learning Centres and Learning Access Points are used					
Report Date Ranges					Analysis/Action
	Value	Long Trend	Short Trend	Status	Analysis: PC usage and general issues are all considerably down on last year

April 2010	19,626				<p>also due to severe weather. In addition there was a disruption in the WiFi service at the Central library on the 3rd November for 2 hours and there was no PC access all day on the 13th due to a server upgrade as part of planned annual upgrades and maintenance. There has been a change to the method for recording statistics with us adopting utilising nationally accepted standards and this has been rolled out to all libraries after the completion of the pilot.</p> <p>Action: Wifi is now available at 7 community libraries across the city in addition to the Central Library and Aberdeen Art Gallery and we are in the process of publicising.</p> <p>Please also refer to action and analysis as above for monthly visits to libraries in person</p>
May 2010	19,271				
June 2010	19,081				
July 2010	19,785				
August 2010	20,445				
September 2010	20,866				
October 2010	19,501				
November 2010	18,465				
December 2010					
January 2011					
February 2011					
March 2011					
2010/11	157,040				

Priority 05 - Health and Wellbeing

05.01 - Encourage people to get involved in recreational activities, leisure pursuits and a wide variety of sports maximising the social, educational, health and economic health benefits

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
------	--------	----------	--------------	------------------	------------------

ECS-SP 05.01a	Complete creation of Sport Aberdeen to deliver efficient and effective provision of sports and leisure activities to the City	01 Jul 2010	<input type="text" value="100%"/>		Patricia Cassidy
------------------	---	-------------	-----------------------------------	--	------------------

Progress The transfer of Aberdeen City Council's sports facilities to Sport Aberdeen took place on 9 July 2010. Sport Aberdeen has established workable financial arrangements which will enable it to operate and develop the services in an efficient manner helping to achieve the Council's strategic and financial objectives.

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 05.01b	Implement 'Fit for the Future' – Sport and Physical Activity Strategy for the City	31 Mar 2013	<input type="text" value="10%"/>		Patricia Cassidy

Progress Fit for the Future, Aberdeen City's Sport and Physical Activity Strategy was launched on 31 August 2009. It defines the strategic direction for sport and physical activity in Aberdeen until 2015.

The Active Aberdeen Forum will convene next in January 2011 to consider the priority based budgeting process and sporting priorities. Sport is considered within the learning strategy as a key means by which health and well being can be improved, and this will be further evidenced in the up and coming HGIOCS self evaluation. The team are progressing the benefits to the Sheddocksley pitches agreed as part of the planning gain from the sale of the Oakbank school site concluding this by Spring 2011. An ongoing review of the funding agreements with local and national sports bodies will form part of the root and branch review of culture and sports organisations.

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 05.01c	Provide opportunities for children and young people to participate in physical activities and to enable the creation of pathways from school to the wider community	31 Mar 2012	<input type="text" value="0%"/>		David Leng

Progress

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 05.01d	Increase the number of activities for all children to get engaged in physical activities and sport through Active Schools	31 Mar 2011	<input type="text" value="0%"/>		Patricia Cassidy

Progress Active Schools is a term given to all schools in Scotland that provides pupils with sufficient opportunities to get active to the extent that it makes a positive contribution to their health. The Active Schools Aberdeen Team are responsible for putting in place and driving forward a range of planned activities in both school and community settings to help encourage children and young people's participation in the physical activity and sport.

Active Schools have a wide range of city wide activities running throughout the year as well as providing opportunities for children to take part in athletics and team sport activities over school in-service days in partnership with local sport facilities.

Performance Measure	
Collective monthly number of attendances at pools (including at Sport Aberdeen- the Sports trust)	
Report Date Ranges	Analysis/Action

	Value	Long Trend	Short Trend	Status
April 2010	57,939			
May 2010	69,483			
June 2010	64,237			
July 2010	48,883			
August 2010	59,932			
September 2010	67,910			
October 2010	57,245			
November 2010	57,453			
December 2010				
January 2011				
February 2011				
March 2011				
2010/11	483,082			

Total pool admissions were up by over 200 over last month and by 471 attendees over this time last year. This year there have been relatively fewer attendees during the summer months compared to last year and relatively more attendees during the autumn months. Kincorth and Hazelhead Pools continues to experience relatively strong attendance, with Bucksburn, Northfield and the Beach Leisure Centre tracking closely to their 2009/10 levels

Performance Measure	
Monthly number of non-pool attendances for Sport Aberdeen (the sports trust)	
Report Date Ranges	Analysis/Action

	Value	Long Trend	Short Trend	Status
April 2010	42,412			
May 2010	46,854			
June 2010	39,074			
July 2010	19,711			
August 2010	31,479			
September 2010	37,671			
October 2010	37,673			
November 2010	37,452			
December 2010				
January 2011				
February 2011				
March 2011				
2010/11	292,326			

The dry facilities operated by Sport Aberdeen continue to grow strongly over last year. Cumulative admissions to trust operated facilities, despite a drop in the summer months, are higher than at this point in the 2009 fiscal year.

Performance Measure	
Monthly number of non-pool attendances for the Aberdeen Sports Village (ASV)	
Report Date Ranges	Analysis/Action

	Value	Long Trend	Short Trend	Status
April 2010	45,061			
May 2010	50,166			
June 2010	36,045			
July 2010	38,267			
August 2010	34,717			
September 2010	44,220			
October 2010	59,633			
November 2010	55,514			
December 2010				
January 2011				
February 2011				
March 2011				
2010/11	363,623			

The dry facilities operated by the Aberdeen Sports Village continue to show strong performance despite a dip in the summer months and are higher than at this point in the 2009 fiscal year.

Performance Measure	
Total sports admissions for indoor facilities and pools (Sport Aberdeen and ASV combined)	
Report Date Ranges	Analysis/Action

	Value	Target	Long Trend	Short Trend	Status
April 2010	145,412	100,296.08			
May 2010	166,503	100,296.08			
June 2010	139,356	100,296.08			
July 2010	106,861	100,296.08			
August 2010	126,128	100,296.08			
September 2010	149,801	100,296.08			
October 2010	154,551	100,296.08			
November 2010	150,419	100,296.08			
December 2010					
January 2011					
February 2011					
March 2011					
2010/11	1,139,031	802,368.66			

Combined admissions to sport facilities operated by both Sport Aberdeen and the Aberdeen Sports Village continue to outperform targets, despite a dip in the summer months. Admissions are up by 266,579 than figures at this point in the last fiscal year.

05.02 - Encourage people to making positive choices about their diets and lifestyles

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 05.02a	Improve the health and wellbeing of pupils and staff via continued development of the Health Promoting Schools initiative	31 Mar 2013	<input type="text" value="0%"/>		David Leng
Progress	63 schools in the City achieved commitment level during academic year 09/10 (equating to all but one who have not), 58 schools achieved commended and 5 schools achieved excellence.				

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 05.02b	Increase the number of health promoting establishments	31 Mar 2013	<input type="text" value="0%"/>		David Leng
Progress	Promotion of healthy living via libraries - contacts established on a local level with NHS Grampian, Health Promotions and Sport Aberdeen. Consultation with community partners on local library service and potential for joint working being undertaken via Learning Partnerships				

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 05.02c	Implement the requirements of Schools (Scotland) Health Promotion and Nutrition Act 2007	31 Mar 2013	0%		David Leng
Progress					

05.03 - Environmental sustainability

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 05.03a	Encourage and increase active travel to school	31 Mar 2013	0%		David Leng
Progress					

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 05.03b	Promote healthy travel options	31 Mar 2013	0%		David Leng
Progress					


Code	Action	Due Date	Progress Bar	Portfolio Owners
ECS-SP 05.03c	Increase the number of Eco-Schools within the city	31 Mar 2013	75%	David Leng
Progress				
<p>The Eco-Schools Scotland programme is made up of 7 elements. Once a school has registered on the programme and implemented the 7 elements, it can apply for an Eco-Schools award. There are three levels of award - the first two levels are Bronze and Silver. The top level is the Green Flag award which must be renewed every two years. A school is considered to be a permanent Eco-School once it has gained its Fourth Green Flag - Airyhall, Cults and Milltimber Primaries and Hazlehead Academy have each gained 3 green flags. Kaimhill, Seaton and Riverbank Primary Schools achieved their silver Eco Schools Award in 2010. Hazlewood School achieved their first Green Flag in December 2009.</p> <p>Biodiversity in Focus - Partnership with University of Aberdeen's Natural History Centre to engage Secondary pupils in the International Year of Biodiversity. 3 projects with schools (Bucksburn Academy, St Machar Academy, Oldmachar Academy) using the arts to communicate themes of biodiversity. Biodiversity Conference for all Secondary schools was held in June 2010.</p>				

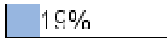
Priority 06 - Community Engagement in Arts, Culture and Heritage


06.01 - Increase the opportunities for all residents and visitors to engage in arts, culture and heritage activities

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP	Develop and implement 'Vibrant Aberdeen' – A Cultural Strategy for	31 Mar 2013	71%		Patricia Cassidy

06.01a	Aberdeen				
Progress	<p>The strategy was launched in Aberdeen University during a cultural conference hosted by InterCult on Friday the 30th of April 2010. The Strategy, developed by the Cultural Forum for Aberdeen, aims to provide the strategic framework to drive culture in the city towards achieving a shared vision and meeting the identified objectives which lie behind this. Within this, the strategy presents the challenges Aberdeen faces in developing culture and the opportunities which must be taken in order to achieve this vision.</p> <p>The strategy team is working with external funding officers to maximise future initiatives in terms of EU funding, in particular those which relate to public space and EU City of Culture. The SOA targets will be reviewed in accordance with the next corporate SOA review by the Strategist representing the sector on the lead officers group. The Lively Cities bid allows for a level of continuing professional development which will increase capacity and knowledge. The public art strategy, currently a work in progress, will provide a framework for achieving planning gain and community benefits opportunities.</p>				

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 06.01b	Demonstrate and evidence the key role culture can play in all aspects of life including city regeneration	31 Mar 2013			Patricia Cassidy
Progress	Arts Development have developed a WordPress site and Flickr site - http://artsdevelopment.wordpress.com/ - through which to promote case studies and publicise the services they provide				

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 06.01c	Engage with hard to reach groups – bring cultural activities to each community	31 Mar 2013			Patricia Cassidy
Progress	<p>The 8th 50+ Festival ran from 13 September to 6 October 2010 as part of the 50+ activities programme. The programme is provided for people aged 50 years and older who live within the City and is funded from the Common Good Fund. A range of participatory arts activities were organised for inclusion into the festival programme. These included jewellery, printmaking and experimental iron pour.</p> <p>'Our Story' is an innovative year long multi-arts project culminating in a final high profile exhibition at Aberdeen Art Gallery. The final 'Our Story Exhibition' will showcase the wealth of skills, talent and enthusiasm in each of the 7 regeneration neighbourhoods (Torry, Seaton, Tillydrone, Middlefield, Stockethill, Woodside and Cummings Park). 'Our Story' One culminated in the seven regeneration areas taking part in the International Parade on 31 July 2001. 'Our Story' Two will be complete by 31 March and the exhibition in the Art Gallery studio workshop will run from May to June 2010.</p> <p>National Galleries Scotland Project - This collaborative visual arts project will be a partnership between the National Galleries of Scotland (NSG) and Aberdeen City Council. Partnership is at the heart of the NGS strategy which strives to make the national art collection more widely accessible as part of its 'Gallery without Walls' policy. This project aims to produce a community-generated portrait of Aberdeen's city and people inspired by works of art in the collections of NGS and Aberdeen Art Gallery.</p>				

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 06.01d	Implement a co-ordinated programme of school visits to cultural establishments linked to learning programmes	31 Mar 2013			Patricia Cassidy; David Leng
Progress	Voices of the Lewis Chessmen was premiered at Aberdeen Arts Gallery on 3 December 2010. Working in partnership with Aberdeen Art Gallery, the project used the exhibition <i>The Lewis Chessmen Unmasked</i> as the stimulus for the creation of radio dramas with a P6 class from Charleston Primary School. Led by artists Fiona Milligan Rennie and David Goodall, pupils used the current <i>The Lewis Chessmen Unmasked</i> exhibition as the starting point to create their own short dramas. Recordings of their work are available to visitors both at the gallery and on the gallery website.				

Museum and Galleries learning and outreach programme for 2011-12 has been drafted. A Resource Pack for Teachers was launched November 2010, evaluation of which is due in April 2011.

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 06.01e	Develop virtual resources for virtual online visitors	31 Mar 2013	<div style="width: 11%; border: 1px solid black; background-color: #e0e0e0; text-align: center;">11%</div>		Patricia Cassidy
Progress	<p>Arts Development have developed a WordPress site and Flickr site - http://artsdevelopment.wordpress.com/ - Online blog receiving 200 new visitors to the site each week. Library Service and Museums and Galleries are each developing a presence on social networking sites.</p> <p>Improvements are being made to the library online catalogue in terms of search facilities and quality of records.</p>				

06.02 - Improve the quality and impact of arts, culture and heritage provision across the City

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 06.02a	Attract major exhibitions to the City	31 Dec 2013	<div style="width: 3%; border: 1px solid black; background-color: #e0e0e0; text-align: center;">3%</div>		Patricia Cassidy
Progress	<p>The Strategy Team has worked with Arts Development and the External funding officers to gain £250,00 in funding from the EU Lively Cities Programme (NB – this is subject to some confirmations). The recent Scotland/Samoa and Scotland/Faroes internationals were supported in kind and financially by Aberdeen City Council. The Gordon Highlanders commission is agreed with a date in October 2011 for siting in Castlegate. Work on Community Sports Hubs as part of the Games Legacy is due for completion in Jan 2011 and work is ongoing on a Public art strategy which it is hoped will attract future funding.</p> <p>Museums and Galleries acquired a painting by the artist William Dyce, presented by the Friends of Aberdeen Art Gallery & Museums to mark the 125th anniversary of Aberdeen Art Gallery.</p> <p>Work is ongoing to complete the new North Sea Oil and Gas Exhibition at the Maritime Museum.</p>				




Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 06.02b	Ensure new and existing venues are fit for purpose and have the capacity for development of cultural activities	31 Dec 2013	<div style="width: 7%; border: 1px solid black; background-color: #e0e0e0; text-align: center;">7%</div>		Patricia Cassidy
Progress	<p>Two successful performances by a team of 4 players from Scottish Opera have underlined the suitability of the Central Lending Department as a venue for small scale touring productions, in addition to consultation programmes, travelling exhibitions, author visits, etc. Exhibition space to be made available to local artists and photographers in the Media Centre which will also generate income via commissions on sales.</p> <p>Proposed refurbishment of Beach Ballroom will open opportunities to new markets, relaunching to business and conference market. Refurbishment programme will</p>				

























generate savings on heating and lighting.

Media Centre Cafe at Central library will enhance visitor experience to Media Centre and Central Library. Tender documentation currently in progress for provider of cafe services - remit is for a social enterprise run business.


The Museums and Galleries Service successfully secured a grant from Museums Galleries Scotland for phase 1 of the rationalisation and improved documentation of collections project. Phase 1 commenced in November 2010 and is due to conclude November 2011.

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 06.02c	Monitor and evaluate qualitative and quantitative impact of arts, culture and heritage activities	31 Mar 2013	<input type="text" value="0%"/>		Patricia Cassidy
Progress					

Performance Measure					
Number of monthly visits to/usages of council funded or part funded museums - in person					
Report Date Ranges					Analysis/Action
	Value	Long Trend	Short Trend	Status	
April 2010	25,132				14 December 2010 In total, the November 2010 figures were above 2009 performance, particularly at Aberdeen Art Gallery which had a 26% increase over last year, and the Maritime Museum which had a 5%

May 2010	26,138				increase. Cowdray Hall and the Tollbooth saw numbers on par with 2009 figures, and Provost Skene's House saw a 6% decrease in admissions.
June 2010	25,948				
July 2010	35,881				
August 2010	29,893				
September 2010	26,423				
October 2010	31,520				
November 2010	25,201				
December 2010					
January 2011					
February 2011					
March 2011					
2010/11	226,136				

06.03 - Development of meaningful and successful partnerships that increase opportunities available to engage in culture, arts and heritage activities

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 06.03a	Develop partnership networks and links with both cultural and non cultural bodies e.g. tourism	31 Dec 2013			Patricia Cassidy
Progress	The Arts Education Team are the lead partner working with Aberdeenshire Council and approximately 60 local music providers to develop an overarching strategic music partnership and vision for music for children and young people in the North East of Scotland. Funding: £180,000 Scottish Arts Council, £12,000 Aberdeenshire				

Council and £12,000 Aberdeen City Council.

The Arts Education Team had been awarded £10,000 from the Scottish Arts Council and Children in Scotland to establish a creative learning network in the city. The team has been successful in attracting the maximum amount which can be awarded, and the money will be used to develop new and existing creative learning networks, and to champion the arts, culture and creativity in schools and communities within the context of the Curriculum for Excellence.

Two members of staff were part of the Lord Provosts Delegation that went to Regensburg to celebrate 50 years of the twinning agreement between Regensburg and Aberdeen. As part of the celebration, photographic artwork by the group from Aberdeen was exhibited in the City highlighting partnership working between Arts Development, Aberdeen and Regensburg.

Three members from Aberdeen Potters group went on an exchange to Regensburg Social Initiatives Christmas Market. They travelled to Regensburg in December and sold items on the market.

The 'Common Thread' twinning project was a 6 month long project involving 18 young people aged 14-18 year from Aberdeen, Stavanger, and Regensburg. The aim of the project was to create a contemporary piece of youth theatre to be performed at Aberdeen International Youth Festival.

In 2010 the Museums and Galleries Service worked in partnership with National Galleries Scotland, National Museums Scotland, British Museum, The Royal Collection, National Portrait Gallery, University of Aberdeen, Robert Gordon University, schools and community groups, Arts Education and Arts Development, the Ranger Service, Aberdeen Philatelic Society, the Association of North Sea Cities, Museums Galleries Scotland (MGS), artists, private collectors and individuals to deliver the exhibitions programme.

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 06.03b	Recruitment, development and retention of volunteers to support delivery of cultural, arts and heritage type activities	31 Mar 2013	<input type="text" value="0%"/>		Patricia Cassidy
Progress	<p>Within Arts Development, Community Volunteer sessions have been developed as part of 'Our Story' project; Arts Graduate volunteers have been offered opportunities throughout the year and unqualified volunteers have been supported to offer sessions to community groups.</p> <p>Library Volunteer Policy group established and developing policy/volunteers handbook</p>				

06.04 - Enable creative opportunities for practitioners and artists to retain creative individuals within the City

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 06.04a	Increase opportunities for artists to produce work for artist led social enterprises	31 Mar 2013	<input type="text" value="0%"/>		Patricia Cassidy
Progress					

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 06.04b	Encourage and support artists to produce new and innovative work	31 Mar 2013	<div style="width: 23%;"><div style="background-color: #4f81bd; height: 10px;"></div></div> 23%		Patricia Cassidy
Progress	<p>The research and consultation work undertaken as part of Aberdeen's 'City of Culture' Feasibility Study in 2009 and the development of the 'Vibrant Aberdeen' Cultural Strategy clearly highlighted the requirement to establish a structure which supports the development of contemporary public art in the city. With support from Aberdeen City Council's Cultural Grant scheme a new public art project, 'Art Engagement', has been developed. This project will use various innovative methods to actively consult and involve communities in the development of commissioned public art pieces. This process of community engagement will form the basis for the development of a public art tool-kit and policy which is reflective of the wants and needs of the city and its residents.</p> <p>Major arts participation project with National Theatre of Scotland and Transition Extreme Sports Ltd using the experience of extreme sports as the inspiration to create new artistic work. Focussing on three schools and their communities, the project will culminate in a festival of events during March 2011.</p> <p>Recent flash mob performances in the Bon Accord Centre and St Nicholas Centre were part of EXTREME, an interdisciplinary partnership project led by the Arts Education Team and the National Theatre of Scotland. Over 100 school pupils and community members surprised crowds of shoppers by breaking into a dance routine. After the four minute performance, participants immediately split up and went about their day.</p>				

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 06.04c	Ensure culture and the arts becomes an attractive and viable career choice in the City	31 Mar 2013	<div style="width: 0%;"><div style="background-color: #4f81bd; height: 10px;"></div></div> 0%		Patricia Cassidy
Progress	Provide routes into further training to develop a career in dance. Ensure dance artists have access to professional level training. Provide access to vocational training in dance				

06.05 - Create and celebrate a cultural identity which is recognised locally, nationally and internationally

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 06.05a	Develop a cultural programme reflecting the uniqueness of the area exploiting our unique assets	31 Mar 2013	<div style="width: 0%;"><div style="background-color: #4f81bd; height: 10px;"></div></div> 0%		Patricia Cassidy
Progress					

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 06.05b	Build upon the contribution of arts, culture and heritage to the promotion of the City	31 Mar 2013	<div style="width: 0%;"><div style="background-color: #4f81bd; height: 10px;"></div></div> 0%		Patricia Cassidy
Progress					

Priority 07 - Helping those with different needs

07.01 - Support children and young people through an integrated children's service with single points of access

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 07.01a	Develop, implement and deliver Integrated Children's Service Plan 2010-13	31 Mar 2013	<div style="width: 45%; background-color: #4f81bd; height: 15px;"></div> 45%		Patricia Cassidy
Progress	Integrated Children's Service Plan to be completed by March 2011				

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 07.01b	Raise awareness and provide support to help children, young people, their families and carers access services to meet their individual needs within the requirements of Getting It Right For Every Child (GIRFEC)	31 Mar 2013	<div style="width: 0%; background-color: #ccc; height: 15px;"></div> 0%		Patricia Cassidy
Progress	Support to families in 10 SIMD schools resourced.				

07.02 - Support vulnerable children to achieve their full potential

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 07.02a	Early identification and provision of support to families to help them meet their children's needs	31 Mar 2013	<div style="width: 43%; background-color: #4f81bd; height: 15px;"></div> 43%		Patricia Cassidy
Progress	Support to families in 10 SIMD schools resourced. Children's Library Service developing support to children and their families. Contacts have been established via Early Years Partnership and 16+ Network. Schools Literacy Strategy Group established.				

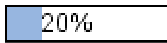
Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 07.02b	Improve the engagement, involvement and achievement of the City's looked after children as part of our corporate parenting role	31 Dec 2010	<div style="width: 0%; background-color: #ccc; height: 15px;"></div> 0%		Patricia Cassidy
Progress	Piloting Family Firm approach with Directors and Marriot Group. Established 16+ Black Group for positive destinations.				


Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 07.02c	Identification and support of young carers	31 Mar 2013	<div style="width: 0%; background-color: #ccc; height: 15px;"></div> 0%		Patricia Cassidy
Progress	Work commissioned by Social Care and Wellbeing to VSA				

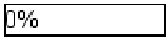
Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 07.02d	Implementation of Education (Additional Support for Learning)(Scotland) Act 2004	31 Mar 2013	<div style="width: 0%; background-color: #ccc; height: 15px;"></div> 0%		David Leng
Progress	Good progress has been made with implementing the Education (Additional Support for Learning)(Scotland) Act 2004. This was validated though the positive				

feedback from the INEA HMIE Follow Through Inspection (refer to Appendix 2)

07.03 - Ensure our services and facilities are accessible to all


Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 07.03a	Apply Council's strategy on disability access to services and properties	31 Mar 2013			Charlie Penman
Progress	Given limitations of resources, disability access improvements are generally implemented as and when specific needs are identified. Wherever facilities are replaced or redeveloped, these are designed and built to fully meet DDA standards, and whenever possible engagement takes place with relevant disability and access stakeholders.				

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 07.03b	Promote equalities to support the inclusion of minority or disadvantaged groups	31 Mar 2013			Patricia Cassidy
Progress					

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 07.03c	Provide affordable, quality childcare places	31 Mar 2013			David Leng
Progress					

Priority 08 - Better Performing/Value for Money

08.01 - Simplify and standardise service provision targeting resources to the right areas and helping to balance budgets

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 08.01a	Explore shared services delivery and joint contracts to reduce procurement costs	31 Mar 2013			Charlie Penman
Progress	Director and Heads of Service have begun dialogue with Moray, Aberdeenshire and Shetland Islands Councils on shared services provision. Senior officers are working directly with Shetland Islands Council on potential e-learning/virtual learning environment with a view to embedding joint approaches to e-learning in the senior campus. The Service options on virtual campus will take account of this development. A business case for the virtual campus will be produced by March 2011.				

The Strategy Team is currently working with colleagues in Aberdeenshire council to consider both projects and longer term options for the future delivery of cultural services, including regional intelligence gathering and the implementation of How Good is our Culture and Sport.


Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 08.01b	Maximise available resources to the 'front line' and reduce central service costs	31 Mar 2013	50%		Charlie Penman
Progress	<p>The service continues to extend the devolvement of areas of responsibility to schools and community learning and development establishments. Work is ongoing to devolve the following budgets to establishments in the course of 2011: Schools - pupil support assistants, technicians, school support employees and nursery nurses; Community Learning & Development - full time professional workers and support employees.</p> <p>Additionally and to allow establishments to better manage resources there has been significant investment in providing them with access to the corporate e-Financials, PECOS and Collaborative Planning systems.</p>				

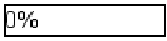
Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 08.01c	Service implementation of corporate robust financial systems – PECOS, E-Financials, Collaborative Planning	31 Mar 2013	30%		Charlie Penman
Progress	<p>Education, Culture and Sport support staff have been supporting the schools and community centres in the use of financial systems both by phone, and by undertaking visits to establishments. Twenty six educational establishments have been visited since August 2010 with one to one support being given primarily in the use of e-financials and Infosmart. To address the requirements for additional support required in schools and community centres a series of sessions have been held in November and December 2010 covering use of Collaborative Planning, e-financials and Infosmart systems. 109 staff have attended across 17 sessions since 16 November, each session lasting 3 hours. 111 establishments were targeted and to date, 70 establishments have been represented. A further series of sessions will be held in January to ensure that all those who wished to attend the support sessions have been accommodated. Dates are yet to be confirmed, dependent on availability of the PC suite. In addition to these organised sessions, the drop-in centre has also been available for any member of staff wishing to book a slot - assistance is at hand to guide them through the financial systems. It is anticipated that on completion of this programme of additional support, peer support groups can be developed across the Directorate, providing assistance and guidance when needed.</p> <p>Corporate Governance have identified an additional staffing resource to assist with the support programme being rolled out over the coming months. On 12, 13 and 18 January 2011, Collaborative Planning sessions have been scheduled for EC&S managers.</p>				

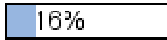
Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 08.01d	Implement priority based budget approach to developing proposals for 2011-12 budget	31 Mar 2013	5%		Charlie Penman
Progress	<p>The Education, Culture and Sport Directorate has engaged in priority based budget proposals as part of the Budget for 2011/12 and the 5 Year Business Plan. Service options have been developed up to November/December 2011. Lead officers will complete business cases for all service option by February 2011 for consideration for the 2011/12 Budget.</p> <p>Finance and Resources Committee recently agreed as part of the priority based budgeting exercise a root and branch review of organisations. The Strategy Team will conduct a review of sports and cultural commissioned organisations. The business plan for this will be completed by mid January 2011 and will articulate both timescales for the individual reviews and will lay out further issues and implications. This will be undertaken collaboratively with the Culture and leisure stakeholders working group.</p>				

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 08.01e	Implementation of integrated management information systems for Education, Culture and Sport	31 Mar 2013			Charlie Penman
Progress	<p>The tender responses for the new MIS system for educational establishments were evaluated and an agreed system was selected as the preferred option in January 2010. The terms and conditions for the award of contract are being negotiated with the preferred supplier. These are now in their final form and the award of contract is imminent.</p> <p>Works to upgrade the Libraries management system to Talis Alto 5 is complete.</p>				

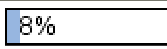
08.02 - Encourage and maximise use of online resources for all

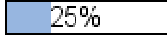
Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 08.02a	Enable public internet access in council facilities within communities	31 Mar 2013			Patricia Cassidy
Progress	<p>WiFi Network in Libraries - Library members can now use their laptops, PDAs and mobile phones to gain free, fast broadband connections to the internet at Central Library, Aberdeen Art Gallery, Airyhall Library, Cove Library, Dyce Library, Kincorth Customer Access Point, Mastrick Library, Tillydrone Library and Learning Centre and Torry Library</p>				

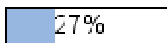
Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 08.02b	Promote the benefits of single source access to Council information	29 Mar 2013			Patricia Cassidy
Progress					

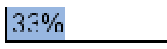
Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 08.02c	Enable customer self service	31 Mar 2013			Charlie Penman
Progress	<p>Online library registration implemented - 211 registrations processed to date. Design of new library card to be finalised and numbering convention to be agreed. Work with Accord and Legal colleagues to establish requirements for retention of registration as part of review and updating of Library Management Rules</p> <p>Previous work done with colleagues in Service Design and Development has resulted in a number of forms being made available online for downloading. Examples of these include the School Clothing Grant and Educational Maintenance Allowance application forms, and School Placing Request forms. It is not possible however for these forms to be completed and submitted online - they require to be accompanied by documentary evidence to support the application which is often done in person. Work is still being done by the e-government team on the implementation of the forms package, particularly in regard to the payments module, which we are waiting on the supplier to set it up. There are currently two complete forms on the internal server (not live) for Fault Reporting and the Accord Card top-up service. The first batch of work is going to be internal HR forms, such as leave requests, travel requests, eye test forms etc and for the external website the first in line are forms for Blue/Green Badge parking. The planned 'package' of work for EC&S is still to be worked up with the e-government team</p>				

08.03 - Demonstrate our commitment to continuous improvement

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 08.03a	Engage with service users to determine if expectations are being fulfilled and improve customer satisfaction	31 Mar 2013			Charlie Penman
Progress	Stakeholder engagements have taken place throughout 2010 as part of our work to develop the Learning Strategy. Our pupils survey offers the opportunity for schools to engage the views of pupils to help inform their own self evaluation. Library and Information Service to consult with current and potential library users on service development and delivery - systems and procedures in place to evaluate library taster sessions and events; Review customer comment procedures with a view to streamlining collation and publishing of outcomes				

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 08.03b	Demonstrate effective self evaluation	31 Mar 2013			Charlie Penman
Progress	The Education, Culture and Sport Snapshot Day generated an extremely positive response from across the Directorate with submissions totally in excess of 140 postings consisting of photographs and very inventive slideshows and videoclips. The event was an excellent example of best practice, showcasing what we do and is a new approach to self evaluation. Snapshot 2 during the month of December 2010 provides an opportunity for service providers and users to capture activities under the theme of 'Celebration'. The quality of the education service and educational psychology service self-evaluation was praised during the recent follow-through inspection in September 2010 and validated in the published HMIE Follow Through Inspection reports (refer to Appendix 2). The Strategy Team are working to implement How Good is Our Culture and Sport on a shared basis with Aberdeenshire Council in early 2011.				

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 08.03c	Effective monitoring and reporting of performance against quantitative and qualitative measures	31 Mar 2013			Charlie Penman
Progress	Improvements to internal performance monitoring and reporting using the balanced scorecard approach have been piloted across the EC&S Service. Public performance reporting using Covalent began in July 2010 and has developed throughout the year. The new style of performance reporting against Service Plan outcomes and measures begins in January 2011.				

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 08.03d	Develop and implement a cross directional integrated approach to quality improvement, quality assurance and continuous improvement	31 Mar 2013			Charlie Penman
Progress	Quality improvement takes places in all aspects of the EC&S Service. 2010 saw MLA accreditation for our Museums and Galleries service, a further PLIQM visit for our Library and Information Services, INEA2 follow-through for our education service and educational psychology services, HMIE and Care Commission inspections across schools, services, learning communities and pre-school partner providers and the beginnings of self evaluation in our Culture and Sports Services following the introduction of How Good is our Culture and Sport. Our plans for 2011 include a co-ordinated and systematic approach to self evaluation throughout the Service in preparation for How Good is our Council and the development of more robust and evidence-based quality assurance procedures that have positive impacts on all participants.				

Priority 09 - Skilled and Trained Staff

09.01 - Skilled workforce with the knowledge, understanding and expertise required to carry out their duties

Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 09.01a	Demonstrate effective leadership at all levels	31 Mar 2013	0%		Charlie Penman
Progress	Our Leadership Strategy and Policy are in draft form. Leadership development is a priority for us and we encourage leaders at all levels throughout the organisation.				
Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 09.01b	Develop and deliver comprehensive, high quality professional development programmes	31 Mar 2013	20%		Charlie Penman
Progress	CPD events for teachers which took place during school session 2008/2009 were evaluated as Good, Very Good or Excellent by 88% of participants. The content of CPD programmes for teaching staff has been closely matched to the needs of establishments and individuals, through a detailed audit of CPD needs carried out at the start of the school session. A similar approach now needs to be taken to capture the development needs of staff in all other areas of the service, in order to ensure a programme of appropriate development opportunities is available to all staff.				
Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 09.01c	Develop an enabling culture throughout the workforce	31 Mar 2013	56%		Charlie Penman
Progress	Staff are actively encouraged to take ownership of their own development. Proposals to change the format of school in-service days include changing one of the days to a 'negotiated development' day, when staff are encouraged to plan their own activities to meet their personal development needs. Examples of activities which could be undertaken by individual staff members to pursue their own development needs are provided through Glow. We are working with colleagues in the National CPD Team on a national review of professional review and development (PRD) for teachers; this will result in a revised policy for PRD in Aberdeen with the intention of increasing active participation in the PRD process.				
Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 09.01d	Develop a service Workforce Strategy and Action Plan	31 Dec 2010	10%		Charlie Penman
Progress	A strategic workforce planning group for the ECS Service has been established. Discussions to date have focussed on the role and remit of the group which include the development of a workforce strategy and action plan. The decision was taken to delay work on these documents until after the final decision has been made on the Council's Five Year Business Plan and Priority Based Budgeting exercise, as these are likely to have significant implications for the workforce which will need to be supported by an appropriate workforce strategy.				
Priority 10 - Working Together					
10.01 - Improve joint working between the Council and its Partners to provide an inclusive approach to service delivery for children, families and communities					
Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 10.01a	Identify services where shared service delivery will achieve better outcomes and best value	29 Mar 2013	0%		Patricia Cassidy
Progress					
Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners

ECS-SP 10.01b	Improve cross directorate working to deliver integrated services and impacts	31 Mar 2013	0%		Annette Bruton; Patricia Cassidy; David Leng; Charlie Penman
Progress					
Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 10.01c	Develop network of partnerships with the public, private and third sector – local, regional and national – and define shared visions, aims and goals	31 Mar 2013	10%		Patricia Cassidy; Charlie Penman
Progress					
Information Services are represented on Learning Partnerships; Library Working Groups and External Working Groups e.g. Migrant Alliance, LocScot, Ancestral Tourism.					
The Strategy team are working with external funding officers to consider joint EU funding options which support the work on the Open Space strategy and other environmental projects. The culture and leisure stakeholders working group will meet to consider it's future role in the context of the priority based budgeting exercise in January 2011.					
Code	Action	Due Date	Progress Bar	Expected Outcome	Portfolio Owners
ECS-SP 10.01d	Develop Lifelong Learning, Culture and Active Aberdeen Forums to improve their impact and capacity to improve outcomes	31 Mar 2013	68%		Patricia Cassidy
Progress					
Review and development of Active Aberdeen Forum will be undertaken as part of the implementation of 'Fit for the Future' - Sports and Physical Activity Strategy.					
Review and development of the Culture Form will be undertaken as part of the implementation of 'Vibrant Aberdeen' - Cultural Strategy for Aberdeen					

Appendix 2: HMIE follow-through reports on the education services and the educational psychology services, December 2010

Education Services

A report has been published on the Aberdeen City Council education service following a visit from HM inspectors.

The report outlines the significant changes and considerable progress since the last inspection in 2007. Inspectors highlight the high level of openness and positive partnership-working during the inspection process in June and September 2010.

HMIE praises the strong and energetic leadership shown by the director and notes that the senior team has successfully fostered a positive collegiate culture.

The report states that the clear and agreed educational vision and strategy – along with the more stable financial position and significant structural changes – had all served to improve council services. Inspectors praise the self-evaluation report prepared by the authority, which showed how improvements had been made in line with the original main points for action in May 2007, and agreed with the evaluations across six themed areas. Their report finds:

- very good progress in achievement;
- good progress in early years;
- satisfactory progress in additional support needs and inclusion;
- satisfactory progress in attainment;
- satisfactory progress in quality improvement approaches;
- steady enhancements to the curriculum;
- good, effective and innovative partnerships.

The report says the City Council has a range of key strengths, including the achievements of children and young people, the commitment of elected members to improve learning, strong leadership and vision of senior officers, and effective and creative partnerships.

HMIE points to a range of improvements since the original inspection, which are having positive impacts for learners across Aberdeen.

Highlights include:

- **Early years:** effective partnership working through the Early Years and Childcare Partnership; a strong focus on quality assurance and increasingly positive inspection reports of local authority nurseries; workforce improvements and CPD are resulting in improved outcomes for children.
- **Additional support needs (ASN) and inclusion:** HMIE recognises the pace of progress has been slower than expected but highlights the strong commitment to inclusive practice; children and young people with ASN are successfully included in city-wide activities, including the Active Schools team.

- **Attainment and achievement:** HMIE emphasises the clear focus on raising attainment and the challenge from the directorate, senior managers and elected members for schools to improve; increases in performance at primary level and some improvements at secondary; a stronger commitment to continuous improvement and more positive links between quality improvement officers and schools.
- **Quality improvement:** HMIE notes a more rigorous and proportionate approach to quality improvement, which has been welcomed by headteachers, and recognises the recent success in reducing exclusions
- **Curriculum:** HMIE points to steady progress in the development of Curriculum for Excellence since 2007 and a more coherent approach to curriculum planning; the report finds that staff would welcome more opportunities for joint working and curriculum collaboration.
- **Partnerships:** HMIE recognises the strong strategic drive from the director to enhance partnership working at both local and national levels.

The report points out that the education directorate has secured improvements in important areas and has already made significant contributions to the priorities of the council.

The City Council and HMIE have agreed the following areas for action:

- raise attainment and increase expectations in order to improve the life chances of all young people;
- further develop leadership at all levels in taking forward Curriculum for Excellence;
- implement the significant improvements identified in the city-wide review to better support the needs of all children and young people, particularly those with social, emotional and behavioural needs

Further information is available at:

ECS Self evaluation report September 2010

http://www.aberdeencity.gov.uk/SchoolsColleges/scc/scc_hmie_reports.asp

ECS Service Plan

<http://www.aberdeencity.gov.uk/nmsruntime/saveasdialog.asp?IID=30704&sID=13695>

Aberdeen Learning Strategy

<http://www.aberdeencity.gov.uk/nmsruntime/saveasdialog.asp?IID=23316&sID=8983>

Educational Psychology Services

A report has been published on the Aberdeen City Council educational psychology service following a visit from HM inspectors.

The report outlines the significant improvements and considerable progress since the last inspection in 2007.

HMIE praises the improvements in practice and notes many positive examples of where the service has improved outcomes for children and young people, for example in training teachers in Solution Orientated Approaches.

Inspectors also note very good practice and further improvements in Person-Centred Planning, together with positive contributions to the wider community. HMIE points to a range of creative initiatives that are having a positive impact on vulnerable children and young people.

The report also states that well-deployed posts and clear roles and responsibilities have resulted in better leadership across the whole service.

Inspectors re-visited the service in September 2010 and evaluated the progress made in responding to the main points for action contained in the original report. They found:

- very good progress in extending the role of the service through contributions to professional development and to research within the authority; this includes a growing portfolio of training and high-quality reports of research;
- good progress in improving partnerships with schools and external agencies, including good use of service level agreements and the development of strategic services;
- a good start in improving procedures for planning for improvement and monitoring performance, with clear roles and responsibilities in relation to continuous improvement;
- the service is beginning to improve service delivery through better consultation with stakeholders on what works and what needs to be improved; this also includes seeking young people's and parent's/carers views, along with those of external stakeholders.

The report states that, since the original inspection, the EPS service has made significant improvements in its delivery of training and research and in their service delivery to schools. HMIE also felt that improvements to planning and stakeholder engagement were a good start and should continue to be developed.

Appendix 3: Neighbourhood Community Action Plan achievements from March to September 2010

Neighbourhood Cluster	Total Actions For This Period	Actions Delivered		Actions Partially Delivered		Actions Not Delivered	
		Number	%	Number	%	Number	%
Kingswells, Bucksburn and Dyce	58	35	60%	22	38%	1	2%
Danestone, Denmore, Old Machar, Balgownie and Donmouth	49	26	53%	21	43%	2	4%
Cummings Park, Heathryfold, Middlefield and Northfield	48	36	75%	11	23%	1	2%
Hazlehead, Mastrick, Sheddocksley and Summerhill	50	29	58%	19	38%	2	4%
Braeside, Mannofield, Broomhill, Seafield and Garthdee	15	10	67%	5	33%	0	0%
Cove, Kincorth, Leggart, Nigg and Torry	11	7	64%	3	27%	1	9%
Culter, Cults, Bielside and Milltimber	4	3	75%	1	25%	0	0%
Ashgrove, Midstocket, Rosemount and West End	2	1	50%	0	0%	1	50%
George Street, City Centre, Hanover and Ferryhill	6	5	83%	0	0%	1	17%
Tillydrone, Old Aberdeen, Seaton and Froghall/Powis/Sunnybank	17	10	59%	7	41%	0	0%
Woodside, Hilton and Stockethill	12	7	58%	4	33%	1	8%
City Total	272	169	62%	93	34%	10	4%

Appendix 4: Leaver Destinations for 2009/10

Briefing Synopsis:

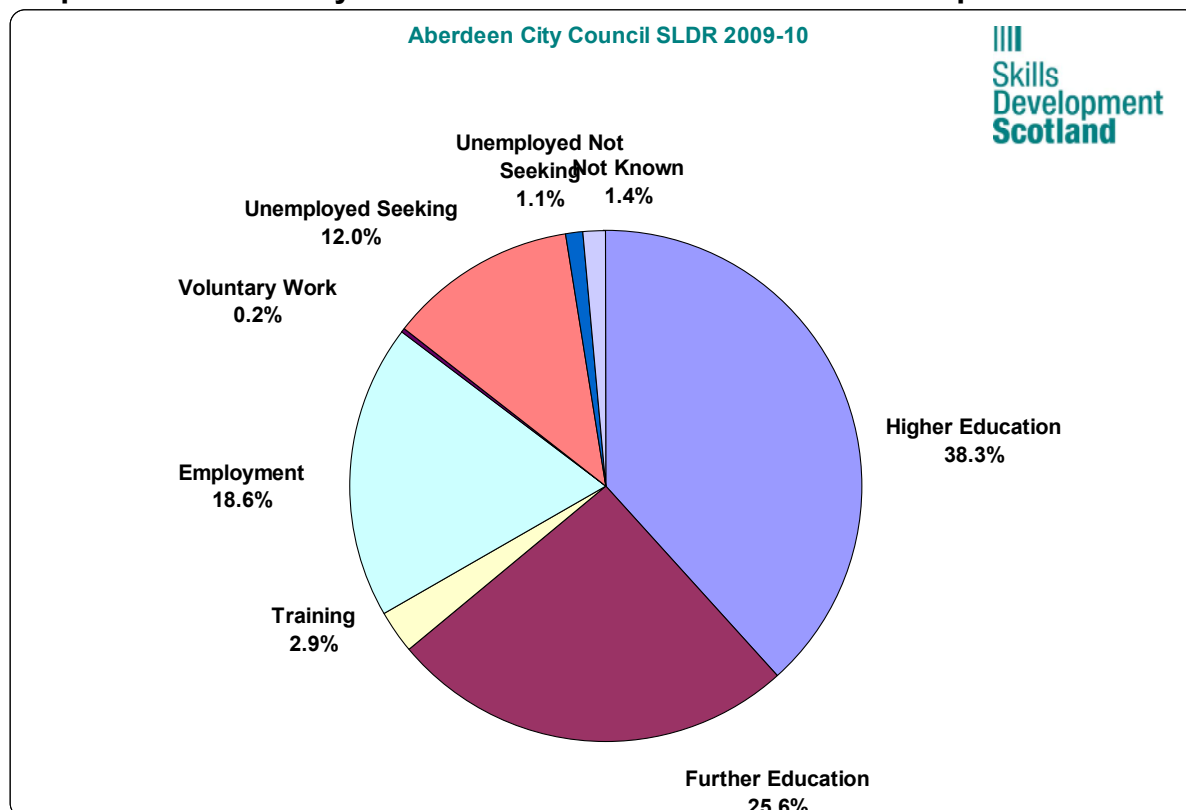
This briefing provides a summary of information on leaver destinations for 2009-2010. Skills Development Scotland (SDS) supplies information on the destinations of school leavers (SLDR), at an individual level, to the Scottish Government's Education Analytical Services Division. This return is based on a follow up of young people who left school between the 1st of August 2009 and the 31st of July 2010. The exercise was carried out during the month of September 2010 and produces a snapshot of destinations as at the 2nd October 2010.

Please note: the data has undergone a robust matching & validation process. Only leavers from publicly funded secondary schools, who will be included in the Scottish Government's publication: Destinations of Leavers from Scottish Schools: 2009/10, are included in the analysis below.

The main point of contact for this briefing note is: John Cairns, 16+ Learning Choices Co-ordinator (☎ 01224 814787 ✉ jocairns@aberdeencity.gov.uk)

Data Presentation and Analysis:

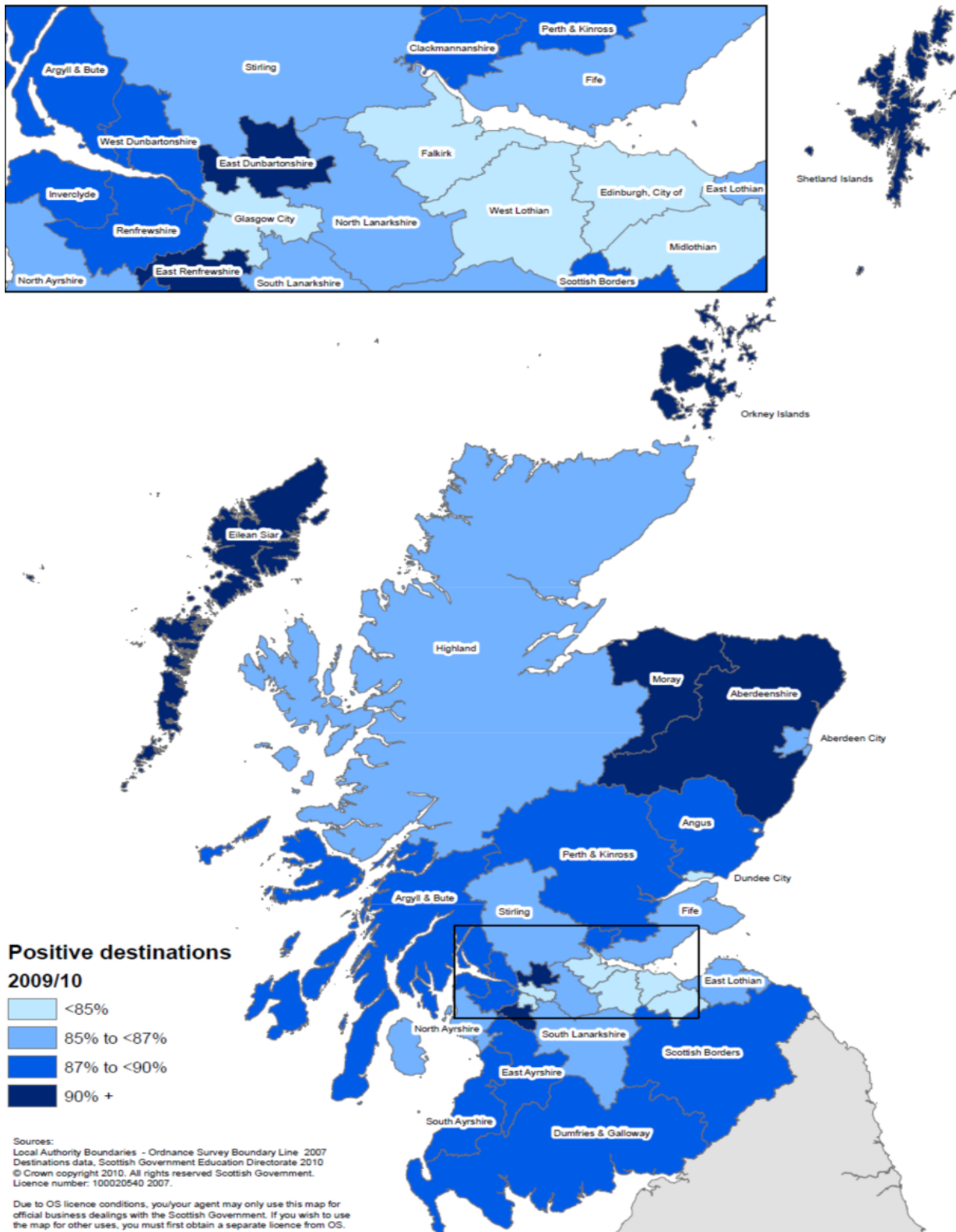
Graph 1 Aberdeen City Council School Leaver Destinations Report 2009-2010



Key messages to note from this report are:

- As outlined in Graph 1 overleaf, the number of school leavers in the city moving into a positive destination has increased over the last year from 82.7% to 85.6%, although lower than the national average of 86.8%. The City figure compares well with our comparator authorities average of 85.8%. Aberdeen City is ranked 4th out of the 6 comparator authorities for this measure. Please also refer to Map 1 Destinations of School Leavers in Scotland for additional national comparisons.
- 10 out of our 12 secondary schools have demonstrated an increase in positive destinations compared to 2008/09, including 2 secondary schools in areas of deprivation. Positive destination values in secondary schools ranged between 74% and 94.9%.
- The number of young people who are in the 'Unknown' category has fallen from 4% to 1.4% which is still higher than the national figure of 0.6% but is a considerable improvement and evidence that our MCMC partnership approach is having a positive impact on some of our most vulnerable young people.
- There has been an increase in the number of young people entering Higher Education(HE), Further Education(FE), Training placements, Employment & Volunteering, 1516 young people compared to 1431 in 2008-2009. The numbers entering Higher and Further Education in Aberdeen increased from 61.4 to 63.8% in 2009-2010, higher than the national average of 62.8%. HE and FE destination values in secondary schools ranged between 46.5% and 83.7%.
- The proportion of young people entering employment remained stable in Aberdeen and nationally at 18.5%, a reflection of the current difficult economic climate.
- The proportion of young people classified as unemployed and seeking employment reduced slightly and is now 12%, slightly higher than the national figure of 11.3%. The proportion classified as unemployed and not seeking employment increased very slightly to 1.1%, with small numbers causing fluctuations. This is still lower than the national figure of 1.3%. Unemployment values in secondary schools ranged between
- There is evidence that more young people in Aberdeen are choosing to remain at school. Staying on at school provides pupils with the opportunity to engage in wider learning and to attain more and higher qualifications which can be used to increase their options on leaving school. Staying-on in school past the minimum leaving age is a good indicator that a young person will enter a positive destination upon leaving school. Staying on rates in Aberdeen increased at both S5 and S6 in 2009-2010. The S4 to S5 staying on rate increased by 6% to 65%, still lower than the national staying on rate of 83%. The S5 to S6 staying on rate increased by an impressive 24% to 62%, significantly higher than the national staying on rate of 54%.

Map 1. Destinations of School Leavers in Scotland: Percentage going to Positive Destinations, 2009/10.



Appendix 5: Adult Learning achievements from January to June 2010

In the period January 2010 to June 2010, there were 2163 individual participants accessing Adult Learning provision, and 2779 enrolments on 364 courses. Of these, there were:

- 343 (12%) enrolled on activities that improve literacy and numeracy
- 193 (7%) enrolled on activities that prepared them for further training or college
- 299 (11%) enrolled on activities that improve employability
- 259 (9%) enrolled on that support them to become more active in the local community.
- 936 (34%) enrolled on activities that improved their confidence
- 404 (15%) enrolled on activities that improve parenting skills (to help support children with learning)
- 299 (11%) enrolled on activities in Family Learning (organised by the Family Learning Team)
- 327 (12%) enrolled on activities living in Aberdeen in most deprived 15% of Scottish datazones

611 participants have returned evaluations of their learning. They report that as a result of their involvement:

- 66 (11%) thought their readiness for further learning had improved
- 266 (44%) thought their reading, writing and number work had improved
- 434 (71%) thought their confidence had improved
- 248 (41%) thought their parenting had improved (better prepared to help children with learning)
- 406 (66%) thought course had fully or partly achieved stated aims
- 146 (24%) thought their employability had improved
- 335 (55%) participants stated that the course had made a difference to their life
- 465 (76%) participants responded that their knowledge and skills had improved

Summary Data (Based on 2163 individual participants)

Participants by provider:

Provider	Participants	Enrolments
CL&D (Adult Learning)	1576	1918
CL&D (Literacies)	343	408
FE College*	297	389
Voluntary Sector	11	11
Other Partner	4	4
Other	49	49
TOTAL	2163	2779

*significantly underreported (difficulties in obtaining participant data from College).

Ethnic Origin

Ethnic Origin	Participants	%
African	17	1%
American	5	0%
Arabic	19	1%
Asian Bangladeshi	14	1%
Asian Chinese	17	1%
Asian Indian	5	0%
Asian Other	29	1%
Asian Pakistani	4	0%
Australasian	3	0%
Caribbean	1	0%
European English	58	3%
European Irish	10	0%
European Northern Irish	2	0%
European Other	108	5%
European Scottish	1318	61%
No Ethnic Declaration	528	24%
Other Ethnic Background	25	1%
TOTAL	2163	100%

Gender

Gender	Participants	%
Female	1572	73%
Male	540	25%
No declaration	51	2%
Total	2163	100%

Age

Age	Participants	%
Under 16	4	0%
16 - 24	135	6%
25 - 39	598	28%
40 - 49	299	14%
50+	969	45%
No declaration	158	7%
Total	2163	100%

Datazone information

Neighbourhood	Datazone Area	Participants	%
City Centre (C12)	S01000098	8	0%
Cummings Park (N11)	S01000181	9	0%
Cummings Park (N11)	S01000189	13	1%
George Street (C8)	S01000135	3	0%
Mastrick (N13)	S01000148	13	1%
Middlefield (N8)	S01000198	15	1%
Middlefield (N8)	S01000208	19	1%
Middlefield (N8)	S01000209	37	2%
Northfield (N10)	S01000193	11	1%
Northfield (N10)	S01000196	14	1%
Seaton (C3)	S01000179	7	0%
Seaton (C3)	S01000207	6	0%
Stockethill (C6)	S01000157	10	0%
Tillydrone (C1)	S01000195	10	0%
Tillydrone (C1)	S01000203	13	1%
Tillydrone (C1)	S01000211	16	1%
Tillydrone (C1)	S01000217	11	1%
Tillydrone (C1)	S01000219	8	0%
Torry (S8)	S01000052	5	0%
Torry (S8)	S01000055	17	1%
Torry (S8)	S01000057	10	0%
Torry (S8)	S01000060	12	1%
Torry (S8)	S01000071	17	1%
Torry (S8)	S01000074	17	1%
Woodside (C4)	S01000194	10	0%
Woodside (C4)	S01000199	9	0%
Woodside (C4)	S01000210	7	0%
Total		327	15%

Appendix 6: CLOSING THE GAP in educational attainment

DECEMBER 2010 UPDATE

Summary

Closing the Gap priorities include:

- Building strong, safe and attractive communities
- Getting people back to work
- Improving health
- Raising educational attainment, and
- Engaging young people

The above themes are inter-related and the objective of raising educational attainment cannot be seen as stand-alone. Schools alone cannot make the changes required to address inequalities in educational outcomes in Aberdeen. School performance is only one part of the picture. Research from the Joseph Rowntree Foundation estimated that only 14% of the variation in individual achievement is, in fact, attributable to school factors. Whilst effective schools do make a difference to outcomes, children and young peoples' social and economic circumstances are the most important factors in explaining their examination results. The issues are best addressed through community planning to secure require action by a range of partners.

Data analysis

General data on deprivation in Aberdeen shows that the City is amongst the most divided in Scotland in relation to outcomes for communities between affluent areas and deprived data zones. Three domains (health; education, skills and training and housing) show relatively high numbers in the worst 20% in Scotland.

The Number of deprived datazones rose from 28 in the Scottish Index of Multiple Deprivation 2009 (SIMD) 2006 to 40 in SIMD 2009. Along with North and South Ayrshire, Aberdeen had one of the highest increased in deprived datazones for this domain. The deprived datazones in the Education, Skills and training domain are mainly located in the St Machar Academy and Northfield Academy catchment areas, with each having 16 data zones among the most deprived 15% in Scotland. The table below outlines the location of the other 8 deprived data zones:

Table 1: Most deprived data zones in Education, Skills and Training domain

Secondary School Zone	MD 0-5% in Scotland	MD 5-10% in Scotland	MD 10-15% in Scotland	All datazones in MD 0-15%
St Machar	3	9	4	16
Northfield	2	5	9	16
Torry		1	4	5
Kincorth		1	1	2
Aberdeen Grammar			1	1
Total	5	16	19	40

It is also recognized that, whilst there is a concentration of disadvantage in particular geographic zones, some individuals and groups outwith these zones also experience exclusion, disadvantage and poor access to services. Consideration also needs to be given to exclusion in relation to race, inequality, sexual orientation, culture and

belief. Inequality in educational outcomes therefore needs to be considered across the City as part of the wider approach to building a whole city regeneration strategy.

Since the last SIMD report in February 2010, the school census data has been collected and matched at an individual pupil level to each data zone and decile. (decile 1 being the 10% most deprived areas in Scotland upto decile 10 the least deprived). Pupil level data has been analyzed by school to produce the tables and charts below. This shows the distribution of pupils in each school by the datazone and respective decile. NB the data includes pupils who live in Aberdeenshire but attend City schools.

Pupil distribution by SIMD and school (Secondary)

Name	SIMD Deciles									
	1	2	3	4	5	6	7	8	9	10
Aberdeen Grammar School	3%	3%	6%	2%	13%	6%	2%	6%	8%	51%
Bridge Of Don Academy	3%	3%	2%	1%	1%	9%	7%	17%	37%	19%
Bucksburn Academy	7%	3%	4%	7%	11%	5%	20%	6%	21%	15%
Cults Academy	0%	0%	0%	0%	0%	3%	9%	8%	16%	64%
Dyce Academy	1%	1%	2%	1%	2%	5%	26%	17%	36%	9%
Harlaw Academy	3%	8%	16%	9%	12%	3%	4%	6%	8%	30%
Hazlehead Academy	5%	5%	29%	9%	14%	0%	3%	2%	5%	28%
Kincorth Academy	1%	0%	13%	8%	14%	9%	12%	11%	17%	15%
Northfield Academy	22%	22%	35%	10%	10%	0%	0%	0%	0%	0%
Oldmachar Academy	1%	1%	1%	0%	1%	4%	1%	8%	24%	59%
St Machar Academy	35%	13%	16%	11%	9%	4%	4%	3%	4%	2%
Torry Academy	16%	43%	12%	9%	3%	7%	2%	2%	2%	3%
Aberdeen City Secondary	8%	7%	11%	5%	8%	4%	7%	7%	14%	28%

Pupil distribution by SIMD and school (Primary)

Name	SIMD Deciles									
	1	2	3	4	5	6	7	8	9	10
Abbotswell School	1%	0%	37%	18%	10%	22%	10%	0%	0%	0%
Airyhall School	0%	1%	1%	0%	1%	0%	1%	1%	2%	93%
Ashley Road School	1%	1%	3%	1%	3%	1%	2%	6%	3%	81%
Braehead School	1%	0%	1%	1%	0%	13%	9%	11%	25%	38%
Bramble Brae School	40%	43%	12%	2%	1%	0%	0%	1%	0%	0%
Broomhill School	1%	0%	5%	3%	5%	4%	4%	7%	28%	44%
Bucksburn School	4%	2%	6%	14%	9%	2%	55%	1%	8%	0%
Charleston School	0%	1%	2%	0%	1%	0%	1%	4%	45%	46%
Cornhill School	2%	11%	19%	33%	23%	4%	1%	7%	0%	0%
Culter School	0%	0%	0%	0%	0%	0%	29%	25%	16%	30%
Cults Primary School	0%	0%	0%	0%	0%	5%	3%	2%	14%	76%
Danestone Primary School	0%	1%	1%	1%	0%	1%	5%	5%	3%	86%

	SIMD Deciles									
Name	1	2	3	4	5	6	7	8	9	10
Dyce Primary School	0%	1%	1%	1%	1%	8%	45%	4%	27%	12%
Fernielea School	5%	7%	46%	19%	14%	0%	0%	7%	0%	1%
Ferryhill School	0%	8%	13%	3%	6%	3%	4%	12%	9%	41%
Forehill School	0%	0%	0%	0%	0%	1%	0%	2%	69%	27%
Gilcomstoun School	4%	10%	24%	5%	28%	3%	6%	4%	9%	7%
Glashieburn School	0%	0%	1%	2%	1%	2%	1%	7%	7%	80%
Greenbrae School	1%	0%	0%	0%	0%	27%	0%	1%	20%	51%
Hanover Street School	3%	15%	16%	20%	29%	3%	7%	3%	1%	2%
Hazlehead Primary School	1%	0%	27%	3%	9%	0%	9%	8%	8%	35%
Heathryburn School	27%	25%	32%	2%	14%	0%	0%	0%	0%	0%
Holy Family RC School	5%	18%	37%	16%	8%	0%	0%	10%	4%	2%
Kaimhill Primary School	1%	1%	39%	12%	33%	0%	9%	0%	2%	3%
Kingsford School	7%	3%	40%	19%	30%	0%	0%	0%	2%	0%
Kingswells Primary School	0%	0%	0%	0%	0%	0%	10%	1%	38%	50%
Kirkhill School	1%	2%	17%	20%	45%	4%	5%	1%	3%	1%
Kittybrewster School	51%	11%	10%	7%	4%	2%	3%	9%	1%	3%
Loirston School	0%	1%	1%	1%	1%	1%	24%	25%	27%	20%
Manor Park School	86%	6%	7%	0%	1%	0%	0%	0%	0%	0%
Middleton Park School	1%	1%	0%	0%	2%	1%	0%	43%	22%	30%
Mile End School	2%	1%	3%	2%	15%	3%	1%	3%	17%	52%
Milltimber School	0%	0%	0%	0%	0%	0%	0%	4%	3%	92%
Muirfield School	9%	19%	46%	19%	5%	0%	0%	0%	0%	1%
Newhills Primary School	2%	2%	2%	10%	39%	2%	30%	1%	11%	1%
Quarryhill School	2%	8%	44%	18%	27%	0%	0%	1%	0%	0%
Riverbank School	53%	35%	1%	0%	0%	0%	2%	0%	8%	0%
Scotstown School	1%	5%	0%	0%	0%	15%	3%	13%	44%	19%
Seaton School	12%	60%	0%	0%	7%	12%	0%	4%	5%	1%
Skene Square School	4%	14%	16%	8%	11%	23%	2%	9%	6%	8%
St Joseph's RC School	4%	7%	6%	3%	10%	6%	5%	4%	11%	43%
St Peter's RC School	22%	24%	4%	1%	9%	8%	3%	3%	18%	9%
Stoneywood School	1%	2%	0%	10%	4%	31%	11%	5%	31%	4%

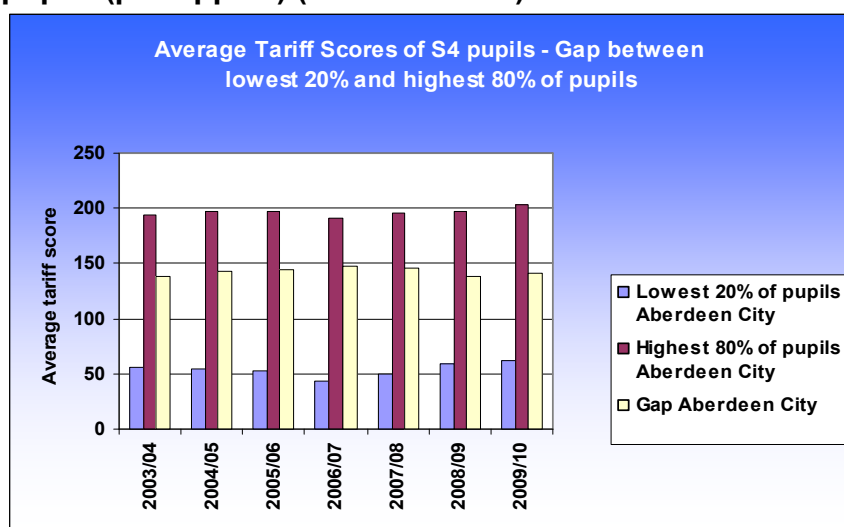
Name	SIMD Deciles									
	1	2	3	4	5	6	7	8	9	10
Sunnybank School	10%	10%	43%	6%	5%	2%	5%	3%	13%	4%
Tullos School	36%	46%	12%	5%	1%	0%	0%	0%	0%	0%
Walker Road School	15%	43%	23%	9%	0%	8%	0%	0%	1%	0%
Westpark School	18%	17%	57%	3%	4%	0%	1%	1%	0%	0%
Woodside School	39%	5%	14%	16%	11%	3%	9%	1%	1%	1%
Primary City Total	9%	9%	13%	6%	8%	4%	6%	5%	12%	26%

Data analysis and research at national level reveals that:

- There is no significant upward or downward trend in the average tariff scores of the highest 80% in Aberdeen, Scotland or Comparator authorities¹
- There is no significant upward or downward trend in the average tariff scores of the lowest 20% in Aberdeen, Scotland or Comparator Authorities

An analysis of the latest tariff scores for Aberdeen for 2009/10 shows that:

Graph 1: The gap between lowest attaining 20% and highest attaining 20 of pupils (pre-appeal) (Source: HMIE)



In developing a whole city closing the gap strategy, it is important to acknowledge the other factors associated with deprivation and educational attainment and the particular characteristics of the lowest attaining 20%:

Other factors:

- Personal factors such as additional support needs, health and literacy problems
- Family circumstances e.g low income, parental educational attainment and aspirations
- Social factors e.g lower cultural or social capital, less opportunities for out of school activities
- Many children living in deprivation experience a combination of multiple risk factors

¹ Comparator authorities are: Edinburgh, Dundee, South Ayrshire, Argyll & Bute, Renfrewshire

Characteristics:

- A higher proportion of males than in the population as a whole
- Over twice the proportion of pupils registered to take free meals
- A higher proportion of looked after children
- A higher proportion of children with undeclared ethnicity
- A higher proportion of pupils recorded as having an Individualised Educational Programme (IEP)

An HMIE report in 2006² identified five broad characteristics of those schools that performed effectively in raising educational attainment and achievement for all pupils. These were:

- Teaching that provided the highest quality learning experiences
- Leadership and a shared mission
- Partnerships that included those with parents and families
- Reflection on practice that values people
- Ethos of ambition/achievement

In addition, the following features were identified as key to success in closing the gap in educational achievement:

- Personalized learning opportunities
- Informal, flexible approaches to learning
- A focus on practical hands-on activities
- A focus on developing skills
- Elements of choice and autonomy
- Ongoing consultation and discussion
- Ongoing monitoring, review and assessment
- Early intervention and strong multi-agency support

There are many examples of effective practice in Aberdeen which have had positive impacts on learners, families and communities. These include the Aberdeen Early Years and Childcare Partnership, our 16+ Learning Partnerships, our 3Rs schools, our Family Learning team, Family Centres, Out of school care, support for children and young people with Social, Emotional and Behavioural Needs (SEBN), University for Children and Communities, XL clubs, Chess in school, our Skills for Work programme, successful partnerships with Higher and Further Education and our successful School/College links.

It is proposed that our Closing the Gap work to date is mainstreamed around the following 3 themes, using shared approaches to self evaluation and taking an outcome-focussed approach:

1. Early Intervention
2. School transitions
3. Post-school transitions

It is suggested that a further report outlining impact and outcomes to date be provided to Education, Culture and Sports Committee in June 2011.

² HMIE - Missing out – a report on children and young people at risk of missing out on educational opportunities, 2006