



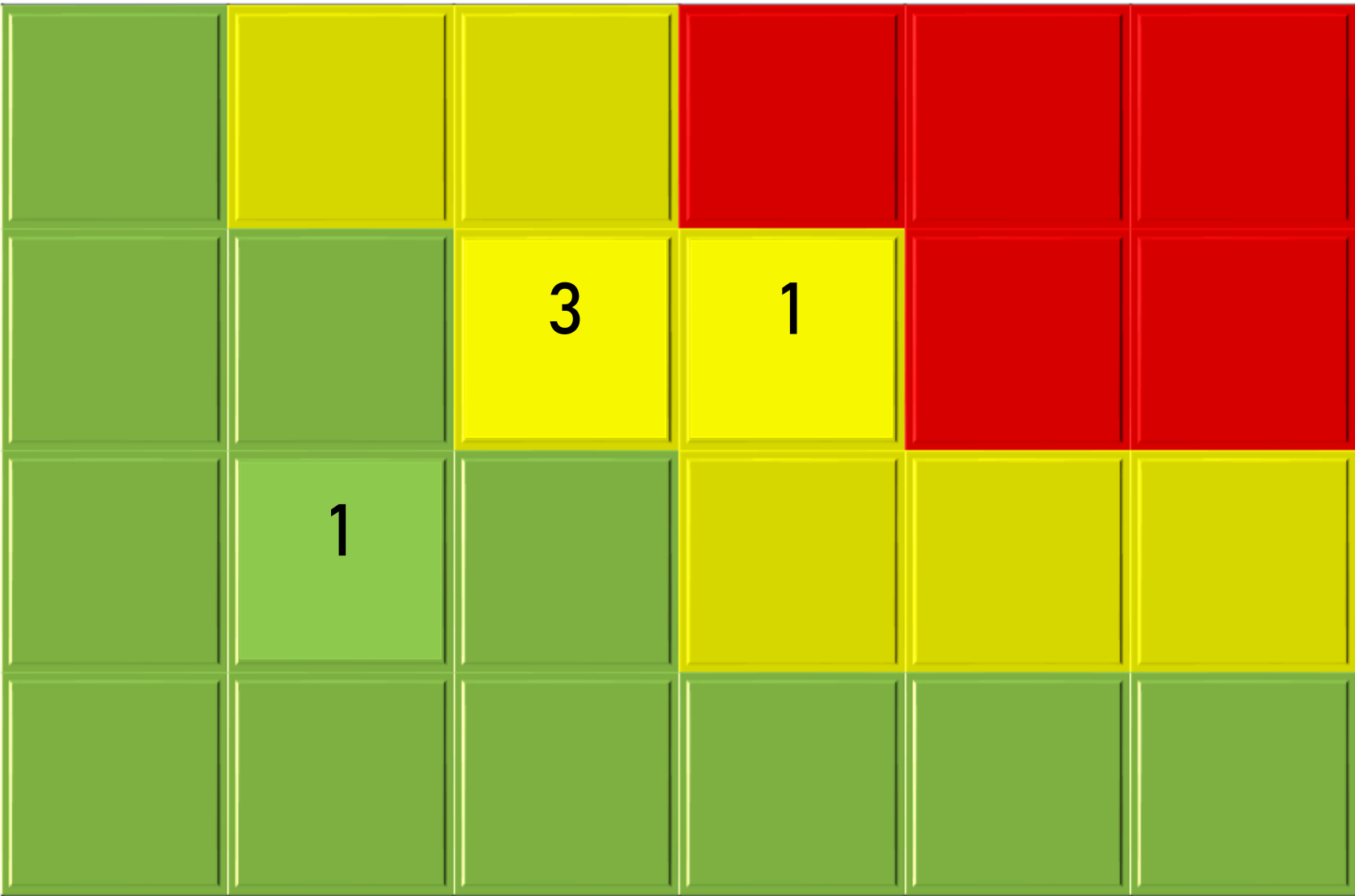
Education & Lifelong Learning Risk Register

CURRENT CLUSTER RISKS	CURRENT RISK SCORE
Library Service Failure	9
Removal of Scottish Attainment Challenge funding	9
Risk that the number of Senior Leadership vacancies leads to staff in posts that are not of required quality	12
Specialist teacher shortage in secondary schools	4
The perception of failure to record incidents of violence and aggressive behaviour against school staff.	9

Number of Cluster Risks

5

Risk Matrix by Likelihood (6) and Impact (4)



FUNCTION	CLUSTER	RISK OWNER	RISK LEAD
Families and Communities	Education & Lifelong Learning	Shona Milne	Caroline Johnstone

RISK TITLE	RISK DESCRIPTION	CONTROL ACTIONS	TARGET RISK SCORE	CURRENT RISK SCORE	CURRENT LIKELIHOOD	CURRENT IMPACT	TARGET COMPLETION DATE
Removal of Scottish Attainment Challenge funding	If the Scottish Attainment Challenge Funding is removed schools will be unable to continue to afford interventions in place to support young people	<div>1) Desktop review of PEF plans with HT to identify risks at school level Greater consideration of sustainability in PEF Plans - May 2025</div> <div>2) Collation of school information on staff employed through PEF funding to determine risks around contracts - Complete Jan 2025.</div> <div>3) Working group of HTs and Officers to undertake scenario planning based on the information gleaned - Completed May 2025</div> <div>4) Greatest risk is around staffing paid for by PEF - Central officers working with schools to plan how to reduce reliance on PEF - school by school discussions during session 25/26</div> <div>5) Participation in Equity professional learning pilot led by Education Scotland - upskilling school leaders to support teaching staff to :<div>a) know and understand the practice and approaches that can improve outcomes for children and young people impacted by poverty .</div><div>b) develop and apply knowledge and skills to effectively plan for equity and ensure measurable impact. - August 2025</div></div>	8	9	3	3	29 June 2026

FUNCTION	CLUSTER	RISK OWNER	RISK LEAD
Families and Communities	Education & Lifelong Learning	Shona Milne	Caroline Johnstone

RISK TITLE	RISK DESCRIPTION	CONTROL ACTIONS	TARGET RISK SCORE	CURRENT RISK SCORE	CURRENT LIKELIHOOD	CURRENT IMPACT	TARGET COMPLETION DATE
Risk that the number of Senior Leadership vacancies leads to staff in posts that are not of required quality	Very few applications for senior leader posts and the quality is not as high as would be expected.	1) Clear signposting to leadership development programmes at all levels . Ongoing monthly throughout the session 2) Leadership programmes shared regularly with HTs. Monthly through HT communication channels 3) Annually review the quality of leadership programmes - Pathways created to identify staff 7-10 from leadership to those who have just completed into headship. August 2025 ongoing 4) Increase the remit of Associate Assessors to include support development of middle leaders - now leading subject networks 5) Headteacher induction programme in place. August 2024 6)Elements of HT programme to be delivered to current DHTs to increase their operational knowledge and encourage them to apply for headships. - January 2026	9	12	4	3	21 December 2025

FUNCTION	CLUSTER	RISK OWNER	RISK LEAD
Families and Communities	Education & Lifelong Learning	Shona Milne	Mark Jones

RISK TITLE	RISK DESCRIPTION	CONTROL ACTIONS	TARGET RISK SCORE	CURRENT RISK SCORE	CURRENT LIKELIHOOD	CURRENT IMPACT	TARGET COMPLETION DATE
Specialist teacher shortage in secondary schools	Risk that attainment in particular subjects will be impacted by the shortage of secondary specialist teachers.	<div>1 - Create subject networks across the City. Use of teams to support shared areas for subjects in place - ongoing starting with Maths and Learning Teaching and Assessment August 2025</div> <div>2 - ABZ Campus Courses offered in all secondary schools. promoted to staff and families in Jan 2026</div> <div>3 - Provide probationers with high quality professional learning and opportunities to shadow in other schools to attract them to stay within the local authority . - ongoing</div> <div>4 - Currently linking with other local authorities to look at delivery of anytime courses - ongoing</div> <div>5 - Develop and promote leadership pathways and opportunities to encourage you staff to remain in the local authority - new pathways in place January 2026</div>	2	4	2	2	30 December 2025

FUNCTION	CLUSTER	RISK OWNER	RISK LEAD
Families and Communities	Education & Lifelong Learning	Shona Milne	Shona Milne

RISK TITLE	RISK DESCRIPTION	CONTROL ACTIONS	TARGET RISK SCORE	CURRENT RISK SCORE	CURRENT LIKELIHOOD	CURRENT IMPACT	TARGET COMPLETION DATE
The perception of failure to record incidents of violence and aggressive behaviour against school staff.	The existing recording system does not provide accurate data to allow for investigation and accurate reporting of incidents.	1. Develop and implement a behaviour action plan – Complete 2. Co designing mandatory eLearning module with trade Unions to include procedures for H&S, PCRA’s and exclusion – Complete 3. All schools to add H&S to staff meeting agendas – Complete 4. Short H&S briefings to be developed in collaboration with TU’s and used for staff training – October 25 5. All school policies to be reviewed and updated to incorporate the National Behaviour Plan – May 25 6. Review incident reporting system to ensure reporting procedures are clear - Complete 7. Develop and provide guidance to support post incident discussion – Complete 8 - Continue to meet fortnightly with Trade Unions to identify good practice - on-going 9 - Educational psychology review of support for learners completed November 24 10 - review progress against the national plan to ensure workstreams are aligned	3	9	3	3	31 December 2025