

ABERDEEN CITY COUNCIL

COMMITTEE	Education, Culture and Sport
DATE	23rd February 2012
DIRECTOR	Annette Bruton
TITLE OF REPORT	Education, Culture and Sport Performance Report
REPORT NUMBER	ECS/12/006

1. PURPOSE OF REPORT

The purpose of this report is to:

- provide Elected Members with a summary of performance data up to 30th December 2011 from the Education, Culture and Sport Directorate (ECS)

2. RECOMMENDATION(S)

The Committee are asked to:

- Approve the ECS Service Performance report for the period up to 30th December 2011 and note the progress toward our service plan actions
- Approve the briefing notes on:
 - Violent Incidents against Aberdeen City School staff 2010-11
 - Absence and Attendance in Aberdeen City Schools 2010-11
 - Exclusions from Aberdeen City Schools 2010-11
 - Community Centres: Transition to Lease Centre Status: February 2012
 - Harlaw Learning Community Follow-through Report November 2011
 - Aberdeen City Public Library Quality Improvement Matrix report November 2011
 -
 - ECS Policy Review update 2011

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 Members will recall that the Education, Culture and Sport Service Plan 2011-16, approved at Committee on 15 September 2011, contained a number of performance indicators classified by the ten Service Plan priorities.

This report provides indicators and actions presented at **Appendix A** as follows:

- Monthly performance indicators, the majority of which are for the period to the end of December 2011
- Progress against actions contained within the Service Improvement Plan 2011-2016

5.2 Key Analysis

Members should note the following performance this period:

5.2.1 Schools and Educational Establishments

- **Appendix B** outlines the Violent Incidents data for 2010-11 where incidents against school staff decreased by 171 since 2009-10 and were well below the target. In over 98% of incidents perpetrators were current pupils, with the majority being involved in only one incident. A small minority of pupils were involved in 5 or more incidents and again higher numbers of reported incidents continue to be dominated by a small number of schools
- **Appendix C** outlines the Absence and Attendance data 2010-11 where attendance in our schools was marginally lower than 2009-10. Total absence in schools was marginally higher than 2009-10. Absence due to temporary exclusions has remained the same for four years
- **Appendix D** outlines the Exclusions data 2010-11 where exclusions have decreased by 8 percent from 2009-10 and where 99% of all exclusions were temporary

5.2.2 Communities, Culture and Sport

- Community Centres: **Appendix E** provides an update of the status of community centres in their transition to lease centre as at February 2012. **Appendix F** outlines the Harlaw Learning Community Follow-through report published by Education Scotland in November 2011 where

Inspectors reported a number of positive improvements since the last inspection and an improving sense of a learning community

- Libraries – Consistent usage of PC terminals across October and November, with some decreases attributed to a reduction in down time from PC and network faults and significant issues with Goggle analytics that have impacted on virtual figures. Consistent numbers of visitors to the libraries network this year both in terms of physical and virtual visits. **Appendix G** shows the Aberdeen City Public Library Quality Improvement Matrix Report published in November 2011 for the Personal and Community Participation Quality Indicator. The report highlights major strengths in our library services and how our services provide opportunities for groups and individuals to participate in library-related community activities
- Museums and Galleries - Visitors to Aberdeen Museums and Galleries have been consistent throughout September and October. In addition to raising our profile through use of social networks such as Facebook and Twitter, which are attached to each page of our website, we also hope to further enhance this website using additional grant funds from Museums Galleries Scotland. A Digital Media strategy is currently being developed to progress further.

5.2.3 Sports

Pools - Monthly attendances across City Wide facilities in October reflected a healthier 3.8% increase on 2010 with a rise in the cumulative figures to date of 6,946 additional admissions (+1.6%), which broadly matches the targets set out in the City's 'Fit For The Future' strategy. The more detailed picture, concentrating directly on like-for-like comparators for continually managed facilities, including those transferred to Sport Aberdeen post July 2010, is recording 2,417 additional admissions with a cumulative increase of 25,259 attendance (+ 6.2%) Looking at individual facilities, The Beach Leisure Centre, Bucksburn, Bridge of Don and Kincorth Swimming Pools continue to reflect sustained cumulative growth patterns with 3.2%, 28.8%, 9.0% and 45.3% increases in cumulative attendances respectively albeit against a slowed monthly pattern of increase in some cases. Hazlehead Swimming Pool has experienced a significant increase in month on month admissions which has now taken it from a negative cumulative position to, for the first time in this fiscal period, a small level of growth over the first seven months. Northfield Swimming Pool's admission levels show a continued pattern of attendance reduction although there is some statistical evidence that the extent of reduction is slowing. However, it would be unlikely that the year-end outcome will reflect anything other than an absolute decline in attendances over the twelve months.

Dry Facilities - Sport Aberdeen: Admissions for October 2011 across Sport Aberdeen managed premises display a 6.9% increase on 2010 with 2,869 additional attendances. This represents a slowing of growth patterns recorded up to this point which in part, and as noted in the September report, reflects

the alignment of facility operations, providing a true comparative position. On a cumulative annual basis, recorded attendances of 278,574 for April - October represent a positive movement of some 19.4% suggesting that, notwithstanding unforeseen factors, Sport Aberdeen is likely to be well placed, at the conclusion of the fiscal year, to deliver admissions levels for indoor sports facilities which, at minimum, align with the organisation's wider Corporate Plan targets for footfall. As with September, a varied pattern of increase and decrease has been recorded across the range of facilities with the Linx Ice Arena, the Beacon, Torry Youth and Leisure Centre and Sheddocksley experiencing increased attendances in comparison with September 2010 of 27.7%, 31.3%, 7.0% and 4.8% respectively. Of the remaining facilities, admissions levels for October are roughly comparative with 2010 with only the Lord Provost Alex Collie Sports Centre experiencing a significant reduction of around 8%. On a wider cumulative basis, a similar pattern of fluctuation is apparent with the The Jesmond Centre (+3.0%), Lord Provost Alex Collie (+18.4%), Torry (+10%) and Kincorth (+6%) centres along with the Linx Ice Arena (+43%) sustaining levels of increased use. Of the remaining three* facilities, Peterculter and Sheddocksley centres, whilst still recording attendances below 2010/11 levels, appear to be moving in a positive direction. Westburn Tennis Centre admissions, however, appear to be continuing to be experiencing a relative decline which, at this point, has not been practically arrested. (* Analysis of the Beacon Centre performance on a cumulative basis is invalid at this point as no comparative data is available prior to opening in September 2010)

Aberdeen Sports Village: The Aberdeen Sports Village recorded 62,575 attendances during October 2011 reflecting a 4.9% increase in the year-on-year monthly figure. Drilling down into the detail, Management Bookings, Class Attendances and Ticketed Activities generated the majority of growth with 4,257 additional attendances whilst Booked Activities, (i.e. those not forming longer term commitments to use) reduced by 18%. On a cumulative fiscal year (April- March) comparison, the Village has generated 334,499 attendances which represents growth of 8.5% when compared with 2010/11. Considering the Sports Village's operating year (August - July), this cumulative increase is slightly lower at 7.7%, reflecting some 149,321 admissions in the first operating quarter

5.2.4 Service Wide

- **Appendix H** provides an update on our Policy review schedule for 2011 and highlights considerable policy development across the Service with the majority of areas on track
- The average number of days lost across the service per employee increased to 1.5 in September but has returned to 0.8 days per employee in October. Despite these fluctuations, there has been a reduction of 0.2 average days lost per employee in absence across the service comparing 2010/11 and 2011/12.
- The annual figure of the number of days lost per employee over a rolling 12 month period up to October 2011 is 7.8. Since the implementation of the revised Maximising Attendance Policy this is the lowest number of days lost

since we started reporting against this data. This shows a commitment from managers to implement the policy and support employees. This figure is also the second lowest across all Council services for this period.

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 A:** Service Plan progress and monthly performance indicators up to 31st October 2011
- **Appendix B:** Violent Incidents against School staff for the academic session 2010-11
- **Appendix C:** Absence and Attendance for the academic session 2010-11
- **Appendix D:** Exclusions from Aberdeen City Schools 2010-11
- **Appendix E:** Community Centres: Transition to lease centre status: February 2012
- **Appendix F:** Harlaw Learning Community Follow-through Report November 2011
- **Appendix G:** Aberdeen City Public Library Quality Improvement Matrix Report published in November 2011
- **Appendix H:** Policy Review update for the last quarter of 2011

8. REPORT AUTHOR DETAILS

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ECS Service Plan - Summary Scorecard

Summary scorecard of service plan indicators against service plan themes

Report Author: Sarah Gear

Generated on: 09 February 2012



Performance Data Traffic Light	
Red	2
Green	2
Data Only	8
Unknown	1

Priority 04 - Technology

Performance Measure	November 2011	December 2011	January 2012	February 2012	Target	Status	Long Trend
	Value	Value	Value	Value			
Number of times that PC terminals in Library Learning Centres and Learning Access Points are used	17,881	13,894					
Number of visits to libraries - virtual	40,867	32,083					
Number of visits to/usages of council funded or part funded museums - virtual	54,326	48,371					

Priority 05 - Health and Wellbeing

Performance Measure	November 2011	December 2011	January 2012	February 2012	Target	Status	Long Trend
	Value	Value	Value	Value			
Health and Safety Reportable Accidents including Incidents	36	24	18		0		
Compliance with Health and Safety Matrix	96%						
Number of attendances at other	116,534	81,473					

Performance Measure	November 2011	December 2011	January 2012	February 2012	Target	Status	Long Trend
	Value	Value	Value	Value			
indoor sports and leisure facilities excluding pools in a combined complex							
Number of attendances at pools (excluding community pools)	61,849	41,643					









Priority 06 - Engagement in Arts, Heritage, Culture and Sport

Performance Measure	November 2011	December 2011	January 2012	February 2012	Target	Status	Long Trend
	Value	Value	Value	Value			
Number of visits to libraries - person	92,083	72,811					
Number of visits to/usages of council funded or part funded museums - person	27,840	23,895					
Number of visits to/usages of council funded or part funded museums - outreach							

Priority 08 - Better Performing/Value for Money

Performance Measure	November 2011	December 2011	January 2012	February 2012	Target	Status	Long Trend
	Value	Value	Value	Value			
Education, Culture and Sport - Current Available Monthly Absence Data	1.5	1.2			0.8		
ECS and Corporate Absence showing the Average Number of Days Lost Per Employee Per Service	7.7	7.7			10.0		
% Enquiries and complaints responded to within 15 working days	100%				95%		

PI Status		Long Term Trends		Short Term Trends	
	Alert		Improving		Improving

 Warning	 No Change	 No Change
 OK	 Getting Worse	 Getting Worse
 Unknown		
 Data Only		

Performance of monthly reportable indicators

Trend Charts demonstrating performance of monthly reportable indicators against service plan themes

Report Author: Sarah Gear

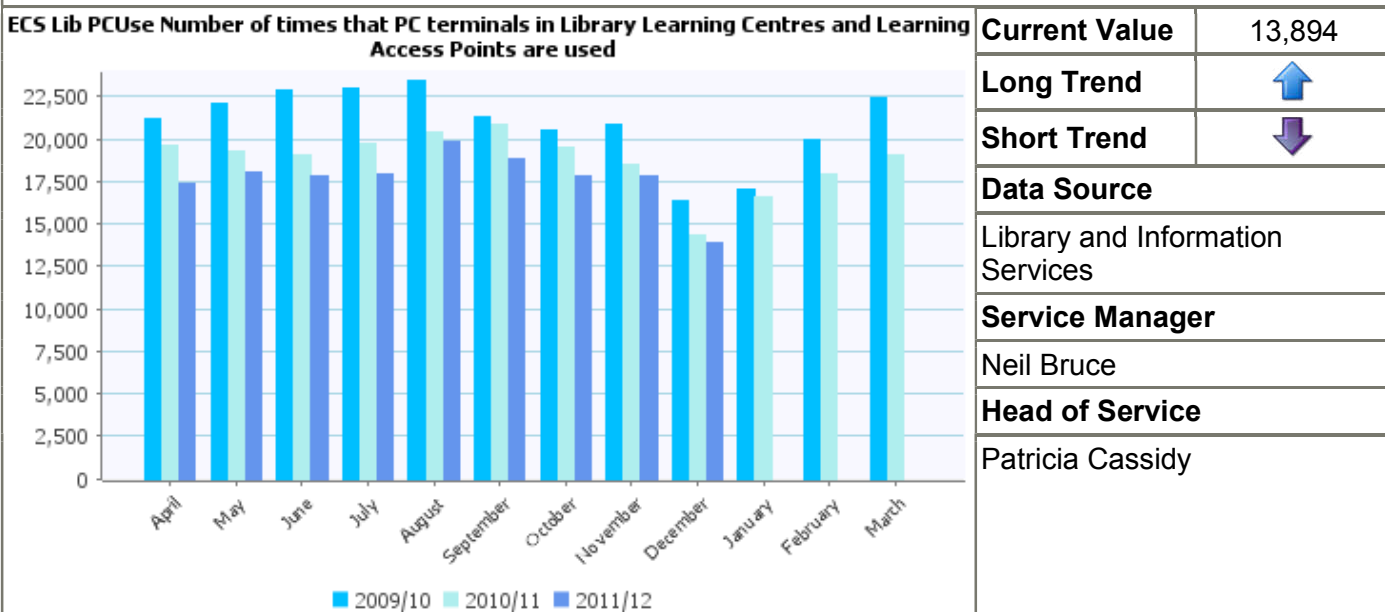
Generated on: 09 February 2012



Priority 04 - Technology

Number of times that PC terminals in Library Learning Centres and Learning Access Points are used

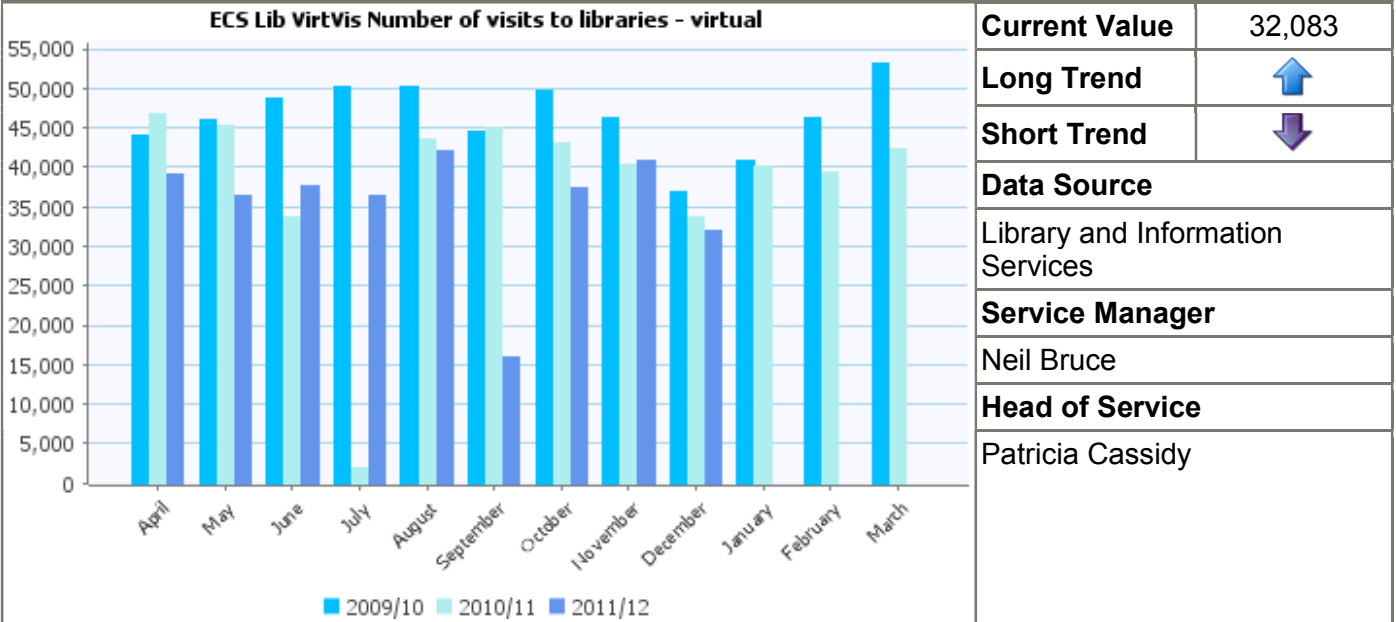
This indicator monitors the number of times that PC terminals within Learning Centres and Learning Access Points of libraries are used. Trend calculation method is year on year - Short trend calculates current period v previous year period; Long trend calculates average over 12 month period. Annual value = cumulative monthly values. Annual long trend is calculated over a 3 year period.



	Value	Numerator	Denominator	Target	Status	Note
Nov 2011	17,881					Figures are up on the previous month despite local network problems at Dyce and Northfield affecting service on 8th and 9th .
Dec 2011	13,894					
Jan 2012						
Feb 2012						

Number of visits to libraries - virtual

This indicator monitors the number of virtual visits to libraries. Trend calculation method is year on year- Short trend calculates current period v previous year period; Long trend calculates average over 12 month period. Annual value = cumulative monthly values. Annual long trend is calculated over a 3 year period.

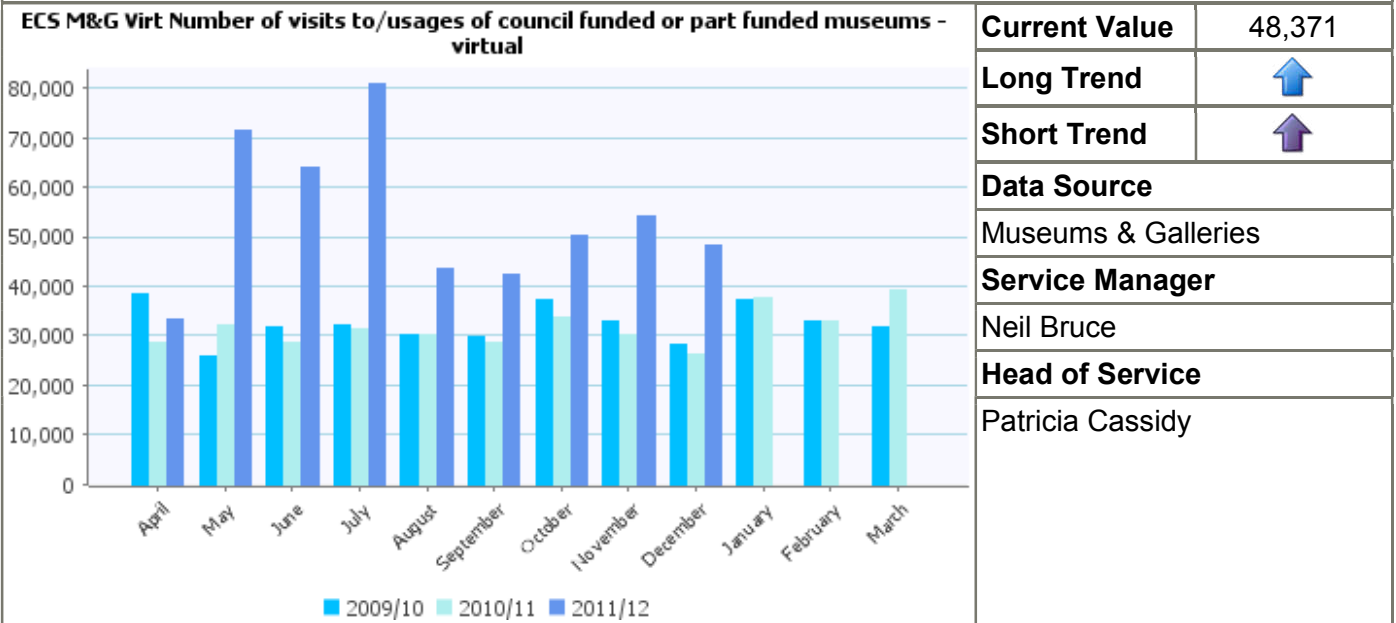


Current Value	32,083
Long Trend	↑
Short Trend	↓
Data Source	
Library and Information Services	
Service Manager	
Neil Bruce	
Head of Service	
Patricia Cassidy	

	Value	Numerator	Denominator	Target	Status	Note
Nov 2011	40,867					Figures are up slightly on the same period last year. Again the Industrial Action on 30th November may be a factor here.
Dec 2011	32,083					
Jan 2012						
Feb 2012						

Number of visits to/usages of council funded or part funded museums - virtual

This indicator monitors the number of virtual visits to council funded or part funded museums. Trend calculation method is year on year - Short trend calculates current period v previous year period; Long trend calculates average over 12 month period. Annual value = cumulative monthly values. Annual long trend is calculated over a 3 year period.



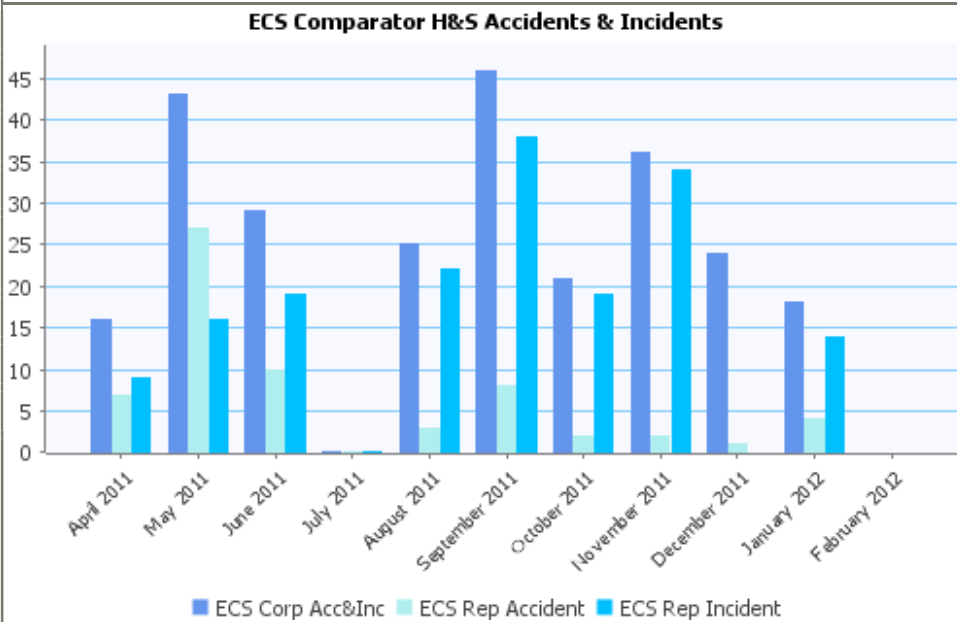
Current Value	48,371
Long Trend	↑
Short Trend	↑
Data Source	
Museums & Galleries	
Service Manager	
Neil Bruce	
Head of Service	
Patricia Cassidy	

	Value	Numerator	Denominator	Target	Status	Note
Nov 2011	54,326					
Dec 2011	48,371					
Jan 2012						
Feb 2012						

Priority 05 - Health and Wellbeing

Health and Safety Reportable Accidents including Incidents

This indicator monitors the number of Health and Safety reportable accidents including incidents across Education, Culture and Sport Service. (Schools and Educational Establishments; Communities, Culture and Sport and Educational Development, Policy and Performance). Trend calculation method is ongoing - Short trend calculates current period v previous period; Long trend calculates average over 12 month period. Annual value = cumulative monthly values. Annual long trend is calculated over a 3 year period.

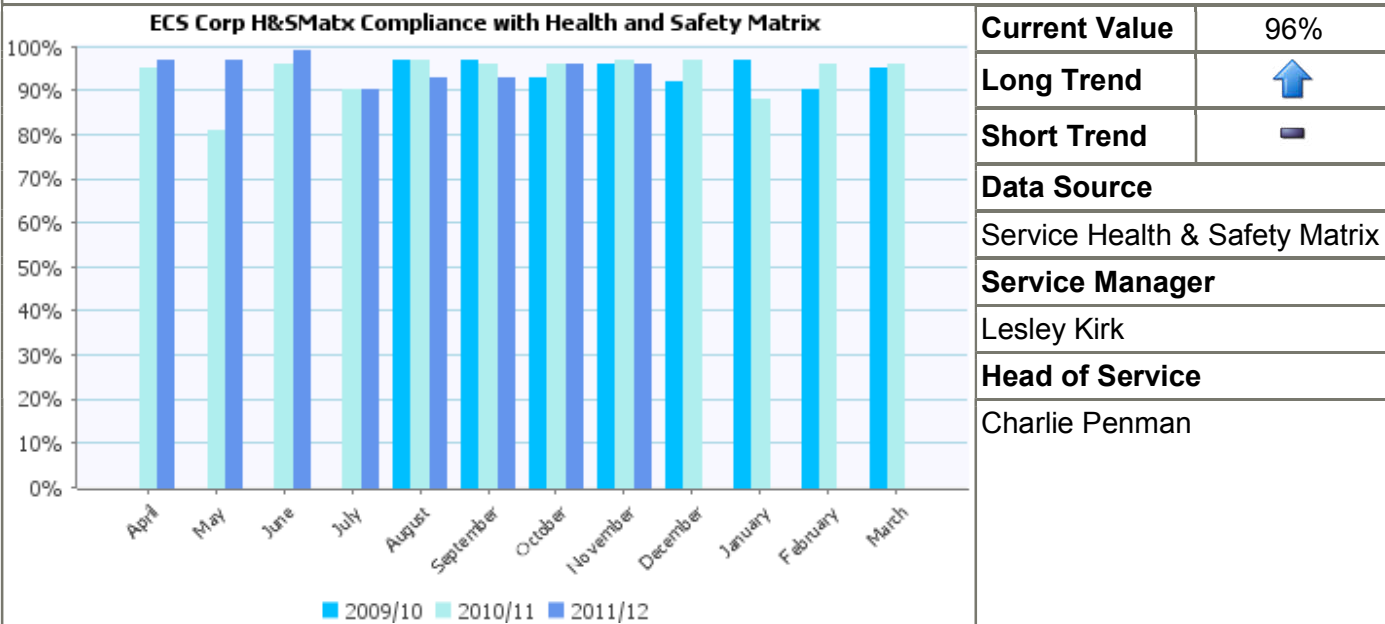


Current Value	18
Long Trend	↑
Short Trend	↑
Data Source	Service Accident & Incident Reports
Service Manager	Lesley Kirk
Head of Service	Charlie Penman

	Value	Numerator	Denominator	Target	Status	Note
Nov 2011	36			0	●	
Dec 2011	24			0	●	
Jan 2012	18			0	●	
Feb 2012				0		

Compliance with Health and Safety Matrix

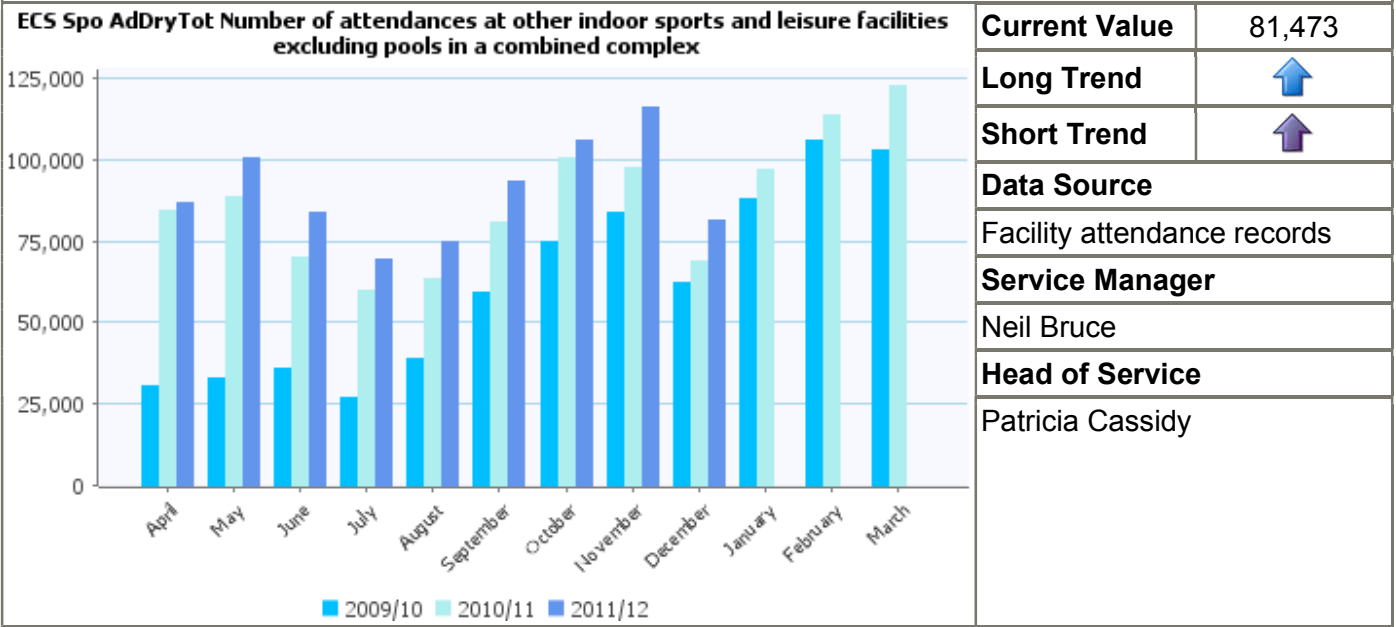
This data reports on the compliance of the Education Culture and Sport Service with the health and safety matrix. The matrix is made up of the following factors that establishments must carry out as part of a 5 year rolling programme or maintain as part of their service provision; Workplace Inspections, Accident Recording, First Aid Provision and the completion of Fire Regulation Assessments. The chart shows ongoing monthly figures and compares data from the previous 2 financial years.




	Value	Numerator	Denominator	Target	Status	Note
Nov 2011	96%				?	The figure of 96% is an accumulative figure for data collated for July, August, September, October and November. There are still outstanding workplace inspections for November once those are returned the figures will be updated on this report.
Dec 2011						
Jan 2012						
Feb 2012						

Number of attendances at other indoor sports and leisure facilities excluding pools in a combined complex

This indicator monitors the collective monthly attendance at indoor sports and leisure facilities excluding those with pools in a combined complex and including Aberdeen Sports Village. Trend calculation method is year on year - Short trend calculates current period v previous year period; Long trend calculates average over 12 month period. Annual value = cumulative monthly values. Annual long trend is calculated over a 3 year period.



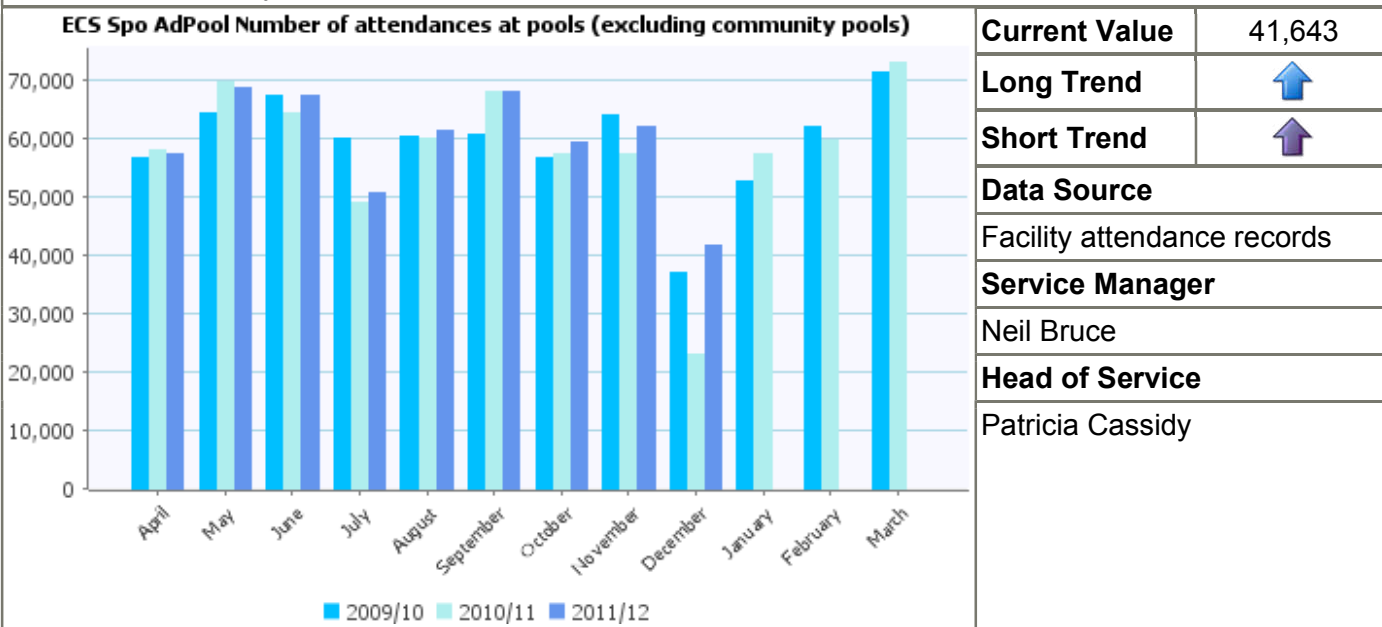
	Value	Numerator	Denominator	Target	Status	Note
Nov 2011	116,534					<p>Sport Aberdeen</p> <p>Sport Aberdeen admissions for November 2011 demonstrated an 25.1% increase on 2010 with 10,647 additional attendances and a total of 52,992 attendances for the month.</p> <p>Recorded attendances of 331,556 for April - November represent a positive movement of some 20.2% which is encouraging as this, if continued to year's end, this level of increase would be considerably in advance of the organisations Corporate Plan targets for footfall. Within this wider figure the patterns of attendance across the facilities for the year to date are varied with The Jesmond Centre (+3.6%), Lord Provost Alex Collie (+21.1%), Torry (+8.9%) and Kincorth (+11%) centres along with the Linx Ice Arena (+40.8%) sustaining levels of increased use. Comparisons of the available data covering September - November in 2010 and 2011 for the Beacon Centre shows a quarterly increase of 76.5% with 2011 admissions totalling 28,831.</p> <p>Conversely, Peterculter, Sheddocksley and Westburn Tennis centres, as has</p>

					<p>been the case since the start of the year, are recording attendances below 2010/11 levels although there has been some positive movement in each over the course of the past three months which suggests that, to an extent, this is being addressed.</p> <p>Aberdeen Sports Village</p> <p>63,542 attendances were recorded at the Aberdeen Sports Village during November 2011, a 14.4 % increase in the year-on-year monthly figure with 8,028 additional admissions. Of this increase Management Bookings, Class Attendances and Ticketed Activities generated the majority of growth whilst Booked Activities, (i.e. those not forming longer term commitments to use) and Course Attendances both showed a marginal reduction on November 2010.</p> <p>On a cumulative fiscal year (April- March) comparison, the Village has generated 398,041 attendances which represents growth of 9.4% when compared with 2010/11. Considering the Sports Village's operating year (August - July), this cumulative increase is slightly higher at 9.6% reflecting some 212,863 admissions in the first four months of the contractual period.</p>
Dec 2011	81,473				<p><u>Sport Aberdeen</u></p> <p>Sport Aberdeen admissions for December 2011 recorded an 31.8%% increase on 2010 with 9,939 additional attendances and a total of 41,175 attendances for the month. Some part of this increase will be a result of poor attendance levels during December 2010 but also reflects a general pattern of increase across the range of facilities. The accumulated data, covering April to December 2011 shows sustained positive movement with an increase of 21.4% (65,800 additional admissions) and a total attendances figure for the year to date of 372,741 which represents advance on the proportionate targets contained the Council's strategies and the Sport Aberdeen Corporate Plan. Within this wider figure the patterns of attendance across the facilities for the year to date are varied, but, in the majority encouraging with The Jesmond Centre (+6.7%), Lord Provost Alex Collie (+20.7%), Torry (+9.7%) and Kincorth (+14.2%) centres along with the Linx Ice Arena (+37.3%) sustaining levels of increased use. Comparisons of the part-year comparative data for the Beacon Centre, covering September - December in 2010 and 2011 respectively, shows an</p>

Jan 2012						
Feb 2012						


Number of attendances at pools (excluding community pools)

This indicator monitors the number of pool attendances excluding community pools. Trend calculation method is year on year - Short trend calculates current period v previous year period; Long trend calculates average over 12 month period. Annual value = cumulative monthly values. Annual long trend is calculated over a 3 year period.



Current Value	41,643
Long Trend	↑
Short Trend	↑
Data Source	Facility attendance records
Service Manager	Neil Bruce
Head of Service	Patricia Cassidy

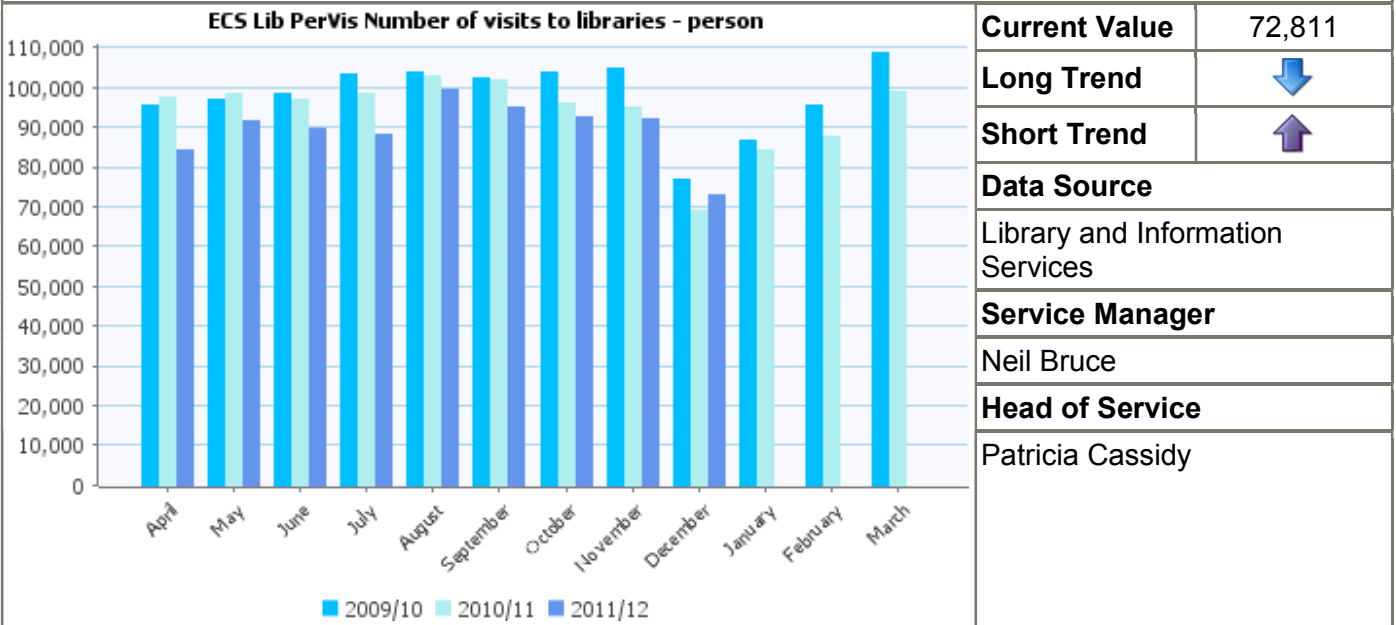
	Value	Numerator	Denominator	Target	Status	Note
Nov 2011	61,849					<p>Monthly attendances across City Wide facilities in November recorded a 7.7% increase on 2010 with 4,396 additional admissions. Cumulatively, this reflects a six month pattern of growth resulting in a year to date rise in admissions of 11,342 or 2.3% which exceeds the generic targets set out in the City's 'Fit For The Future' strategy.</p> <p>Like for like comparison of continually managed Sport Aberdeen provides an enhanced picture of the performance of these particular facilities with growth being recorded against each month since the commencement of the fiscal period and a year to date increase of some 29,694 admissions which represents a 6.3% rise with total admissions to date of 494,459.</p> <p>Looking at individual facilities, The Beach Leisure Centre, Bucksburn, Bridge of Don Swimming Pools demonstrated positive movement against November 2010 and continue to reflect sustained cumulative growth patterns which would likely be sustained through to years end. Hazlehead and Kincorth Swimming Pools both experienced a reduction in month on month admissions in November and although still able to record positive movement against cumulative figures for</p>

Dec 2011	41,643					<p>Attendances in December 2011 rose by 80.4% on 2010 with 18,562 additional admissions. This is largely a reflection of the significant reduction in admissions which was experienced in December 2010 as a result of sustained adverse weather conditions but the underlying trend of admissions growth is still apparent. Cumulatively, this amounts to an increase of 5.9% over the nine month period, April to December, and continues the pattern of growth commenced in June providing a year to date total of 536,102 attendances. Comparison of continually managed Sport Aberdeen facilities indicates performance at a higher level of percentage increase of 9.9%, representing just over 48,000 additional attendances across the six facilities within the Sport Aberdeen remit since the start of the fiscal year. Looking at individual facilities all, apart from Kincorth Swimming Pool performed at levels beyond that recorded in December 2010 with The Beach Leisure Centre, Hazlehead, and Bridge of Don Swimming Pools demonstrating substantive increases. Cumulatively, the range of improvement in admissions ranges from 7.3% (BLC) to just over a 40% (BODSP) with remainder recording 33.9% (Bucksburn SP), 12.5% (KSP) and 10.1% (Hazlehead SP). Of the range of premises operated by Sport Aberdeen, it appears that Northfield Swimming Pool is the exception to the cumulative rule, in that, as it is currently recording a relative decrease of 30% on the previous year's nine month pattern, the likelihood that the year end figures will be positive are significantly reduced</p>
Jan 2012						
Feb 2012						

Priority 06 - Engagement in Arts, Heritage, Culture and Sport

Number of visits to libraries - person

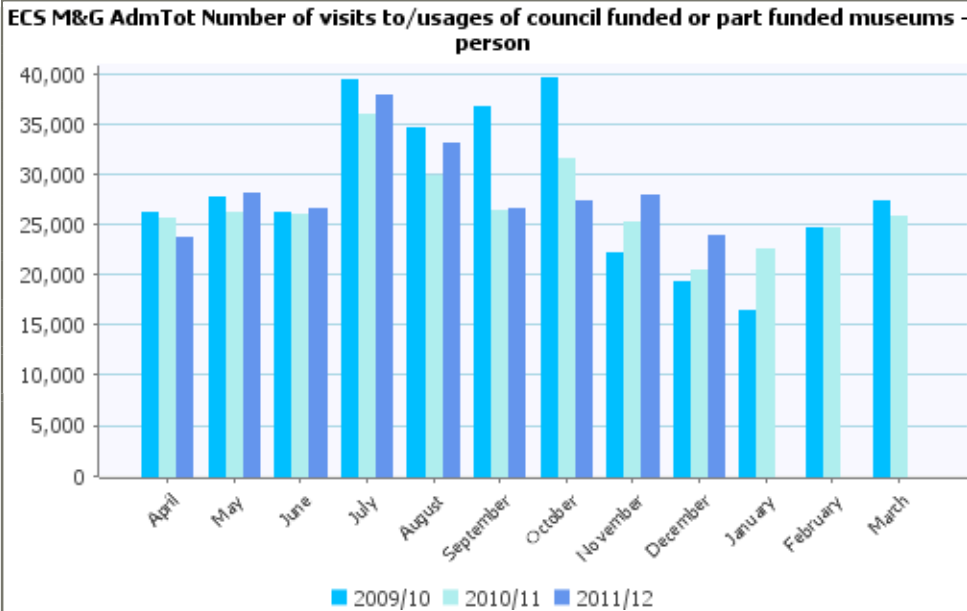
This indicator monitors the number of visits to libraries in person. Trend calculation method is year on year- Short trend calculates current period v previous year period; Long trend calculates average over 12 month period. Annual value = cumulative monthly values. Annual long trend is calculated over a 3 year period.



	Value	Numerator	Denominator	Target	Status	Note
Nov 2011	92,083					Industrial Action on 30th November has had an affect on visitor figures for this month.
Dec 2011	72,811					
Jan 2012						
Feb 2012						

Number of visits to/usages of council funded or part funded museums - person

This indicator monitors the number of admissions to council funded or part funded museums. Trend calculation method is year on year - Short trend calculates current period v previous year period; Long trend calculates average over 12 month period. Annual value = cumulative monthly values. Annual long trend is calculated over a 3 year period.

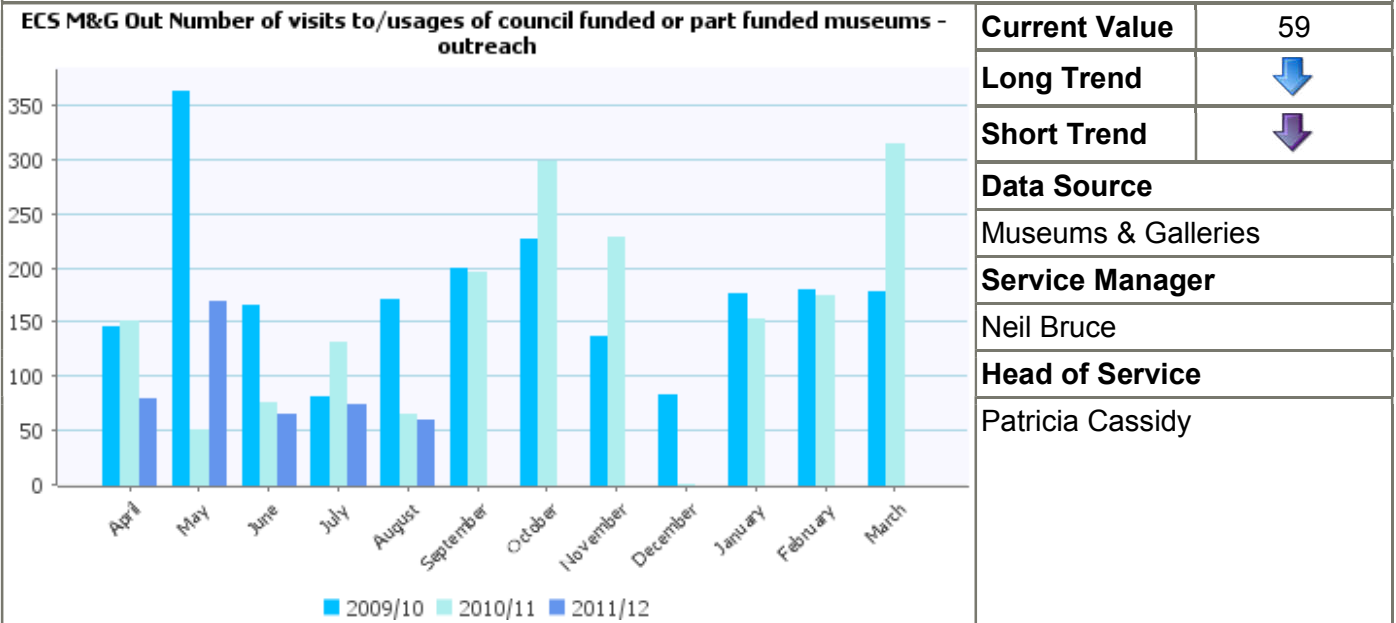


Current Value	23,895
Long Trend	↑
Short Trend	↑
Data Source	
Museums & Galleries	
Service Manager	
Neil Bruce	
Head of Service	
Patricia Cassidy	

	Value	Numerator	Denominator	Target	Status	Note
Nov 2011	27,840					
Dec 2011	23,895					
Jan 2012						
Feb 2012						

Number of visits to/usages of council funded or part funded museums - outreach

This indicator monitors the number of outreach visits to council funded or part funded museums. Trend calculation method is year on year - Short trend calculates current period v previous year period; Long trend calculates average over 12 month period. Annual value = cumulative monthly values. Annual long trend is calculated over a 3 year period.



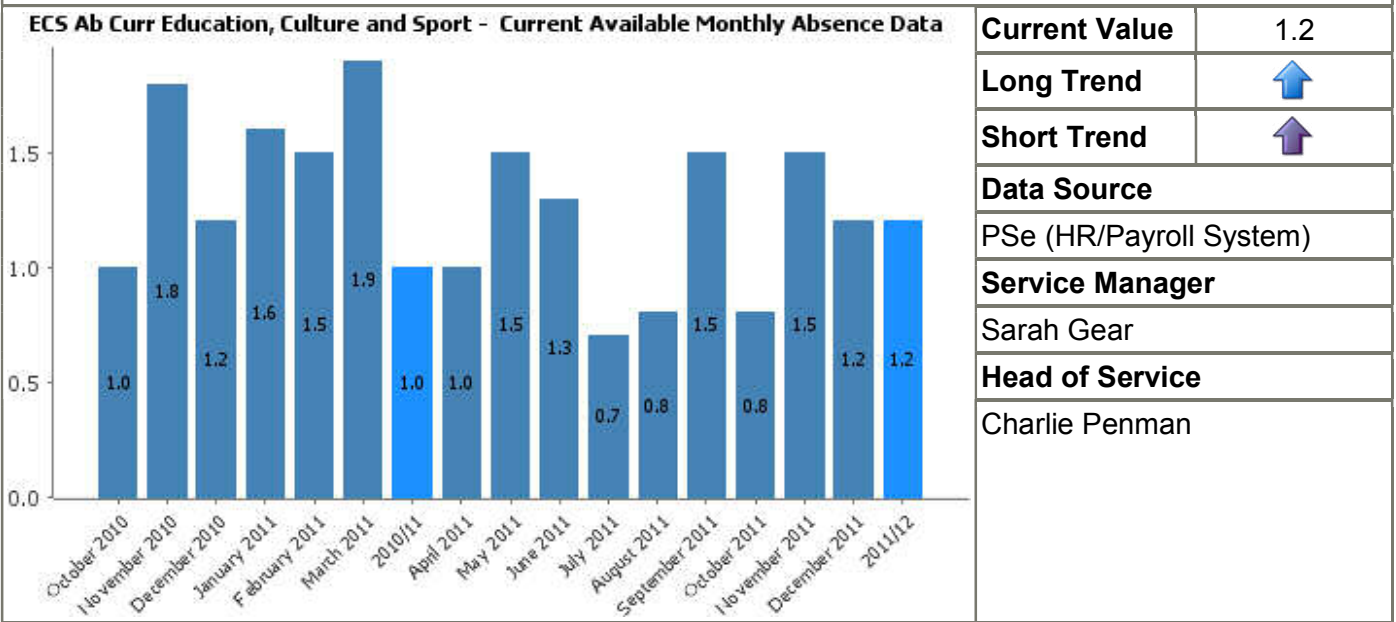
Current Value	59
Long Trend	↓
Short Trend	↓
Data Source	
Museums & Galleries	
Service Manager	
Neil Bruce	
Head of Service	
Patricia Cassidy	

	Value	Numerator	Denominator	Target	Status	Note
Nov 2011						
Dec 2011						
Jan 2012						
Feb 2012						

Priority 08 - Better Performing/Value for Money

Education, Culture and Sport - Current Available Monthly Absence Data

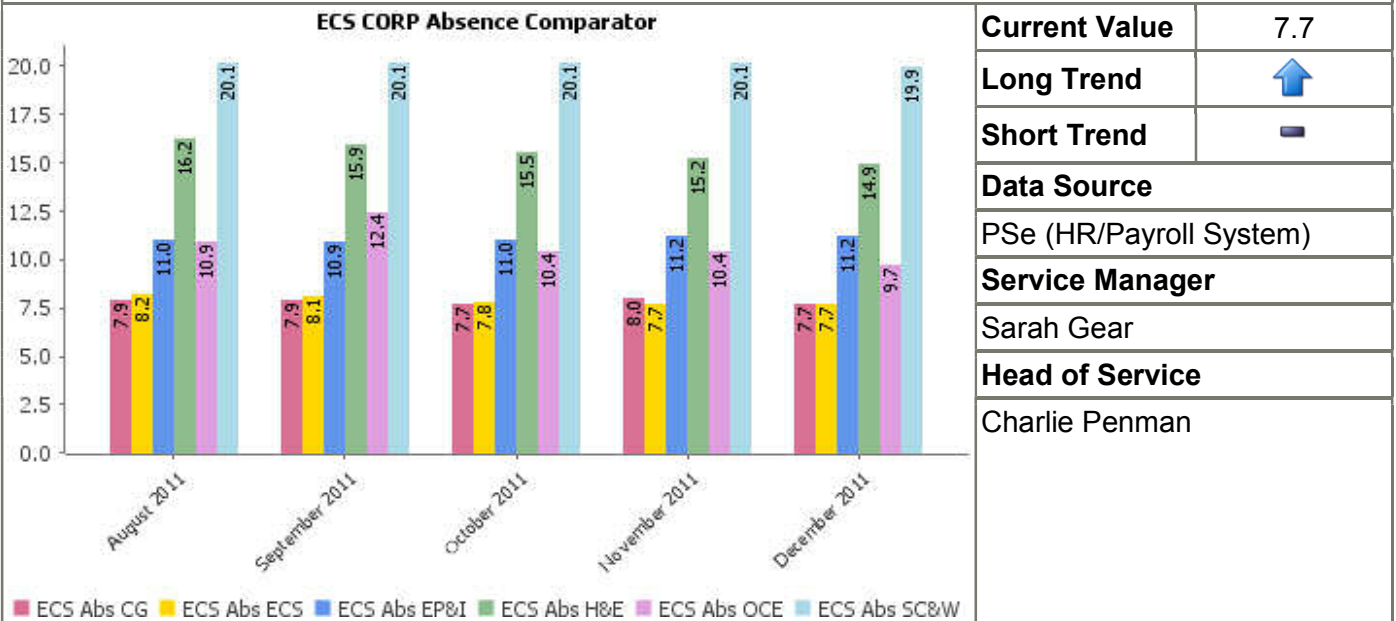
This indicator shows absence data for the latest monthly figure in relation to the average number of days lost per employee per month across the Education, Culture and Sport service.
 The chart also reflects the annual average number of days lost per employee per month. There has been an increase of 0.7 average days lost per employee in absence across the service comparing 2010/11 and 2011/12 to date.



	Value	Numerator	Denominator	Target	Status	Note
Nov 2011	1.5			0.8	●	There was a increase of 0.7 in the average number of days lost per employee for November
Dec 2011	1.2			0.8	●	There was a decrease of 0.3 in the average number of days lost per employee for December
Jan 2012						
Feb 2012						

ECS and Corporate Absence showing the Average Number of Days Lost Per Employee Per Service

ECS and Corporate Absence showing the Average Number of Days Lost Per Employee Per Service for a 12 Month Rolling Period



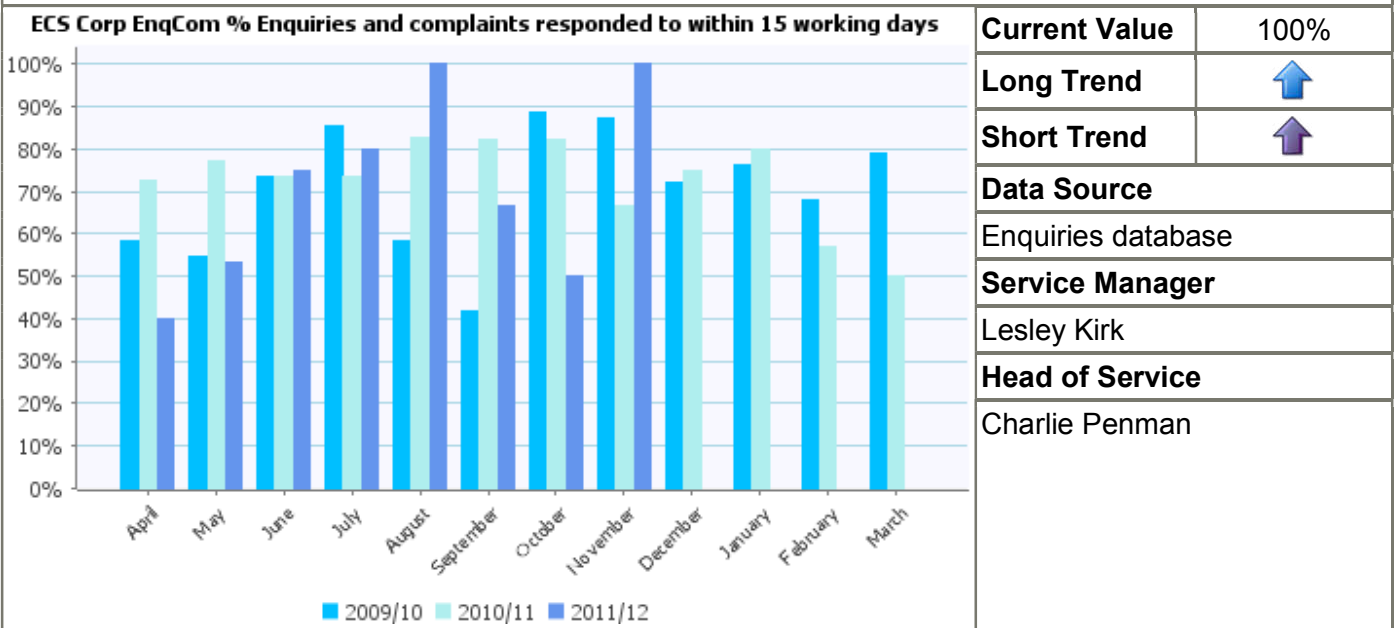
Current Value	7.7
Long Trend	↑
Short Trend	▬
Data Source	
PSe (HR/Payroll System)	
Service Manager	
Sarah Gear	
Head of Service	
Charlie Penman	

	Value	Numerator	Denominator	Target	Status	Note
Nov 2011	7.7			10.0	✓	Education, Culture and Sport Absence showed a further decrease of 0.1 for the last 12 months to the end of November. There were an average of 7.7 days lost per employee over the 12 month period to date. This is the lowest number of days lost since we started reporting this data after the implementation of the revised Maximising Attendance Policy. This shows a commitment from managers to implement the policy and support employees.
Dec 2011	7.7			10.0	✓	
Jan 2012						
Feb 2012						












% Enquiries and complaints responded to within 15 working days

This Education, Culture and Sport performance indicator monitors the percentage of formal enquiries and complaints received from the MP's, MSP's, government agencies, members of the public, elected members and the press which require a response within the corporate standard of 15 working days. On a day a to day basis the service also responds to a significant number of informal enquiries from these agencies.

The chart shows monthly data and also annual comparative data for the last 2 financial years. Trend calculation method is ongoing - Short trend calculates current period v previous period; Long trend calculates average over 12 month period. Annual value = cumulative monthly values. Annual long trend is calculated over a 3 year period.



	Value	Response in 15 working days	Total Received	Target	Status	Note
Nov 2011	100%	2	2	95%	✓	2 formal enquiries/complaints were received during the month of November. These were both responded to in full within the corporate standard of 15 working days. The year to date figure for 2011/12 is 67% which equates to receipt of 69 enquiries/complaints, 46 of which received a full response within the prescribed timescale.
Dec 2011						
Jan 2012						
Feb 2012						

PI Status		Long Term Trends		Short Term Trends	
	Alert		Improving		Improving
	Warning		No Change		No Change
	OK		Getting Worse		Getting Worse
	Unknown				
	Data Only				

ECS Service Plan - Progress of Actions

Performance scorecard of service plan actions

Report Author: Sarah Gear

Generated on: 09 February 2012





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

01.01a - Implementation of Early Years Framework

ECS Edu 001 Development and delivery of Early Years Framework Plan 2011-12


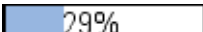
Description						
Managed by	Liz Gillies	Lead Officer	Stuart Patterson	Progress		
Start Date	01-Apr-2010	Due Date	31-Mar-2012	Completion Date	31-Jan-2012	

Progress update


2011-12 Plan developed and approved by AEYCP in June 2011. Implementation of action plan ongoing through the year, progressed reviewed January 2012 by AEYCP at annual planning day. Multi-agency input agreed and successful implementation of actions achieved. Planning process related to 2012-13 developed from input at the planning day in January 2012.

01.01b - Implementation of A Curriculum for Excellence


ECS Edu 002 Implement A Curriculum for Excellence

Description						
Curriculum for Excellence is the new national framework for Scottish education to ensure that our young people are successful learners, confident individuals, effective contributors and responsible citizens.						
Managed by	Derek Samson	Lead Officer	Derek Samson	Progress		
Start Date	01-Aug-2010	Due Date	31-Jul-2013	Completion Date		

Progress update
All nurseries and primary schools have fully implemented a curriculum which meets the entitlements expected under Curriculum for Excellence. In secondary schools, all schools have implemented a curriculum for pupils up to and including S2. Plans are well advanced for implementation of the curriculum for these pupils as they move into S3 in 2012. Further planning will be required for subsequent years. Various aspects require further development including: review of curricular delivery, assessment and reporting etc. A communications plan for parents is under development. Liaison with other partners is well advanced and will continue to be developed.


ECS_E11	Redesign of senior secondary school towards a City campus				
Description	A virtual campus where pupils would learn in a variety of environments is a phased process. In year one (2011/12) introduce 4 travel afternoons each week for S5 and S6 pupils, when pupils would attend another establishment to study a course. This will provide a greater equity of curriculum choices for S5/S6 Higher and Adv Higher pupils in all schools. Aberdeen College to provide a range of courses, many vocational, within the travel afternoon arrangements, extending the range of courses. In year 2 (2012/13) consortia arrangements will be formalised for all secondary schools. A consortium will comprise 2 or 3 secondary schools in a given geographic area. The schools in the consortia will jointly plan the snr curriculum to ensure a breadth of choice and pupils will travel between schools to access provision. From year 1 onwards planning will begin for the introduction of a "blended learning" approach for the new Curriculum for Excellence S5 and S6 courses. This approach includes the development of e-learning options for approx 20% of each new course. Education for the snr phase is planned to be delivered on a city-wide basis by schools, further and higher education.				
Managed by	David Leng	Lead Officer	Derek Samson	Progress	 <input type="text" value="21%"/>
Start Date	01-Apr-2011	Due Date	31-Mar-2016	Completion Date	
Progress update					

01.01d - Develop parental involvement strategy and use parent/carer views to inform and improve service delivery

ECS FVL 001	Development of Parental Involvement Strategy				
Description					
Managed by	Sheila Sansbury	Lead Officer	Jackie Thain	Progress	 <input type="text" value="0%"/>
Start Date	01-Apr-2011	Due Date	31-Mar-2013	Completion Date	
Progress update					
Existing parental involvement strategy due for renewal in the autumn 2012.					

01.01e - Enhance our youth voice and youth participation through schools and Aberdeen Youth Council

ECS CLD 001 Work in partnership with Aberdeen Youth Council to engage with children, young people and their families to ensure they have the opportunity to influence and challenge our thinking


Description					
Managed by	Gail Woodcock	Lead Officer	Alona Murray; Craig Singer	Progress	 <input type="text" value="5%"/>
Start Date	01-Apr-2011	Due Date	31-Mar-2013	Completion Date	

Progress update
 LGBT group supported by a Development Officer from the Communities Team have recently appeared on BBC3 documentary Coming Out Diaries
 Activities to engage young people aged 16 and 17 in the Union Terrace Gardens Project is planned for February

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

01.02a - Implement action plans to support young people under More Choice More Chances Strategy and 16+ Learning Choices

ECS FVL 002 Implementation of the More Choices, More Chances Action Plan


Description					
Action plan to reduce the proportion of young people not in education, employment or training and supporting young people under More Choices, More Chances Strategy and 16+ Learning Choices Framework					
Managed by	Sheila Sansbury	Lead Officer	John Cairns	Progress	 <input type="text" value="5%"/>
Start Date	01-Apr-2010	Due Date	31-Mar-2016	Completion Date	

Progress update
 MCMC Action Plan reviewed February 2011. All actions up to date.


01.02b - Work with young people, particularly those in the More Chances More Chances Group, to support their transition into employment particularly via work experience opportunities

ECS CLD 002 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


Description					
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Managed by	Gail Woodcock	Lead Officer	Linda Murray	Progress		<input type="text" value="33%"/>
Start Date	01-Apr-2010	Due Date	31-Mar-2013	Completion Date		
Progress update						
A number of new contacts with businesses have been established since August 2011. This has included meetings with SubSea UK, Ernst & Young and WoodGroup PSN						

01.02c - Implement Outdoor Learning and Educational Excursions policy and guidance

ECS CLD 003 Implementation of Outdoor Learning and Educational Excursions policy and guidance						
Description						
Managed by	Gail Woodcock	Lead Officer	Jonathan Kitching	Progress		<input type="text" value="5%"/>
Start Date	01-Apr-2011	Due Date	31-Mar-2013	Completion Date		
Progress update						
Postholder now in place.						

01.02d - Redesign of childcare service in communities


ECS CLD 004 Improve quality and impact of childcare services in communities						
Description						
Provide high quality childcare services in communities; review requirements for childcare services and childcare development opportunities within communities						
Managed by	Gail Woodcock	Lead Officer	Caroline Brain	Progress		<input type="text" value="71%"/>
Start Date	01-Apr-2011	Due Date	31-Mar-2013	Completion Date	13-Dec-2011	
Progress update						
Restructuring and redesign of service now complete, process of implementing new policies and procedures aligned to Care Inspectorate under development and will be in place end March 2012.						

Priority 02 - Fit for Purpose Schools, Learning Centres, Cultural and Sporting Facilities

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


02.01a - Move Community Centres to 'Leased Model'

ECS CLD 005 Move the management of all city community centres to a 'leased model'


Description					
Managed by	Gail Woodcock	Lead Officer	Linda Clark	Progress	 <input type="text" value="10%"/>
Start Date	01-Feb-2012	Due Date	31-Mar-2013	Completion Date	
Progress update					
Work progressing re management agreements, leases, constitutions and business plans. Community Centre Liaison Officer and Capacity Building Officers in place since August 2011.					

02.01b - Development of Culture and Sport Facilities

ECS BBRM 001 Refurbishment of Beach Ballroom


Description	Refurbishment of Beach Ballroom will open opportunities to new markets, relaunching to business and conference market. Refurbishment programme will generate savings on heating and lighting				
Managed by	Neil Bruce	Lead Officer	Ray Douglas	Progress	 <input type="text" value="21%"/>
Start Date	01-Apr-2010	Due Date	31-Mar-2013	Completion Date	
Progress update					
Many of these items are wishlist items which we are pursuing through clerk of works and building services					

ECS M&G 001 Redevelopment of Aberdeen Art Gallery

Description	Redevelop the Art Gallery with a new vision, improved exhibition spaces and educational facilities. The redevelopment project will reduce the current ongoing and remedial expenditure on the fabric of the Art Gallery				
Managed by	Neil Bruce	Lead Officer	Christine Rew	Progress	 <input type="text" value="50%"/>
Start Date	01-Nov-2009	Due Date	31-Dec-2013	Completion Date	
Progress update					


Preparatory work ongoing alongside work on the Service Asset Management Plan

ECS M&G 002 Develop and implement proposals for Museums Collection Centre

Description	Development of a Museums Collection Centre designed to improve public access to museum, heritage and cultural collections				
Managed by	Neil Bruce	Lead Officer	Christine Rew	Progress	 <input type="text" value="25%"/>
Start Date	01-Apr-2010	Due Date	31-Dec-2013	Completion Date	

Progress update
 Must vacate Frederick street by 5 March. Crombie Road will not be completed until 6 April. Therefore decision made to move to temporary accommodation in industrial units at Dyce. Work underway to identify units, install security systems and prepare of the move. A second move of the objects is anticipated in the period 9 April to 31 May.


ECS Spo 001 Deliver regional aquatic centre (50m pool and diving pool) in partnership with Enterprise Planning and Infrastructure Directorate, Aberdeen University and Aberdeen Sports Village

Description					
Managed by	Neil Bruce	Lead Officer	Trevor Smith	Progress	 <input type="text" value="57%"/>
Start Date	14-Apr-2009	Due Date	31-Jan-2014	Completion Date	

Progress update
 Project management has been transferred to Aberdeen Sports Village with representation from Trevor Smith Environment Planning and Infrastructure. Works on the site have commenced, demolition is complete and ground works underway within schedule.

02.01c - Develop a strategic approach to the management of Education, Culture and Sport buildings and land

ECS A&F 001 Develop Asset Management Plans for all Directorate service areas within Education, Culture and Sport



Description	Develop long term vision and priorities for service built assets				
Managed by	David Wright	Lead Officer	David Wright	Progress	 <input type="text" value="50%"/>
Start Date	01-Apr-2011	Due Date	31-Mar-2014	Completion Date	

Progress update
 Initial Service Asset Management Plan reported and approved by Education, Culture and Sport Committee in September 2011. Plan to be reviewed and updated on an annual basis. Detailed work underway on Sports & Leisure Asset Plan, as key component of the Service Asset Management Plan


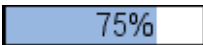
ECS A&F 002 Agree projects for inclusion in to condition and suitability budget programme for forthcoming year

Description					
Managed by	David Wright	Lead Officer	David Wright	Progress	 
Start Date	01-Apr-2011	Due Date	31-Mar-2012	Completion Date	
Progress update					
Consulted across the service on priorities for condition and suitability programme for 2012/13. Priorities are being finalised for Finance & Resources Committee in March 2012.					

ECS A&F 003 Review school security and develop action plan



Description					
Managed by	David Wright	Lead Officer	David Wright	Progress	 
Start Date	01-Apr-2011	Due Date	31-Mar-2012	Completion Date	
Progress update					
Designs and costings developed for new secure entrances for priority granite primary schools, and work taking place by Easter 2012. School Security survey undertaken across all city schools - Oct - Dec 2011. Survey to be analysed and action plan developed - Feb - March 2012.					

ECS A&F 004 Ensure building health and safety assessments are undertaken in accordance with scheduled cycle



Description					
Managed by	David Wright	Lead Officer	David Wright	Progress	 
Start Date	01-Apr-2011	Due Date	31-Mar-2012	Completion Date	
Progress update					
These are ongoing, and actions incorporated into Repair and Maintenance, or Condition and Suitability work programmes.					

ECS A&F 020 Reduce energy usage and apply energy saving measures across Education, Culture and Sport properties

Description					
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Managed by	David Wright	Lead Officer	Sandy McPhee	Progress		
Start Date	08-Feb-2012	Due Date	31-Mar-2013	Completion Date		
Progress update						
Energy budgets now being managed centrally to ensure greater consistency and more robust monitoring of trends. A no of properties have had insulation works to improve energy efficiency. Investigating installation of Photo Voltaic Solar technology on a range of Education, Culture and Sport properties.						


02.01d - Develop a Learning Estate Strategy to ensure an affordable and sustainable learning estate which makes best use of resources, ensuring focus on areas of greatest need


ECS A&F 005 Development of an affordable and sustainable learning estate which makes best use of resources, ensuring focus on areas of greatest need						
Description						
Managed by	David Wright	Lead Officer	David Wright	Progress		
Start Date	01-Apr-2010	Due Date	31-Mar-2013	Completion Date		
Progress update						
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.						
Following statutory consultation exercise, Education, Culture and Sport Committee approved closure of Raeden Nursery, Hazlewood and Woodland Special Schools in March 2011.						
Raeden Nursery closed in June 2011, and service relocated to 3 new Developmental Nurseries at Ashgrove Children's Centre, and Kaimhill and Seaton primary schools. Undertaken comprehensive review of the key issues and challenges for the Primary School Estate, in time for Education, Culture and Sport Committee in February 2012. Developed detailed Business Cases for the proposed new School for Children with Severe and Complex Needs, (on the site of Raeden); the new primary school to replace Bucksburn and Newhills Schools; and an extension for Riverbank School, for consideration as part of the Non Housing Capital Programme.						
Vacated and declared un-needed properties surplus to requirements, wherever possible, in order make best use of resources.						
Negotiating with housing developers and planners to secure developer contributions towards education provision, wherever appropriate.						

02.01e - Develop and implement an improved approach to managing Directorate facilities

ECS A&F 006 Review and provide training on tenant landlord agreements						
Description						

Managed by	David Wright	Lead Officer	David Wright	Progress		<input type="text" value="20%"/>
Start Date	01-Apr-2011	Due Date	31-Mar-2012	Completion Date		
Progress update						
Started work on review of tenant/ landlord agreements, though this will progress further over Spring and Summer 2012, with training taking place in Autumn.						

ECS A&F 007 Develop and implement Service Level Agreements with Enterprise, Planning and Infrastructure in relation to their building related responsibilities						
Description						
Managed by	David Wright	Lead Officer	David Wright	Progress		<input type="text" value="40%"/>
Start Date	01-Apr-2011	Due Date	31-Mar-2012	Completion Date		
Progress update						
Detailed discussions have taken place with Enterprise, Planning and Infrastructure about the content and format of SLAs. On track to complete SLAs by end of March 2012.						

ECS A&F 008 Develop robust procedures for the management and monitoring of 3Rs facilities						
Description						
Managed by	David Wright	Lead Officer	David Wright	Progress		<input type="text" value="85%"/>
Start Date	01-Apr-2011	Due Date	31-Mar-2012	Completion Date		
Progress update						
Established fortnightly 3Rs liaison meetings. Identified requirement for regular reports on service failures, (from Feb 2012). Established quarterly 3Rs Headteachers Forum, to discuss problems and share experiences between schools. Set up meetings between Robertsons Facilities Management and Sport Aberdeen's Lettings Team.						


Priority 03 - Learning in the Wider Community

03.01 - Support learners to access employment opportunities


03.01a - Develop and sustain first step programmes which provide skills for life, learning and work

ECS CLD 006 Develop and sustain first step programmes which provide skills for life, learning and work					
Description					
Managed by	Gail Woodcock	Lead Officer	Gail Woodcock	Progress	 <input type="text" value="5%"/>
Start Date	01-Apr-2011	Due Date	31-Mar-2013	Completion Date	
Progress update					
Lifelong learning development officers now in post. Milestones being developed early 2012.					

03.01b - Work in partnership with key stakeholders to develop and sustain employment programmes


ECS CLD 007 Work in partnership with key stakeholders to develop and sustain employment programmes					
Description					
Work in partnership with key stakeholders to develop and sustain employment programmes - Schools, Aberdeen College, Aberdeen University, Robert Gordons University, Skills Development Scotland, Job Centre Plus					
Managed by	Gail Woodcock	Lead Officer	Gail Woodcock	Progress	 <input type="text" value="5%"/>
Start Date	01-Apr-2011	Due Date	31-Mar-2013	Completion Date	
Progress update					
Development Officers now in post. Milestones being developed early 2012					

03.01c - Provide support to overcome barriers to access to learning, training and employment

ECS CLD 008 Provide support to overcome barriers to access to learning, training and employment					
Description					
Managed by	Gail Woodcock	Lead Officer	Gail Woodcock	Progress	 <input type="text" value="5%"/>
Start Date	08-Feb-2012	Due Date	31-Mar-2012	Completion Date	
Progress update					
Communities team development managers and officers now in post. Milestones will be developed early 2012					


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

03.02a - Creation of Integrated Communities Team

ECS_C01						Integrated Communities Team - Implementation of a revised staffing structure to focus on delivering key services related to young people; lifelong learning; employability and community capacity building on a citywide integrated basis					
Description	New structure to be developed and implemented within revised budget										
Managed by	Gail Woodcock		Lead Officer		Gail Woodcock		Progress			<input type="text" value="100%"/>	
Start Date	31-Mar-2011		Due Date		31-Mar-2016		Completion Date		01-Feb-2012		
Progress update											

03.03 - Improve engagement and sustained involvement in the learning process

03.03a - Provide support, training and advice for voluntary management committees to develop capacity to run community centres and support adult learning programmes


ECS CLD 009						Provide support, training and advice for voluntary management committees to develop capacity to support community based learning					
Description											
Managed by	Gail Woodcock		Lead Officer		Gail Woodcock		Progress			<input type="text" value="5%"/>	
Start Date	01-Apr-2011		Due Date		31-Mar-2013		Completion Date				
Progress update											
Community leader training developed and delivered x 3 courses 2011, PVG sessions also delivered. New programme under development for 2012.											

03.03b - Develop partnerships to ensure effective delivery of services in communities


ECS CLD 010						Develop partnerships to ensure effective delivery of services in communities					
Description											
Managed by	Gail Woodcock		Lead Officer		Gail Woodcock		Progress			<input type="text" value="80%"/>	

Start Date	01-Apr-2011	Due Date	31-Mar-2013	Completion Date	
Progress update					
Learning partnerships developed across Aberdeen and starting to oversee learning service delivery in each learning community. Supported by staff from ACC Communities Team.					

03.03c - Support effective continuation and development of learning partnerships to improve experiences and outcomes for all learners, particularly those with additional support needs


ECS CLD 011	Support effective continuation and development of learning partnerships to improve experiences and outcomes for all learners, particularly those with additional support needs				
Description					
Managed by	Gail Woodcock	Lead Officer	Elaine Sinclair	Progress	 <input type="text" value="50%"/>
Start Date	01-Apr-2011	Due Date	31-Mar-2013	Completion Date	
Progress update					
Reduced to 11 Learning Partnerships as the two in the Bridge of Don area have chosen to amalgamate. 15 meetings held across the City April- September 2011.					

03.03d - Investigate and develop opportunities within the wider community and via other learning providers to enhance learning within schools and communities

ECS CLD 012	Investigate and development opportunities within the wider community and via other learning providers to enhance learning within schools and communities				
Description					
Managed by	Gail Woodcock	Lead Officer	Gail Woodcock	Progress	 <input type="text" value="5%"/>
Start Date	01-Apr-2011	Due Date	31-Mar-2013	Completion Date	
Progress update					
Review of work commissioned to independent community projects underway as part of wider review of external investment in Communities, Culture and Sport to complete Dec 2012.					


03.03e - Work in partnership with representative community fora to support effective engagement and representation

ECS CLD 013 Work in partnership with representative community fora to support effective engagement and representation

Description					
Managed by	Gail Woodcock	Lead Officer	Gail Woodcock	Progress	 <input type="text" value="5%"/>
Start Date	01-Apr-2011	Due Date	31-Mar-2013	Completion Date	
Progress update					
6 Capacity Building Officers and 1 Project Officer in post in the Communities Team since early Autumn 2011 and are supporting a wide range of community fora across the city.					



03.03f - Improve the quality and sustainability of culture and sports programmes as an integral component of lifelong learning in the City

ECS ArtDev 001 Delivery of Older Peoples Programme and (50+ Festival)

Description					
The older peoples programme has been organised from April – June, September until December and Jan – March. 300 older people attend this programme every week. Programme activities are designed to encourage active participation in the arts.					
Managed by	Neil Bruce	Lead Officer	Lesley Thomson; Elspeth Winram	Progress	 <input type="text" value="50%"/>
Start Date	01-Apr-2010	Due Date	31-Dec-2012	Completion Date	31-Dec-2010
Progress update					
50+ Festival 2012 The programme is provided for people aged 50 years and older who live within the City and is funded through the Common Good Fund. A range of participatory arts activities were organised for inclusion into the festival programme. These included digital photography led by National Galleries Outreach officers and the new Artist in Residence in Care Homes pilot project. There was an exhibition in John Lewis of local residents art work. 300 residents take part in the weekly 50+ programme organised through Arts Development.					

ECS ArtDev 002 Delivery of Outreach Programme

Description					
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Managed by	Neil Bruce	Lead Officer	Lesley Thomson; Elspeth Winram	Progress		
Start Date	01-Apr-2010	Due Date	31-Dec-2016	Completion Date		

Progress update

A successful application has been awarded to the City led by Aberdeen International Youth Festival to Creative Scotland in partnership with Arts Development. 'First in a Lifetime' fund will bring considerable investment and an outreach project to eight areas of Aberdeen City in 2012.

Outreach work is ongoing engaging residents of Aberdeen in participatory arts. The Arts Development programme offers a ongoing opportunities to 150 learners in the city in weekly classes led by local artists.

Engage and Enable is a project funded by Fairer Scotland and offers opportunities to regeneration areas of Aberdeen. 500 participants took part in an outreach programme linked to AAG exhibition Wildlife Photographer of the Year. In October 2011 a group in Torry had a singing event and are looking to set up a community choir.


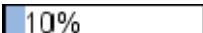
Next Step is a cashback funded project in partnership with the Youth Justice team and partners to offer diversionary activities for young people involved in violent crime. This project has been ongoing from May 2011 - May 2012. Artists are working with Barnardos and the RGU Street Sport project. Musicians are working with the Foyer and Adventure Aberdeen are offering opportunities to the Youth Justice team.

Priority 04 - Technology

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

04.01a - Develop a Technology Strategy for Education, Culture and Sport

ECS A&F 009 Develop a Technology Strategy for Education, Culture and Sport to encourage innovative use of new technologies

Description	Agree a set of priorities for use of new technologies to support Directorate objectives					
Managed by	David Wright	Lead Officer	Rosaleen Rentoul	Progress		
Start Date	01-Apr-2010	Due Date	31-Mar-2013	Completion Date		

Progress update

Wireless Access in Schools - Every effort is being made to complete this project in the current financial year. With recent events this is looking less likely but the pressure to complete is still being maintained. Approval has been given to allow working over weekends to try to meet deadlines. This has implications for the budget. The health and safety issues have been completed but they will push the budget into an overspend. The work to be done by local technical teams has highlighted the need to change the telephone systems which will give overall benefit to the council by reducing telephone revenue costs but will also increase the demand on the budget. Schools have changed the order of work pushing the timeframe beyond the end of the financial year.


Glow - The ICT Education Team continues its support of schools in the new aspects of Glow: Glow Light, blogs, wikis and the new resources - many schools are using blogs for interesting projects, central staff are being supported in their usage. Support in ensuring pupils have their logins to Glow continues. Glow user names have been issued to all schools and all pupils should be able to access Glow before the planned timescale. The Glow National Team, with the support of the ICT Education team, continues to support four secondary schools with two projects. There is a review meeting planned for 7 March.

Interactive whiteboard training continues and there were additional days provided for schools for train the trainer and content creation.

04.01b - Maximise the use of new technology to increase efficiency and effectiveness

ECS A&F 010 Implementation of management information system for schools and learning establishments

Description To provide an upgrade to an MIS for educational establishments which will result in consistent implementation across schools to provide accurate data on which schools and the authority can operate.


Managed by	David Wright	Lead Officer	Rosaleen Rentoul	Progress		<input type="text" value="60%"/>
Start Date	01-Apr-2010	Due Date	31-Mar-2013	Completion Date		

Progress update

Roll-out and training has taken place for all Primary Schools and 2 Secondary Schools. Roll-out and training due to take place for ASN schools before end of March 2012. Training ongoing until summer 2012. New MIS Co-ordinator appointed and due to start late Feb/ early March 2012.

ECS A&F 011 Identify priorities and potential funding to implement a rolling replacement programme for ICT hardware and software in schools

Description This programme covers internal connectivity in schools, refresh programme and general upgrades to ICT in schools and is carried out in line with the ICT education strategy. One of the main strands of the strategy is to ensure that staff and pupils have equitable access to ICT across the authority's schools.


Managed by	David Wright	Lead Officer	Rosaleen Rentoul	Progress		<input type="text" value="25%"/>
Start Date	01-Apr-2010	Due Date	31-Mar-2016	Completion Date		


Progress update


Limited refresh programme for ICT hardware in school during 2011/12. Working with Corporate ICT to identify similar funding for 2012/13.


ECS A&F 012 Develop and implement service level agreement with Corporate ICT in relation to support provided to the Directorate

Description	
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Managed by	David Wright	Lead Officer	Rosaleen Rentoul	Progress		<input type="text" value="40%"/>
Start Date	08-Feb-2012	Due Date	31-Mar-2016	Completion Date		
Progress update						
Regular liaison meetings taking place with Corporate ICT. Detailed discussions about SLA taking place during Feb 2012. On track to complete SLA by end of March 2012.						


ECS A&F 013 Work with Sport Aberdeen to agree a fit for purpose management information system						
Description						
Managed by	David Wright	Lead Officer	Rosaleen Rentoul	Progress		<input type="text" value="35%"/>
Start Date	08-Feb-2012	Due Date	31-Mar-2016	Completion Date		
Progress update						
Discussions have taken place with Sport Aberdeen about the requirements for a suitable Leisure Management System, particularly in relation to processing and managing the bookings and lettings system. Sport Aberdeen are currently seeking competitive tenders for a suitable Leisure Management System.						

ECS A&F 014 Secure funding for citywide roll out of wireless networks across Education, Culture and Sport facilities						
Description						
Managed by	David Wright	Lead Officer	Rosaleen Rentoul	Progress		<input type="text" value="10%"/>
Start Date	08-Feb-2012	Due Date	31-Mar-2012	Completion Date		
Progress update						
Submitted detailed business case for citywide wireless networking, for consideration as part of the Capital Programme.						

ECS A&F 015 Establish a consistent approach to the use of mobile technology						
Description						
Managed by	David Wright	Lead Officer	Rosaleen Rentoul	Progress		<input type="text" value="66%"/>
Start Date	08-Feb-2012	Due Date	31-Mar-2012	Completion Date		
Progress update						
Draft Mobile Technology Strategy and Guidance produced. Draft Mobile Technology Strategy and Guidance to be considered by SMT in Feb 2012. Roll-out guidance to						

schools in March 2012.

ECS DSup 001 Promote the use of online resources to enable single source access to Council information

Description					
Managed by	Lesley Kirk	Lead Officer	Lesley Kirk	Progress	 <input type="text" value="12%"/>
Start Date	01-Apr-2010	Due Date	29-Mar-2013	Completion Date	

Progress update


Instead of focussing on internal directorate information, Education, Culture & Sport is represented on the Council's website through simple site navigation and the A-Z list. The navigation is being re-developed to be more in line with best practice, which will ensure information is found even more easily. As part of Service Design and Development's (SDD) commitment to ongoing improvements to the website, they are currently working with EC&S representatives to 'clear out' unnecessary content and focus on action oriented content.

Previous work done with colleagues in SDD has resulted in a number of forms being made available online for downloading, for example 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 as they require to be accompanied by documentary evidence to support the application which is often done in person. The e-government team have recently implemented the new E-Forms package on the website which allows customers to fill out and submit applications online. There are some issues around the information received on e-forms not integrating with the systems in use within services, however it is hoped that with some further development work that e-forms can be made more widely available across EC&S service areas.

Work is currently ongoing on making school catchment area available online. A resource from within the service needs to be identified to carry out a data input exercise, updating street information.

04.01c - Embed the use of ICT to enhance learning and teaching and to widen participation in culture and sports activities


ECS A&F 016 Promote the use of GLOW to support active learning approaches


Description					
Managed by	David Wright	Lead Officer	Rosaleen Rentoul	Progress	 <input type="text" value="12%"/>
Start Date		Due Date	31-Mar-2016	Completion Date	


Progress update

The ICT Education team continues its support of schools in the new aspects of Glow: Glow Light, blogs, wikis and the new resources - many schools are using blogs for interesting projects, central staff are being supported in their usage. Support in ensuring pupils have their logins to Glow continues. Glow user names have been issued to all



schools and all pupils should be able to access Glow before the planned timescale. The Glow National Team, with the support of the ICT Education team, continues to support four secondary schools with two projects. There is a review meeting planned for 7 March.


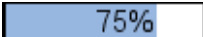
ECS A&F 017 Introduce interactive technology to all classrooms					
Description	Interactive technology in classrooms - whiteboards				
Managed by	David Wright	Lead Officer	Rosaleen Rentoul	Progress	 <input type="text" value="12%"/>
Start Date		Due Date	31-Mar-2012	Completion Date	
Progress update					
Interactive whiteboard training continues and there were additional days provided for schools for train the trainer and content creation.					


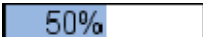
ECS CLD 014 Determine, develop and deliver appropriate levels of online learning skills within communities					
Description					
Managed by	Gail Woodcock	Lead Officer	Gail Woodcock	Progress	 <input type="text" value="5%"/>
Start Date	01-Apr-2011	Due Date	31-Mar-2013	Completion Date	
Progress update					
The Lifelong learning sub team of the Communities Team are currently working through a job matching and restructuring process which will enable this sub team to develop this action.					

ECS Edu 005 Implement Science and Technology Strategy in schools					
Description					
Managed by	Charlie Penman	Lead Officer	Derek Samson	Progress	 <input type="text" value="33%"/>
Start Date	26-Aug-2011	Due Date	31-Aug-2016	Completion Date	
Progress update					

ECS LIBIS 11 Develop and maintain a library profile on social networking sites	
Description	Raise awareness of service, enhance existing communication channels, increase number of visitors and usage of library services

Managed by	Neil Bruce	Lead Officer	Fiona Clark	Progress		
Start Date	01-Apr-2010	Due Date	30-Mar-2012	Completion Date	08-Feb-2012	
Progress update						
Awaiting notification from Systems staff to proceed with Twitter and Facebook in conjunction with other colleagues.						

ECS LIBIS 13 Introduce e-book lending						
Description	Increase online service for remote access for all. Joint venture with Aberdeenshire - sharing stock will double the titles available for downloading					
Managed by	Neil Bruce	Lead Officer	Fiona Clark	Progress		
Start Date	01-Apr-2010	Due Date	30-Nov-2011	Completion Date		
Progress update						
Still problems with Atos managed data centre security allowing access to Talis servers for validation fo borrowers. With Atos to resolve since September 2011						


ECS M&G 004 Develop Museums and Galleries presence on social networking sites						
Description						
Managed by	Neil Bruce	Lead Officer	Christine Rew	Progress		
Start Date	08-Feb-2012	Due Date	28-Mar-2012	Completion Date		
Progress update						
<p>Next stages of web site development to be firmed up by the end of the financial year. We hope to include an update of the site to provide a mobile specific style sheet; creation of personal galleries for the public to gather, collect and curate their own favourites, using tagging and QR code scanning, employment of more advanced blogging and interactive discussion/community functions.</p> <p>The website is growing as a marketing tool with several e-marketing initiatives which will allow greater access to the Learning programmes and also the public programme in general.</p>						

Priority 05 - Health and Wellbeing


05.01 - Ensure the health, wellbeing and safety of Directorate staff in the course of their work

05.01a - Co-ordinate health and safety activities across the Directorate


ECS DSup 002 Co-ordinate health and safety activities across the Directorate

Description	The Corporate Director has responsibility for the implementation and monitoring of the Corporate Health and Safety Policy within their own Directorate areas. The Directorate Support Manager has a co-ordinating role to ensure health and safety across the Directorate				
Managed by	Lesley Kirk	Lead Officer	Lesley Kirk	Progress	 <input type="text" value="37%"/>
Start Date	01-Apr-2011	Due Date	31-Mar-2016	Completion Date	
Progress update					

ECS DSup 004 Ensure all service areas have current Business Continuity Plans in place

Description	In line with our responsibilities under the terms of the Civil Contingencies Act 2004 we are required to put in place Business Continuity Management arrangements				
Managed by	Lesley Kirk	Lead Officer	Caroline Hastings	Progress	 <input type="text" value="30%"/>
Start Date	14-Dec-2011	Due Date	31-Mar-2012	Completion Date	
Progress update					
After the follow up request for school BCPs in September we now have 64% of BCPs returned and updated, they have been checked for accuracy against corporate data. A further follow up request for schools who have still not submitted their BCPs will be sent on 02 Feb 2012. A request to other service areas will also be sent out on the 02 Feb 2012 to review and submit their BCPs by 02 March 2012.					

ECS DSup 005 Effective monitoring and reporting of risks via regularly maintained risk register

Description	-- enter action details here --				
Managed by	Lesley Kirk	Lead Officer	Lesley Kirk	Progress	 <input type="text" value="8%"/>
Start Date	14-Dec-2011	Due Date	31-Mar-2012	Completion Date	
Progress update					
Following approval of the EC&S Service Improvement Plan 2011-16 at Committee, a review of the EC&S Risk Management Register has commenced. A Directorate group has met to identify a draft set of high level risks for the Directorate which could be entered into and managed through Covalent. These risks have taken account of the Accounts Commission categorisation of risks around specific aspects of organisational operations: business, professional/management, financial, legal, people, partnership, physical, political, contractual, technological, environmental and customer.					


The risks around the PBB savings options are also being reviewed as part of the preparation for PBB Year 2 and uploaded into Covalent in the same way as the Directorate risks.

Once the high level risks are agreed, risks per service area can then be worked up by Service and Team Managers and entered in Covalent. Service risks will be linked to Directorate risks which in turn can be linked to Corporate risks ensuring a golden thread in relation to risk management.

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

05.02a - Improve the health and wellbeing of children and young people via Health Promoting Schools


ECS CLD 015 Implement Outdoor Learning Strategy in Schools

Description					
Managed by	Gail Woodcock	Lead Officer	Jonathan Kitching	Progress	 <input type="text" value="12%"/>
Start Date	01-Aug-2011	Due Date	31-Jul-2012	Completion Date	

Progress update

In academic year 10/11 Adventure Aberdeen held 469 events and worked with 5,236 participants including children and young people from City primary and secondary schools and pupil support service.


ECS Edu 006 Implement the new Aberdeen City Health Promoting School Excellence Award

Description	Aberdeen City has developed a new model of Health Promoting School of Excellence Award which will continue to use the same criteria for excellence but will be a self evaluation model				
Managed by	Derek Samson	Lead Officer	Neil Hendry	Progress	 <input type="text" value="100%"/>
Start Date	01-Apr-2010	Due Date	31-Mar-2013	Completion Date	29-Nov-2011

Progress update


New award out to schools and schools in the city are currently working towards the new award.

ECS Edu 007 Implement the new Health and Wellbeing Early Years Award

Description					
Managed by	Derek Samson	Lead Officer	Neil Hendry	Progress	 <input type="text" value="100%"/>
Start Date		Due Date	31-Mar-2012	Completion Date	01-Nov-2011


Progress update
This ward was launched on Tuesday 1 November 2011 in partnership with NHS Grampian.

ECS Edu 008 In partnership with NHS Grampian and Active Schools work to be completed in schools to achieve Heat 3 target

Description	NHS Scotland Heat 3 target - Achieve agreed completion rates for child healthy weight intervention programme				
Managed by	Derek Samson	Lead Officer	Neil Hendry	Progress	 <input type="text" value="35%"/>
Start Date	01-Nov-2011	Due Date	31-Jul-2012	Completion Date	


Progress update
As well as aiming to encourage implementation of immediate positive changes, the programme is geared towards encouraging children to adopt positive behaviour changes for the long term. This ties in with establishing a pattern of health and wellbeing which will be sustained into adult life, and which will help to promote the health and wellbeing of the next generation of Scottish children. 'Grow Well Choices' also supports implementation of the Schools (Health Promotion and Nutrition) (Scotland) Act 2007 by supporting schools to promote health. The 'Grow Well Choices' programme will be delivered in all Aberdeen City schools on a rolling three year programme from November 2011. A pilot is currently taking place in Skene Square School. It is proposed that the programme will be delivered by ASG and all schools in the City will have been covered by October 2012.

ECS Edu 009 Produce and publish health related resource packs on Glow
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Description					
Managed by	Derek Samson	Lead Officer	Neil Hendry	Progress	 <input type="text" value="0%"/>
Start Date		Due Date	31-Jul-2012	Completion Date	

Progress update
ACC had responsibility for leading the work on the Grampian substance misuse resource pack which was completed on schedule in July 2011. Aberdeenshire are leading on sexual health and relationship pack which should be completed by January 2012 and moray are leading on mental health pack which should be completed by July 2012. Both these additional resources will be available as a planning resource in city schools.

ECS Edu 011 Sexual Health and Relationship Education (SHARE) training to be offered to primary teachers
--

Description					
Managed by	Derek Samson	Lead Officer	Neil Hendry	Progress	 <input type="text" value="20%"/>
Start Date	29-Nov-2011	Due Date	31-Jul-2012	Completion Date	


Progress update**Relationships, Sexual Health and Parenthood Education Training for Primary School Teachers**

In February 2012, primary schools with the three ASG's with the highest rates of teenage pregnancy within Aberdeen City (St Machar, Northfield and Torry) are to be offered relationships, sexual health and parenthood education training. To enable schools to adopt a whole-school, progressive approach to relationships, sexual health and parenthood education, schools will be asked for two representatives (from early/middle and middle/upper stages) to attend the training. The expectation is that the teachers who attend the training will cascade the information to all staff within their own school. Funding has been secured to provide cover (50% from Education, Culture and Sport and 50% from the Health Improvement Fund).

Other members of the school community will also be invited to attend the training to offer additional support to the school, e.g. school nursing, youth workers and a 'SHARE' trained member of guidance.

This training will be complemented by relationships, sexual health and parenthood education guidelines (currently out for consultation until the 9th Dec).

ECS Edu 022 In partnership with Education Scotland, develop a common understanding of the Responsibility of All - Health and Wellbeing Outcome and Experiences


Description					
Managed by	Derek Samson	Lead Officer	Neil Hendry	Progress	 <input type="text" value="25%"/>
Start Date	03-Feb-2012	Due Date	30-May-2012	Completion Date	

Progress update

The authority has been given a grant from Education Scotland to undertake work on responsibility of all experiences and outcomes of all for health and wellbeing. Four staff, two primary and two secondary teacher have been given time out of school to develop I can statements for all levels within curriculum for excellence. A short term steering group including representatives from Early years, EP services, NHS, Education Scotland primary and secondary has been set up to lead the work.

The aim is to produce a common understanding of what staff working with young people in schools and wider community should be aiming for to cover these experiences and outcomes. The work of the group will be developed into a visual guide which will be place around establishment to increase awareness of all.


ECS Edu 023 Continue to work in partnership with NHS Grampian developing peer education approach to oral health in five targeted primary schools

Description	Five targeted primary schools are: Stoneywood, Bramble Brae, Riverbank, Woodside and Broomhill				
Managed by	Derek Samson	Lead Officer	Neil Hendry	Progress	 <input type="text" value="30%"/>
Start Date	03-Feb-2012	Due Date	31-Jul-2012	Completion Date	

Progress update

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ECS Edu 024 Develop PE agenda in schools
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Description					
Managed by	Derek Samson	Lead Officer	Neil Hendry	Progress	 <input type="text" value="50%"/>
Start Date	03-Feb-2012	Due Date	31-Jul-2012	Completion Date	


Progress update

October 2011
Neil Hendry met with primary PE specialist to discuss CPD opportunities and update them on local developments.

November 2011
Audit carried out with all schools to establish numbers of school who are achieving 2 periods (secondary) or 2 hours (primary) in schools. Results can be found in documents.

January 2012
Meeting of HWB faculty heads was chaired by Neil Hendry and was also attended by Graeme Dale and Jo Conlon

ECS Edu 025 CPD training for teachers and other professionals on substance misuse

Description	CPD training for 90 teachers and 30 other professionals on substance misuse				
Managed by	Derek Samson	Lead Officer	Neil Hendry	Progress	 <input type="text" value="20%"/>
Start Date	03-Feb-2012	Due Date	30-Apr-2012	Completion Date	


Progress update

Substance Misuse Training will support staff working with young people around Substance Misuse. It will be an excellent way to gain knowledge and up to date information on Legislation, Alcohol, Drugs and Tobacco from health professionals, teaching staff and police input. This training is done in partnership with Alcohol and Drugs Partnership, Aberdeen City Council, NHS Grampian and Grampian Police. The dates are as follows: Friday 10th February 2012, Friday 24th February 2012, Friday 2nd March 2012, Thursday 22nd March 2012 at Fredrick Street Training Facilities with lunch provided. Training spaces have been allocated one per primary and two per secondary for teaching staff, we also have provision for youth workers, school nurses, 3rd sector and police.


05.02b - Improve the health and wellbeing of the City
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ECS CLD 016 Develop, publish and implement City Health and Wellbeing Strategy for Education, Culture and Sport
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Description					
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Managed by	Gail Woodcock	Lead Officer	Gail Woodcock	Progress		<input type="text" value="50%"/>
Start Date	08-Feb-2012	Due Date	31-Jul-2012	Completion Date		
Progress update						
First draft completed.						

ECS Edu 010 Establish Health and Wellbeing Network

Description						
Managed by	Derek Samson	Lead Officer	Neil Hendry	Progress		<input type="text" value="100%"/>
Start Date	11-Jan-2012	Due Date	31-Jul-2012	Completion Date	27-Jan-2012	

Progress update


Network Dates 2011-12
 Network - 7th September 2011 (Substance Misuse - Agenda: Local/national update; launch of HPS Substance Misuse Pack; Changes to the SLO service; Young Scots Alcohol Survey; Young Carers)
 Drop -In - 23rd November 2011 (Sharing practice across Mental, Emotional, Social and Physical Wellbeing)
 Network - 28th February 2012
 Drop-In - term 4 (Date TBC)

The ACC HWB schools steering group has also met in September 2011 and November 2011 minutes of which are attached.

05.03 - Environmental sustainability

05.03a - Encourage and increase active travel to school

ECS Edu 012 Encourage and increase active travel to school

Description						
Managed by	Derek Samson	Lead Officer	Neil Hendry	Progress		<input type="text" value="5%"/>
Start Date	01-Apr-2010	Due Date	31-Mar-2013	Completion Date		


Progress update

Hands up survey has been undertaken across all schools to gauge level of active travel in schools. Results will be added to when available

05.03b - Increase the number of Eco-Schools within the City

ECS Edu 013 Engage children and young people in green issues including the environment, sustainability, global citizenship and the value of a low carbon future via the Eco-Schools Programme

Description The Eco-Schools Scotland programme is made up of 7 elements incorporating 9 environmental topics. Once a school has registered on the programme and implemented these seven elements, it can apply for an Eco-Schools award. There are three levels of award. The first two levels of award are Bronze and Silver. The top level of award is the Green Flag award which must be renewed every two years.

Managed by	Derek Samson	Lead Officer	Neil Hendry	Progress		<div style="border: 1px solid black; background-color: #ADD8E6; padding: 2px; display: inline-block;">95%</div>
Start Date	01-Apr-2010	Due Date	31-Mar-2013	Completion Date		


Progress update

As of July 2011, 61 out of 64 schools are registered eco-schools (47 Primary; 11 Secondary; 3 Special). A total of 13 schools have achieved green flags status. During session 2010/11, Scotstown Primary achieved its 2nd green flag and Airyhall Primary its 4th green flag. Cornhill and Loirston primaries achieved bronze award status. Kaimhill, Loirston, Westpark and Woodside primaries achieved silver award status.

05.04 - Ensure access to opportunities to participate in cultural and sporting activities

05.04b - Increase the number of opportunities for children to participate in sport within schools and the wider community and increase capacity to deliver via recruitment, retention and development of a volunteer network

ECS Spo 002 Increase the number of activities for all children to get engaged in physical activities and sport through Active Schools

Description						
Managed by	Neil Bruce	Lead Officer	Jo Conlon	Progress		<div style="border: 1px solid black; background-color: #ADD8E6; padding: 2px; display: inline-block;">80%</div>
Start Date	01-Apr-2010	Due Date	31-Mar-2012	Completion Date		

Progress update

Torry ASG

Go Mountain Bike - Thanks to the financial support of 'The Rotary Club of Aberdeen St Fittick' and local oil company 'Enquest', Active Schools in partnership with Adventure Aberdeen were able to offer Primary 5 -7 children the opportunity to take part in Cycling Scotland's mountain bike proficiency award. The sessions ran over 6 weeks coaching the children skills that will enable them to be more competent riders on a variety of terrains. On top of this, funding received has enabled us to train school volunteers which can help sustain the project for years to come.

St Machar ASG

This school year the P6 Sports Star Challenge Transition Programme was launched in the St Machar ASG. This Programme is delivered in partnership with St Machar Academy PE Dept and the Academy pupils undertaking their CSLA. A booklet of lesson plans for 3 different activities, Basketball, Badminton and Athletics, was produced for all schools which class teachers deliver over a number of weeks to their P6 classes. The CSLA students from St Machar visit each primary school during this time and run a session in the focus activity for that term. After each primary school has received a visit a festival is held at St Machar Academy for all P6 pupils, which is planned, organised and delivered by the CSLA students. Teams at the festival are mixed so as well as giving pupils the chance to visit the Academy and meet some of the staff it also gives them the chance to meet and interact with pupils from other schools who will also be attending the Academy for S1. It also gives the CSLA the chance to put into practice the skills they have learnt from the CSLA course.

Bucksburn ASG

The Bucksburn ASG has had various activities happening over various venues this year. The Beacon Centre has played host to ASG groups for Hip Hop Dancing and Trampoline classes. The Hip Hop classes were aimed at P1-3, while trampoline session ran very successfully with 2 classes for P1-5 and P6-S3. At Kingswells Primary School, 2 tennis sessions run each week on a Tuesday and Wednesday before school with P1 through to P7 catered for. Kingswells have also had mountain biking with Adventure Aberdeen on the lighter summer and autumn nights. Newhills Primary School had a successful Athletics Class running for P3-7. Finally, Bucksburn PS have a very successful and fun Multi Activity class running for P1-3.

Northfield ASG

Active Schools and Heathryburn school combined to receive funding from the 2014 Communities Fund in order to offer free Trampoline sessions to pupils in the Northfield primaries. Over 100 pupils took part in the sessions held at Sheddocksley Sports Centre by coaches from the Springbox Trampoline Club. Each of the 6 Northfield primary schools received 5 weeks of coaching, with participants then having the opportunity to attend community sessions run by the centre and the Springbox club.

Aberdeen Grammar School ASG

This year primary schools within the ASG have been offered taster sessions in Rugby, Football and Judo. These tasters have linked to after school programmes organised by Active Schools and local community groups. Secondary pupils have been trained to deliver the First Club Golf programme and will shortly be visiting a local school to deliver to the primary 5 pupils. Some of the primary schools have delivered Young Sports Leader training for their older pupils to enable them to lead playground activities at lunchtimes.

Oldmachar ASG

All P5s from the Oldmachar primary schools recently took part in an Athletics festival as part of the Baker Hughes 10K launch in January. Approx 200 pupils took part in the event and got to meet Olympic Athlete Lee McConnell. The Bridge Of Don Games has been happening in the area, with primary schools in the ASG entering teams into P4-5 and P6-7 Basketball practise sessions and Festivals. More sports festivals will follow. With the new term just starting, pupils from across the ASG have had the chance to sign up for Hip Hop Dance, Basketball, Rowing and Multi-sport clubs over the last few weeks. More activities are due to follow, with a number of senior pupils from Oldmachar Academy now also supporting Active Schools in activity delivery.

Bridge Of Don ASG

The primary schools in the Bridge of Don ASG have been busy training for and participating in the Bridge of Don Games. The Games give pupils the opportunity to demonstrate their skills and take part in some friendly competition. Pupils from both Scotstown School and Braehead School have been actively involved in their netball

clubs on a weekly basis, with Braehead entering a team for the Bridge of Don Games Netball Tournament to be held on 1st February. Many pupils from both primaries and Bridge of Don Academy have been enjoying going along to the Bridge of Don Bring It! Hip Hop Dance Hub held at the Alex Collie Sports and Community Centre. The Hub encourages pupils from both the BOD and Oldmachar ASGs to come together to take part in energetic dance lessons.

Harlaw ASG

The Harlaw ASG has a variety of new clubs which have started up by Active Schools. Ferryhill has P1 -3 Multi Activity, P5/6 Fitness, P 3/4 mini tennis & a P 4 - 6 Basketball Club as a good transition to the P7 Basketball Team. Broomhill has a P 1 - 3 & P4 - 7 Multi Activity Clubs & P 3/4 Mini Tennis & Kaimhill has P 1 -3 Multi Activity, P 4 - 7 Basketball, P1 & 2 Football, P 5 & 6 Football, and a P 3 & 4 football club pending. All primary schools will receive 5 weeks of curriculum time rugby with an Olympic Theme, which will end with a festival at Harlaw Academy linking in with the S1 & 2 training. Harlaw Academy has numerous teachers volunteering to take clubs, including Basketball, Badminton, Shinty, and Hockey. The area will be forging a strong link with RGU: SPORT to promote activities in the local area, and also work in partnership for Legacy events.

Cults ASG

Cults Academy is now home to one of the Active Schools / City Moves Dance Hubs. This is new to the area and has three classes that cater for Nursery to S2 age. The classes have proved very popular and also have some senior pupils from Cults Academy volunteering to help the coach. Yoga has been running at Culter Primary, with pupils right throughout the school attending these sessions.

Hazlehead ASG

Pupils at both Airyhall and Hazlehead have been attending level 1 Bikeability sessions. Athletics has been running at Fernilea this term and Badminton has been proved popular and been running at Hazlehead and Airyhall. Hazlehead Academy have Badminton teams entered into this year's Crombie Cup. Senior pupils from the academy have been volunteering at clubs in the local primary schools.

Kincorth ASG

Some Kincorth Academy senior pupils have gone onto the Active Schools volunteering programme and have received qualifications in activities they have identified would benefit them. This in turn has allowed a dance club at the academy to start. Other sessions run by Active Schools such as Rugby and Badminton are being assisted by the senior pupils so they can gain more experience.

Dyce ASG

Dyce Primary entered 6 teams into the Aberdeen Heat of the Scottish Schools Gymnastics Competition. These teams were taken from the extra curricular Gymnastics club that runs at the school. Dyce Academy also entered 2 teams, so the area was very well represented. Teams at various levels in the competition did very well with the Dyce area winning most of the medals on offer. P7's at Dyce Primary have been heading over to the academy for extra curricular trampolining sessions.

City Wide


Active Schools has offered opportunities to pupils in all parts of the city to participate in activities through the City Wide and Holiday Programmes. The activities that the City Wide Programme has run blocks in have included Athletics, Horse Riding, Ice Skating, Skiing, Snowboarding and Squash. The Holiday Programme has included PasSport Ultimate Camps – a multi sport camp, Asda Sporting Chance Free Activities and Ice Skating.

Active Schools have been running a successful Student Volunteering Programme. This programme offers students free qualifications in return for volunteering at Active

Schools activities, meaning an increase of capacity for Active Schools. Students so far have attended courses in Child Protection, First Aid, Disability Inclusion Training, Football Early Touches, Rugby Ready, Badminton Basics and elevating Athletics.

Linked to this there is also the Active Schools Coach Education Programme. Again this allows Active Schools to increase capacity by training new volunteers and developing existing ones. So far volunteers and school staff has been through training courses in Child protection, Playground Games, Elevating Athletics and Early Touches Football.

ECS Spo 003 Develop effective pathways between schools and sports clubs to support the transition from school to community sport

Description					
Managed by	Neil Bruce	Lead Officer	Jo Conlon	Progress	 <input data-bbox="1771 512 1973 557" type="text" value="70%"/>
Start Date	01-Apr-2010	Due Date	31-Mar-2012	Completion Date	

Progress update

Active Schools have formed links with many clubs throughout the city. Thus enabling pathways for participants from school to club to be created. During the last term club links were sustained and developed in many schools and ASG's by Active Schools. These club links can be with single or multiple schools, which is dependant on many factors such as location, sport / activity of the club. Also the form that clubs links take varies from club to club but usually consist of a combination of the following:-


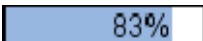
- Formal link (a formal written agreement)
- Promotional materials distributed by Active Schools (flyers/posters/etc)
- Regular curricular delivery
- Regular extra-curricular delivery
- Curricular / extra-curricular taster sessions / festivals
- Volunteering, pathways to volunteering / leadership
- Involvement in Active Schools Holiday Programme


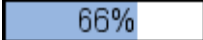
This last term has seen Active Schools have links with 25 sports clubs in the city. This has allowed children to start to move from school clubs through to the community club setting. Work has been done on the monitoring of participants moving through to clubs, recording both numbers and experiences. The level of monitoring varies from club to club so additional work will be needed to improve on this aspect of school to club links.

The next term will see Active Schools continue to work with existing linked clubs to continue to provide pathways for pupils moving into the community sport session. Further to this new clubs will be identified and approached about forming links throughout the city. There will also be a lot of work and development happening around the 3 initial Community Sports Hubs at Albury, Grammar FP's and the Disability Hub at ASV.

05.04c - Support the development of quality public spaces which provide residents of the City with a high quality of life

ECS ArtDev Public Art Project

003					
Description	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. http://www.aberdeencity.gov.uk/Arts/whitespace/art_engagement.asp				
Managed by	Neil Bruce	Lead Officer	Elspeth Winram	Progress	 
Start Date	01-Apr-2010	Due Date	31-Mar-2012	Completion Date	
Progress update					
<p>The artists for the Aberdeen Olympic Public Art Commission were confirmed in Jan 2012.</p> <p>This will build on previous projects such as the public art project 'Art Engagement' by Amy Marletta in the Green' in April 2011. Also a community engagement project called 'Big Fit' a collaborative community project with Seaton Art and History group completed in May 201.</p> <p>Timeline</p> <p>The Public Art toolkit was launched in September 2012 and is available to the public.</p> <p>The first Public Art Education programme of artist talks were been developed and delivered to residents in Aberdeen in October 2011.</p> <p>Also the first round of Public Art commissions have been launched and closing date is December 2011.</p> <p>Strategy team and External funding officers have gained £250,000 in funding from the EU lively Cities Programme. Arts Development are working with the Strategy team support delivery of programme</p> <p>Background</p> <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 has formed the basis for the development of a public art toolkit and policy which is reflective of the wants and needs of the City and its residents.</p>					

ECS ArtsEd Leafing the Green 006					
Description	A two year writer in residence programme as the main education initiative for The Green Townscape Heritage Initiative. Due to start in September 2010. Funding: £50,000 Scottish Arts Council Lottery; £20,000 The Green Townscape Heritage Initiative (THI)				
Managed by	Neil Bruce	Lead Officer	Jacky Hardacre	Progress	 

Start Date	01-Mar-2010	Due Date	28-Feb-2013	Completion Date	
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Progress update

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 (THI)

Good early progress with the schools in the Torry ASG. Community activities still to progress.

February 2012 -Working towards public art installation for the THI area and end of project publication and event to celebrate participants' achievements.

Priority 06 - Engagement in Arts, Heritage, Culture and Sport

06.01 - Raise the profile of culture and sport nationally and internationally

06.01b - Attract major cultural and sporting events to the City

ECS CulSp 003 Maximise the benefits to be gained from attracting and generating major sports and cultural projects to the City

Description The strategy team seeks to maximise the opportunity to engage the Citizens of Aberdeen in projects which improve the City's profile locally, nationally and internationally, supporting major projects and policy developments which deliver on 'Fit for the Future' and 'vibrant Aberdeen'

Managed by	Neil Bruce	Lead Officer	Jo Conlon; Lesley Thomson	Progress		<input type="text" value="42%"/>
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Start Date	01-Apr-2010	Due Date	31-Mar-2013	Completion Date	
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Progress update

The Culture and Sport commissioning team have supported Aberdeen Sports Village and RGU to bring the Cameroon Olympic team to Aberdeen and will be working with the two Universities to programme community and schools programmes to maximise investment and engagement with local community groups. The EU funded lively Cities programme will commission in the next two months two public art projects in the Green area. The City's Public art aspirations have been further enhanced with the first Cultural Olympiad Public Art initiative. The games legacy update for the City will be presented to councillors at Committee in March 2012.

ECS M&G 003 Attract major exhibitions to the City's Museums and Galleries

Description


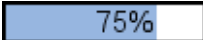
Managed by	Neil Bruce	Lead Officer	Christine Rew	Progress		<input type="text" value="66%"/>
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Start Date	01-Apr-2010	Due Date	31-Dec-2013	Completion Date	
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Progress update

The world's most prestigious portrait competition, the BP Portrait Award 2011 finishes it showing at Aberdeen Art Gallery on 21 January 2012. A new exhibition From Van Gogh to Vettriano Hidden Gems from Private Collections - an outstanding selection of paintings and sculpture opens on 4 February 2012. This exhibition focuses on the connections between the public holdings of the city and the tastes of its private collectors.

06.01c - Develop partnership networks and links with both cultural and non cultural bodies**ECS ArtDev 004 Delivery of Twinning Projects**


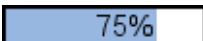
Description	Arts Development has developed projects for ten years with Clermont Ferrand, Stavanger and Regensburg. The partnerships that have developed have led to successful cultural exchanges.				
Managed by	Neil Bruce	Lead Officer	Elspeth Winram	Progress	 
Start Date	01-Apr-2010	Due Date	01-Dec-2016	Completion Date	

Progress update

RSNO project with Aberdeen residents is now complete. 2 groups from Aberdeen took part in the project alongside groups from Aberdeenshire. This culminated in the residents being part of the chorus with the RSNO orchestra in October 2011. Evaluation of the project is now underway.

In June 2011 Arts Development, Visible Fictions and APA travelled to Regensburg with a group of 10 young people to perform at Burgerfest, the twin city's festival. In July the Arts Development team also worked in partnership with APA to create an inviting environment for "Spend a Minute with Us" during the Culture Crush, Aberdeen's weekend of creativity part of London 2012 Open Weekend.

ECS ArtDev 005 National Galleries Scotland Project - Silver City Soul


Description	This project will employ a locally based contemporary artist to engage and facilitate two community groups in the Aberdeen area. National Galleries Scotland outreach officers will support the artists throughout the projects. The groups will interpret and discuss arts from the National Galleries Scotland and Aberdeen Art Gallery collections and then create their one contemporary response to those works based on their views of local issues				
Managed by	Neil Bruce	Lead Officer	Elspeth Winram	Progress	 
Start Date	01-Apr-2010	Due Date	31-Mar-2012	Completion Date	


Progress update

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.

The Exhibition in the IT Gallery in Edinburgh in April 2011 was a great success. There is ongoing work with groups from Aberdeen who are filming and taking photographs of Aberdeen with local artist Adam Proctor supported by the Arts Development team.


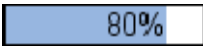
An exhibition devised in collaboration with representatives of Aberdeen's communities will take place in Aberdeen Art Gallery from 11.2.12 - 24.3.12.

ECS ArtsEd 001		Arts Extreme	
Description	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. Focussed on three schools and their communities, the project will culminate in a festival of events during March 2011. Funding: £275,000 - Scottish Arts Council; £35,000 - National Theatre of Scotland; £15,000 - Shell; in kind support from Transition Extreme		
Managed by	Neil Bruce	Lead Officer	Jacky Hardacre
Start Date	01-Apr-2010	Due Date	31-Mar-2012
		Progress	 <input type="text" value="71%"/>
		Completion Date	
Progress update			
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.			
9 October 2010 - 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.			
16 December - Extreme Ceilidh at Beach Ballroom. Public performance cancelled due to heavy snow, however cast performed the event which was filmed.			
11-23 March 'Nothing to See Here' performed at Linksfield Community Centre to sell out audiences.			

ECS ArtsEd 009		Strategic Music Partnership (Aberdeen City and Aberdeenshire area)	
Description	The Arts Education Team are the lead partner working with Aberdeenshire Council and approx 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.		
Managed by	Neil Bruce	Lead Officer	Jacky Hardacre
Start Date	01-Apr-2010	Due Date	31-Dec-2012
		Progress	 <input type="text" value="42%"/>
		Completion Date	
Progress update			
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

ECS ArtsEd 011 Creative Learning Network

Description	The creation of a new Creative Learning Network for Aberdeen City as part of the Government Action Plan on Education and the Arts, Culture and Creativity. The network will embed creativity within all aspects of learning set within the context of Curriculum for Excellence and 'Aberdeen: City of Learning'. The network will involve colleagues from across EC&S and cultural providers in the region				
Managed by	Neil Bruce	Lead Officer	Jacky Hardacre	Progress	 
Start Date	01-Apr-2010	Due Date	31-Dec-2012	Completion Date	


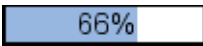
Progress update
 The Arts Education Team had been awarded £10,000 from the Scottish Arts Council and Children in Scotland to establish a creative learning network in the city. The team has been successful in attracting the maximum amount which can be awarded, and the money will be used to develop new 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.

06.02 - Increase investment in arts, heritage, culture and sport

06.03 - Raise the profile of culture and sport in the City

06.03a - Develop and deliver Culture and Sport priorities

ECS CulSp 005 Develop and deliver the priorities within 'Vibrant Aberdeen' – A Cultural Strategy for Aberdeen


Description					
Managed by	Neil Bruce	Lead Officer	Lesley Thomson	Progress	 
Start Date	01-Apr-2010	Due Date	31-Dec-2016	Completion Date	

Progress update
 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.

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. Progress 15%

ECS CulSp 006 Develop and deliver the priorities within 'Fit for the Future' – Sport and Physical Activity Strategy for the City

Description Fit for the Future, launched on 31 August 2009, is Aberdeen City's Sport and Physical Activity Strategy that defines the strategic direction for sport and physical activity in Aberdeen until 2015. The vision for sport and physical activity in Aberdeen is: "More people, more active, more often".
www.aberdeencity.gov.uk/Sports/spr/spr_fit_future.asp

Managed by	Neil Bruce	Lead Officer	Lesley Thomson	Progress		<input type="text" value="54%"/>
Start Date	31-Aug-2009	Due Date	31-Dec-2015	Completion Date		

Progress update


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 March 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 HGIOCS self evaluation where commissioned services will be evaluated. The team are concluding the planning the benefits to the Sheddocksley pitches agreed as part of the planning gain from the sale of the Oakbank school site. 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. Staff continue to support Sports governing bodies and as part of PBB will review all funding agreements. The process for agreeing community sports hubs will be concluded in March, and a partnership agreement with sportscotland concluded to continue active schools Progress 12%.

06.03b - Move to Cultural Trust

ECS_C03 Move to Cultural Trust

Description Creation of a Cultural Trust. Transfer the operation of Art Gallery and Museums from the Council to a charitable trust. Trust could include other services such as Community Learning and Development, Libraries and Arts services. Potentially the Trust could be formed with other existing bodies and/or closer working with neighbouring councils. A full options appraisal regarding the composition of the proposed cultural trust is required and a scoping exercise undertaken to define which services are included. This will impact on the benefits in Year 5 and potential one-off costs.


Managed by	Patricia Cassidy	Lead Officer	Neil Bruce	Progress		<input type="text" value="33%"/>
Start Date	31-Mar-2011	Due Date	31-Mar-2016	Completion Date		

Progress update
Initially, the PBB-led work was described as "Move to a Cultural Trust", however this was retitled, "Future Delivery of Cultural Services" to ensure that there were no preconceptions about the final proposed delivery mechanism. The scope of the potential arms-length organisation includes consideration of Council operational cultural services and partners.

06.03c - Root and branch review of commissioned arts and sports services

ECS_C10 Root and branch review of commissioned arts and sports services

Description	Review of all current arts and sports commissioning arrangements with external organisations in order to stimulate improvements in outcomes and to engage the public more widely in the commissioning process. Currently AC uses a range of funding models which have evolved over a period of years, and have sometimes tended to suit the needs of the organisation rather than providing best value. This saving proposes a more streamlined model, and in some cases, an assessment against need and demand may require current funding to cease. Where it is proposed to continue funding arrangements, these will be more closely linked to evidencing against ACC's cultural and sporting objectives and the SOA. Consideration will be given to Elected members Board membership during the commissioning review.				
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Managed by	Patricia Cassidy	Lead Officer	Neil Bruce; Lesley Thomson	Progress		<input type="text" value="42%"/>
Start Date	31-Mar-2011	Due Date	31-Mar-2016	Completion Date		

Progress update
The Commissioning Officer and colleagues have begun work on the review with upwards of 20 organisations. The review will cover governance and finance, strategic planning, quality, business planning, capacity, partnership working and alternative models of delivery. Elected members will be briefed in a number of sessions following the Election. The review runs parallel to the Options appraisal for the future delivery of the City's Cultural services. The review will conclude in march 2013 with recommendations for the future funding of organisations for 2013.14 onwards.

06.04 - Recognise and celebrate the City's heritage

06.04a - Celebrate, preserve and interpret our tangible and intangible cultural heritage

ECS M&G 005 Develop a cultural programme reflecting the uniqueness of the area exploiting our unique assets

Description						
Managed by	Neil Bruce	Lead Officer	Christine Rew; Lesley Thomson	Progress		<input type="text" value="30%"/>

Start Date	01-Apr-2010	Due Date	31-Mar-2013	Completion Date	
Progress update					
Granite Month 2011 complete.					

06.05 – Attract and retain creative practitioners in the City


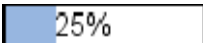
06.05a - Provide and facilitate a comprehensive programme of professional platforms, opportunities and investment

ECS ArtDev 006	Provide skills and creative development opportunities to local artists				
Description	To offer work opportunities, training or sign post artist training to other cultural providers.				
Managed by	Neil Bruce	Lead Officer	Elspeth Winram	Progress	 
Start Date	01-Apr-2010	Due Date	01-Apr-2016	Completion Date	
Progress update					
Ongoing training for local artists in participatory arts. This year is the second year of the internship programme with RGU. Karen Watt a recent graduate has been working alongside the Arts Development team. Her exhibition in the Lemon Tree runs Nov 11 - Feb 2012.					

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


07.01a - Implementation and delivery of Integrated Children's Services Plan

ECS FVL 003	Implementation and delivery of Integrated Children's Services Plan 2011-15				
Description	Develop and deliver Integrated Children's Services Plan for 2011/12 - 2015/16 to establish local priorities and measure progress to improve outcomes for children, young people and their families				
Managed by	Sheila Sansbury	Lead Officer	Louise Beaton	Progress	 
Start Date	01-Apr-2010	Due Date	31-Mar-2015	Completion Date	
Progress update					
The ICS plan was formally launched at an event in Marischal College in December 2011 and has been distributed to all partners and outcome groups.					

07.02 - Support vulnerable learners to achieve their full potential

07.02b - Review and redevelopment of inclusion strategy

ECS Edu 017 Review and redevelopment of Inclusion Strategy


Description					
Managed by	Sohail Faruqi	Lead Officer	Sohail Faruqi	Progress	
Start Date		Due Date	31-Mar-2016	Completion Date	

Progress update

A systematic review of the Inclusion Strategy will now be undertaken and a steering group chaired by the Director of Education, Culture and Sport. Membership of the group is drawn from across the Education, Culture and Sport Service and also outwith the Service. An initial task for the steering group is to agree an overall timescale. Regular updates will be provided to committee via bulletins and as required via committee reports drafted for decision making.

07.02c - Development and implementation of SEBN policy and strategy


ECS Edu 018 Social, Emotional and Behavioural Needs (SEBN) Policy and Strategy

Description					
Managed by	Sohail Faruqi	Lead Officer	Helen Milne	Progress	
Start Date	08-Feb-2012	Due Date	31-Mar-2016	Completion Date	


Progress update

Meeting scheduled for 17 February 2012 to project plan and define priorities.

07.02f - Develop a programme of support for young carers


ECS CLD 017 Develop a programme of support for young carers					
Description					
Managed by	Gail Woodcock	Lead Officer	Caroline Brain	Progress	 <input type="text" value="50%"/>
Start Date	01-Apr-2010	Due Date	31-Mar-2013	Completion Date	
Progress update					
Young Carers work is supported by VSA in partnership with CLD Services					

07.02g - Identify and support vulnerable learners of all ages

ECS CLD 018 Identify and support vulnerable learners of all ages					
Description					
Managed by	Gail Woodcock	Lead Officer	Gail Woodcock	Progress	 <input type="text" value="5%"/>
Start Date	08-Feb-2012	Due Date	31-Mar-2016	Completion Date	
Progress update					
Milestones to be developed first quarter 2012					

07.03 - Ensure our services and facilities are accessible to all

07.03a - Provide up to date and accessible information on services and facilities via the Family and Information Service


ECS FVL 008 Provide up to date and accessible information on services and facilities via the Family and Information Service					
Description					
Support all families to make informed choices about services specific to their needs.					
Managed by	Sheila Sansbury	Lead Officer	Catrina Sim	Progress	 <input type="text" value="5%"/>
Start Date		Due Date	31-Mar-2016	Completion Date	
Progress update					
Service expanded to include ASN parent info needs and 16 + learning choices options. Completed Summer in the city guide and guide to education services on target					

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

08.01a - Identify and explore shared services delivery and joint contracts to achieve better outcomes, best value and reduce procurement costs

ECS_C17 Educational Psychology: To develop a joint EP Service with neighbouring authorities


Description	To explore the development of a joint EP Service with neighbouring authorities. It is anticipated that it would be possible to reduce managerial costs and it is suggested one principal and a team of deputies could manage the field work EP's which could be aligned with the local authority 'patches' for service delivery. The cost savings are likely to be marginal if we retain the current level of EP's across the neighbouring authorities as the EP management pay scales are nationally negotiated.				
Managed by	Patricia Cassidy	Lead Officer	Sheila Sansbury	Progress	 <input type="text" value="5%"/>
Start Date	01-Apr-2011	Due Date	31-Mar-2016	Completion Date	
Progress update					

ECS_C22 Contract Out Non Staff and Non School Catering at Beach Ballroom/Art Gallery

Description	These services are integral to income generation, should a standalone Cultural Trust be set up. The proposal includes current visitor catering services within the Art Gallery, Aberdeen Maritime Museum and Provost Skene's House, as well as the operation of the Beach Ballroom, which includes venue hires. Civic catering is included, currently being provided by staff at the Ballroom. Catering at Aberdeen Maritime Museum is already contracted out, and whilst there will be some savings if the contract is re-tendered along with the other Museums and Galleries sites, these will not be significant new savings for the Maritime Museum site, and will not include savings on salaries at this site as the catering staff based there are currently employed by Sodexo.				
Managed by	Patricia Cassidy	Lead Officer	Neil Bruce	Progress	 <input type="text" value="20%"/>
Start Date	09-Aug-2011	Due Date	31-Mar-2016	Completion Date	
Progress update					
Catering operations at the Maritime Museum are currently being reviewed. The options appraisal under ECS_C03 includes consideration of the catering operations. Change control submitted for co-joining ECS_C22 and ECS_C3 and accepted by PMO Sponsor Group					

ECS_C25 Explore potential shared services with other local authorities (EC&S)


Description	Bring together services across local authorities in Education, Culture and Sport. Possible other shared services with other public bodies.				
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Managed by	Charlie Penman	Lead Officer	Jane Nicklen	Progress		<input type="text" value="25%"/>
Start Date	01-Jul-2011	Due Date	31-Mar-2013	Completion Date		
Progress update						
Meetings taking place with East Lothian and Midlothian Councils on 25 August 2011						


08.01b - Delivery and achievement of efficiency savings and transformation options

ECS EDPP 001 Delivery and achievement of efficiency savings and transformation options						
Description						
Managed by	Charlie Penman	Lead Officer	Jane Nicklen	Progress		<input type="text" value="80%"/>
Start Date	04-Apr-2011	Due Date	31-Mar-2016	Completion Date		
Progress update						
Directorate awaiting outcome of Council Budget Meeting on 9 February 2012						


08.01c - Implementation of robust corporate systems and processes

ECS DSup 006 Service implementation of corporate robust HR processes and procedures						
Description	-- enter action details here --					
Managed by	Lesley Kirk	Lead Officer	Lesley Kirk	Progress		<input type="text" value="30%"/>
Start Date		Due Date	31-Mar-2013	Completion Date		
Progress update						
Work is ongoing with colleagues in the HR Service Centre and our HR Business Partner to ensure that HR processes and procedures are adhered to across the Directorate. A new corporate 'Establishment Control Governance Protocol - A Guide for Managers', has been issued across all service areas. We are working towards regular reporting to heads of establishments with their established staff listed, containing post details, vacancies and cost centre information which will need to be checked for accuracy. The guidance stresses the importance of notifying HR and Finance colleagues of all staffing changes so that PSe and efinancials are accurate. This will not only ensure that staff are paid correctly but that service reports are based on robust data.						

ECS DSup 007 Service implementation of corporate robust financial systems – PECOS, E-Financials, Collaborative Planning

Description					
Managed by	Lesley Kirk	Lead Officer	Lesley Kirk	Progress	 <input type="text" value="30%"/>
Start Date	01-Apr-2010	Due Date	31-Mar-2013	Completion Date	
Progress update					
To facilitate improved budget monitoring, all budget holders who manage budgets totalling £250,000 have been having regular face to face meetings with a nominated Services Accounting contact. These meetings, which have been taking place since December 2010, have also provided both parties with a better understanding of the operating position and challenges being faced. The SLA target is for each budget holder over the £250k threshold to have nine face to face meetings each year with their Service Accountant.					

08.01d - Explore options for alternative service delivery models for culture and sport

ECS CulSp 007 Explore future models for the delivery of culture and sports services					
Description	The strategy team will work collaboratively with internal and external partners to maximise the value of current funding by promoting, where appropriate, collaborative working and volunteering, to improve and develop the infrastructure of culture and sports services in the City				
Managed by	Neil Bruce	Lead Officer	Lesley Thomson	Progress	 <input type="text" value="5%"/>
Start Date	01-Apr-2010	Due Date	31-Mar-2013	Completion Date	
Progress update					
This action is being explored through a number of models. The options appraisal for the future delivery of cultural services, due to be presented to Councillors in March 2012: the recently concluded HGIOC and S pilot undertaken with Aberdeenshire, which will be further developed into a series of joint outcomes: the Root and Branch review of arts and sports organisations, which will be recommending alternative models of service delivery where appropriate and potential new partnership models. This is due to come to a conclusion in March 2013 with a new ALO policy for the external commissioning of arts and sports services. progress 25%					

08.01e - Maximise opportunities for generating income to support development programmes

08.02 - Demonstrate our commitment to continuous improvement

08.02a - Introduce a rolling cycle of service validated self assessment

ECS Edu 019 Validated Self Evaluation Service Review					
Description	Introduction of rolling cycle of service validated self assessment review involving service users, community, peers and managers				


Managed by	Liz Gillies	Lead Officer	Liz Gillies	Progress		<input type="text" value="38%"/>
Start Date	01-Apr-2011	Due Date	01-Jul-2012	Completion Date		

Progress update

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. A group to plan for the new review model will meet in March with a view to piloting the new model in one Primary school and one secondary school in June 2011.

08.02b - Effective monitoring and reporting of performance against quantitative and qualitative measures

ECS P&P 001 Effective monitoring and reporting of performance against quantitative and qualitative measures


Description						
Managed by	Sarah Gear	Lead Officer	Sarah Gear	Progress		<input type="text" value="50%"/>
Start Date	01-Apr-2010	Due Date	31-Mar-2016	Completion Date		

Progress update

Improvements to performance monitoring and reporting using the balanced scorecard approach have been implemented across the Education, Culture and Sport Service. Further development of Covalent to expand its use within the Service is ongoing.

08.02c - Effectively monitor and evaluate the impact of arts, culture, heritage and sports activities

ECS CulSp 008 Implementation of 'How Good is Our Culture and Sport'



Description						
Managed by	Neil Bruce	Lead Officer	Neil Bruce	Progress		<input type="text" value="40%"/>
Start Date	01-Apr-2010	Due Date	31-Mar-2013	Completion Date		

Progress update

This project is being jointly implemented with Aberdeenshire Council and with support from Education Scotland, within the overall Scottish pilot project, to assess the value and benefits it brings. Three joint development days have been held and both authorities have presented and reflected on the experiences of undertaking this self-validated evaluation. Both City

and Aberdeenshire services have reviewed the work to date and agreed to prepare reports to their respective Service Committees prior to the Summer recess.


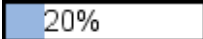
ECS LIBIS 17 Monitor and evaluate the quality and impact of Library and Information Services via the Public Library Quality Improvement Matrix

Description	Assessment of performance against nationally accepted standards for a public library service				
Managed by	Neil Bruce	Lead Officer	Fiona Clark	Progress	 
Start Date	01-Apr-2010	Due Date	31-Mar-2013	Completion Date	08-Feb-2012

Progress update

Indicator 2 - Community and Personal Participation level 5 "Very Good" awarded draft report received 2/2/12

ECS M&G 011 Monitor and evaluate the quality and impact of Museums and Galleries services via the Museum Galleries Scotland Quality Improvement System



Description	The MGS Quality Improvement System (QIS) is a simple self-assessment tool for Accredited museums and galleries which will help them to continuously monitor the quality of their services.				
Managed by	Neil Bruce	Lead Officer	Christine Rew	Progress	 
Start Date	08-Feb-2012	Due Date	31-Mar-2013	Completion Date	

Progress update

Work is ongoing to gather evidence for the Museums and Galleries QIS indicator 2; first review due at end of August.

08.02d - Effectively monitor and evaluate the impact of community learning activities

ECS CLD 019 Impliment 'How Good is Our Community Learning and Development'

Description					
Managed by	Gail Woodcock	Lead Officer	Alona Murray	Progress	 
Start Date	01-Feb-2012	Due Date	31-Mar-2016	Completion Date	

Progress update

Follow on visit from HMle Education Scotland September 2011 indicated current planning within new Communities Team will deliver a highly responsive service which supports learning across communities in line with HGIOCLAD2.


Priority 09 - Skilled and Trained Staff

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

09.01a - Ensure our leaders at all levels in the service have the knowledge, skills, dispositions and resilience to be effective agents of change and improvement, and effective leaders of learning

ECS CPD 001 Develop an explicit and coherent policy and guidance framework for leadership and management development for the Service.


Description The Framework for Leadership Development will set out the service's overall vision for the the development of leadership capacity within its staff; it will provide clear structure, pathways and development opportunities for all members of staff.

Managed by	Sarah Gear	Lead Officer	Andrew Jones	Progress		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #ADD8E6; text-align: center;">66%</div>
Start Date	01-Jun-2011	Due Date	30-Apr-2012	Completion Date		

Progress update
A leadership development policy has been drafted and will be presented to ECS Committee on 23rd February. A leadership development framework has been produced and launched on Glow and the Zone.

ECS CPD 002 Implement a programme of professional development opportunities to develop leadership skills across the service


Description

Managed by	Sarah Gear	Lead Officer	Andrew Jones	Progress		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #ADD8E6; text-align: center;">83%</div>
Start Date	01-Jan-2011	Due Date	31-Dec-2013	Completion Date		

Progress update
A leadership development framework has been launched. This shows the ful range of leadership development opportunities available to staff at all levels.


ECS CPD 003 Build leadership capacity for our emerging, existing and experienced leaders

Description Within a leadership and managment framework throughout the EC&S Service, support groups will be established to help identify and meet the leadership development needs of staff.

Managed by	Sarah Gear	Lead Officer	Andrew Jones	Progress		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #ADD8E6; text-align: center;">40%</div>
Start Date	01-Feb-2011	Due Date	30-Jun-2012	Completion Date		

Progress update


ECS CPD 010 Develop a service Workforce Strategy and Action Plan

Description					
Managed by	Sarah Gear	Lead Officer	Anne Darling; Andrew Jones	Progress	 <input type="text" value="20%"/>
Start Date	01-Apr-2010	Due Date	30-Jun-2012	Completion Date	

Progress update
Discussions with SMT have taken place regarding the service CPD and workforce development policy. This is to be drafted and presented to ECS Committee in June 2012.


09.01b - Develop and deliver comprehensive, high quality professional development programmes

ECS CPD 004 Annual analysis of development needs for staff across the service

Description					
Carry out a CPD needs analysis for staff in schools and in communities, culture and sport on an annual basis, to inform planning of appropriate development activities.					
Managed by	Sarah Gear	Lead Officer	Andrew Jones	Progress	 <input type="text" value="50%"/>
Start Date	01-Jun-2011	Due Date	31-Mar-2013	Completion Date	


Progress update
CPD needs audits have been carried out with each of the teams across the service and the results of these are now being analysed, with a view to creating programmes of support for individual teams and the service as a whole.


ECS CPD 005 Plan and deliver annual CPD programmes for all groups of staff

Description					
Based on the annual CPD needs audits and on the priorities identified by the service, programmes of professional development opportunities for all groups of staff in the service will be developed and delivered, on an annual basis.					
Managed by	Sarah Gear	Lead Officer	Andrew Jones	Progress	 <input type="text" value="50%"/>
Start Date	01-Apr-2010	Due Date	31-Mar-2013	Completion Date	


Progress update


ECS CPD 006 Develop and deliver a high quality New Teacher Induction programme

Description	The New Teacher Induction Programme provides support to all probationer teachers working in Aberdeen City schools. It includes the provision of appropriate professional development opportunities throughout the induction year, as well as supporting school staff in supervising and assessing probationer teachers.				
Managed by	Sarah Gear	Lead Officer	Andrew Jones	Progress	 <input type="text" value="66%"/>
Start Date	01-Apr-2010	Due Date	31-Mar-2013	Completion Date	
Progress update					

ECS CPD 007 Plan and deliver a programme of Service Improvement Conferences					
Description	Programme of Improvement Conferences to run throughout the year, addressing service priorities and enabling staff across the directorate to contribute to service planning and improvement.				
Managed by	Sarah Gear	Lead Officer	Andrew Jones	Progress	 <input type="text" value="20%"/>
Start Date	01-Jul-2011	Due Date	31-Mar-2013	Completion Date	
Progress update					
The content of improvements conferences is currently being considered.					


09.01c - Develop an enabling culture throughout the workforce

ECS CPD 008 Recognise and celebrate the achievements of staff					
Description					
Managed by	Sarah Gear	Lead Officer	Andrew Jones	Progress	 <input type="text" value="50%"/>
Start Date	30-Nov-2011	Due Date	31-Mar-2013	Completion Date	
Progress update					

ECS CPD 009 Share practice at local and national level					
Description	Provide opportunities for staff to share their practice, with each other, and with colleagues at a local and national level				
Managed by	Sarah Gear	Lead Officer	Andrew Jones	Progress	 <input type="text" value="60%"/>
Start Date	01-Jun-2010	Due Date	31-Mar-2013	Completion Date	

Progress update

ECS EDPP 002 Directorate Communications Strategy

Description	Develop, publish and circulate a communications strategy.				
Managed by	Charlie Penman	Lead Officer	Jane Nicklen	Progress	 <input type="text" value="71%"/>
Start Date	01-Jun-2011	Due Date	31-Mar-2012	Completion Date	


Progress update

Outcome of internal communications survey considered at ESMT on 10 January. SMs to consider outcomes and liaise with Project Manager on actions identified. Communications Group to reconvene in order to complete Internal Communications Policy and Guidelines.

09.02 - Increase the quality and level of training and development opportunities for individuals and organisations within the external education, culture and sport sectors

09.02a - Provide and facilitate a comprehensive programme of CPD, volunteer opportunities and professional platforms

ECS CPD 011 Provide and facilitate a comprehensive programme of CPD, volunteer opportunities and professional platforms

Description					
Managed by	Sarah Gear	Lead Officer	Andrew Jones	Progress	 <input type="text" value="20%"/>
Start Date		Due Date	31-Mar-2016	Completion Date	


Progress update

Priority 10 - Working Together

10.01 - Improve joint working between the Council and its Partners to provide an inclusive approach to service delivery

10.01b - Encourage the participation of the public, private and voluntary sectors in our service planning and development






ECS EDPP 003 Encourage the participation of the public, private and voluntary sectors in our service planning and development






Description					
Managed by	Charlie Penman	Lead Officer	Jane Nicklen	Progress	 <input type="text" value="100%"/>




Start Date	01-Apr-2010	Due Date	31-Mar-2013	Completion Date	02-Feb-2012
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Progress update





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

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

PI Status	
	Alert
	Warning
	OK
	Unknown
	Data Only

Long Term Trends	
	Improving
	No Change
	Getting Worse

Short Term Trends	
	Improving
	No Change
	Getting Worse

Risk Status	
	Alert
	High Risk
	Warning
	OK

	Unknown
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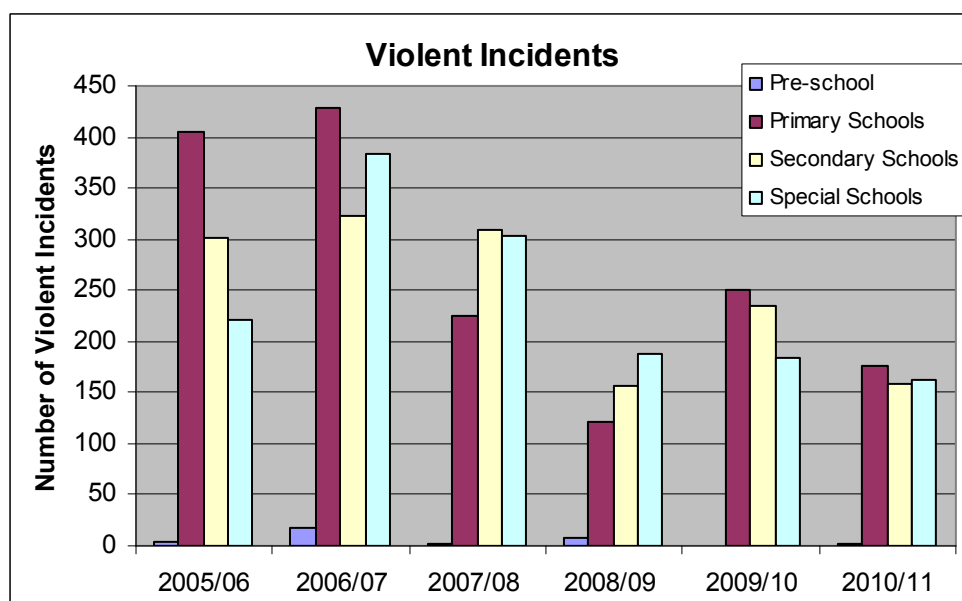


Reported Incidents of Violence against school staff 2010/11

Briefing Synopsis:

This briefing provides a summary of reported incidents of Violence against school staff in Aberdeen City primary, secondary and special schools for the 2010/11 academic session. The briefing highlights long and short-term trends in performance, identifies areas of positive performance as well as areas where improvements might be sought. The main point of contact for this briefing note is: Reyna Stewart, Development Officer, Policy and Performance (☎ 523826 ✉ reystewart@aberdeencity.gov.uk)

	Pre-school	Primary	Secondary	Special	Total
2010/11	0	177	158	162	497
2009/10	0	250	234	184	668
2008/09	7	122	157	187	473
2007/08	2	225	309	304	840
2006/07	18	428	323	384	1153
2005/06	3	405	301	221	930



The main findings in brief:

- The total number of reported incidents of violence against authority school staff (both teaching and non-teaching) was 497.
- There have been 171 fewer reported incidents in 2010/11 than in 2009/10.
- The overall number of reported incidents for all sectors was well below the set target of 587.

- Higher number of reported incidents was again dominated by a small number of schools.
- Violent incidents were reported by 34 schools and a learning support service.
- 200 reported incidents of violence were against teaching staff and 297 reported incidents of violence were against non-teaching staff.
- In over 98 percent of all reported incidents, the alleged perpetrator was a current pupil at the school involved.
- 197 different pupils were involved in 490 incidents of violence; the majority (62.89% of those involved) were in one incident but some pupils (11.34 % of those involved) were involved in 5 or more incidents.
- Most reported incidents against authority school staff were for: physical violence (157 incidents in 10/11 compared to 239 incidents in 2009/10), verbal abuse (108 incidents in 2010/11 compared to 195 incidents in 2009/10), both verbal abuse and physical violence (68 incidents in 2010/11 compared to 174 incidents in 2009/10) and threat or threatening behaviour (18 incidents in 2010/11 compared to 42 incidents in 2009/10).¹
- 42.25 percent of all reported incidents of violence happened in classroom.

Primary schools

- The number of incidents of violence reported by primary school staff decreased by nearly 30 percent (250 in 2009/10 to 177 in 2010/11).
- 81 percent of reported incidents against school staff in primary schools involved physical violence.
- Reported incidents were more likely to involve non-teaching staff (65%)

Secondary Schools

- The number of incidents of violence reported by secondary school staff decreased by 32 percent (234 in 2009/10 to 158 in 2010/11)
- Most incidents reported by secondary school staff (80.3%) were for verbal abuse.
- Reported incidents in secondary schools were more likely to involve teaching staff (72%)

¹ These figures do not include violent incidents which reported more than one type of assault.

Special Schools

- The number of incidents of violence reported by special school staff was consistently decreased each school year since 2006/07.
- 78.4 percent of reported incidents in special schools involved physical violence against school staff.
- Reported incidents in special schools were much more likely to involve non-teaching staff (85%).

Future Projections/Recommendations and Actions

The content of this briefing paper will be shared with Elected Members (as part of the October 2011 EC&S Performance Report) at Education, Culture and Sport Committee on 23rd February 2012. In addition, it is recommended that the following actions are taken:

- A shared understanding of the key themes and messages from 2010/11 results be achieved through discussions with the following teams: ECS SMT, Learning & Communities Teams, Service Managers and Quality Improvement Officers (QIOs)
- The outcomes from the 2010/11 analysis be used to inform discussions with the Head of Service (Schools & Educational Establishments), Service Managers (Schools) and Quality Improvement Officers
- The outcomes from these discussions be used to inform behaviour management and inclusion policy, practice and development with the Head of Service (Schools & Educational Establishments), Service Managers (Schools) and Families and Vulnerable Learners, Educational Psychologists and the Policy Officer (Inclusion)
- The detailed school data, together with the actions above, to form part of a QIO School Improvement Visit (SIV) during the spring/summer term 2011/12 and to inform behaviour management and inclusion discussions
- Anticipated linking with the ongoing developments in e1 over the next 18 months by moving towards electronic data collection of violent incidents as opposed to the current paper based system

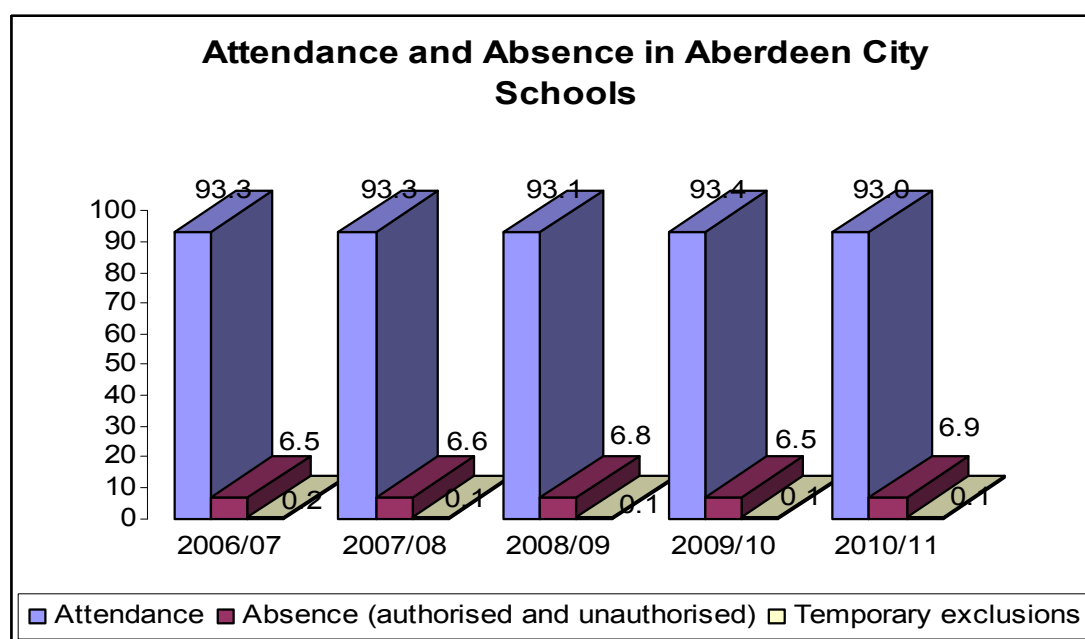
Attendance in Aberdeen City Schools 2010/11

Briefing Synopsis:

This briefing provides a summary of overall attendance in Aberdeen City primary, secondary and special schools for the 2010/11 academic session. The briefing highlights long and short-term trends in performance, identifies areas of positive performance as well as areas where improvements might be sought. The main point of contact for this briefing note is: Ljiljana Pavlenic, Development Officer – Performance Improvement (Schools) (☎ 523241) [✉ lpavlenic@aberdeencity.gov.uk](mailto:lpavlenic@aberdeencity.gov.uk))

The main findings in brief:

The overall attendance in Aberdeen City schools was 93 per cent 0.4 per cent lower in 2010/11 than in 2009/10. The total absence (authorised and unauthorised) in the authority schools was 6.9 per cent less than half per cent higher when compared with 2009/10. Absence from schools due to temporary exclusions accounted 0.1 per cent of half days and remained the same over past four years.



The rate of attendance:

- for primary schools was 94.5 per cent (94.8 per cent in 2009/10),
- for secondary schools was 91.2 per cent (91.6 per cent in 2009/10) and
- for special schools was 85.3 per cent (86.6 per cent in 2009/10).

The overall rate of attendance in Scotland was 93.1 per cent, virtually unchanged from 93.2 per cent in 2009/10. The comparator authorities' attendance rate figures range from 92 to 93.8 per cent.

Percentage attendance and absence by comparator authority compared over the last three years

	Attendance			Absence (authorised and unauthorised)			Temporary exclusions		
	2008/09	2009/10	2010/11	2008/09	2009/10	2010/11	2008/09	2009/10	2010/11
Aberdeen City	93.1	93.4	93.0	6.8	6.5	6.9	0.1	0.1	0.1
Argyll & Bute	94.1	94.3	93.7	5.8	5.7	6.3	0.1	0.0	0.0
Dundee City	92.4	92.2	92.0	7.5	7.7	7.8	0.1	0.2	0.1
Edinburgh, City of	93.1	93.1	93.0	6.9	6.8	7.0	0.1	0.1	0.1
Renfrewshire	93.4	93.8	93.8	6.5	6.2	6.1	0.1	0.1	0.0
South Ayrshire	93.1	92.8	93.2	6.9	7.1	6.8	0.1	0.0	0.0

There was little difference in attendance and absence rates by reason, for primary, secondary and special schools over three last years. In 2010/11 in 1.8 per cent of openings, pupils were recorded as arriving late in the first half of the morning or afternoon.

Percentage attendance and absence by reason for primary, secondary and special in total

	2008/09	2009/10	2010/11
Attendance	93.1	93.4	93.0
In school	91.0	91.3	91.1
Late	1.9	1.9	1.8
Work experience	0.2	0.2	0.2
Sick with educational provision	0.0	0.0	0.0
Authorised absence	4.9	5.0	5.1
Sick with no educational provision	4.1	4.1	4.1
Very late	0.1	0.1	0.1
Authorised holidays	0.0	0.1	0.0
Exceptional domestic circumstances	-	-	-
Other authorised absence	0.7	0.8	1.0
Unauthorised absence	1.9	1.5	1.8
Unauthorised holidays	0.6	0.6	0.6
Truancy, or unexplained absence	1.2	0.8	1.0
Unauthorised exceptional domestic circumstances	0.0	0.0	0.0
Other unauthorised absence	0.1	0.1	0.1
Temporary exclusion	0.1	0.1	0.1

"-" = nil or rounds to nil

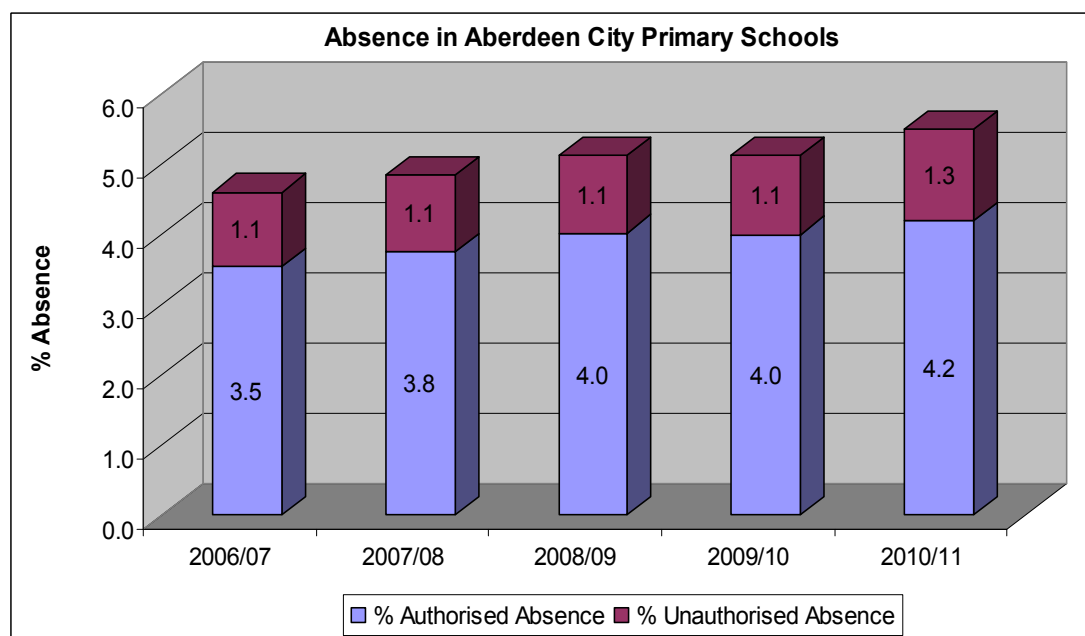
Primary Schools

The rate of attendance for primary schools was 94.5 per cent, almost the same as last year (94.8 per cent). Absence from primary schools (authorised and unauthorised) was 5.4 per cent, just marginally higher than last year.

The national attendance rate across primary sector was 94.8 per cent and the absence rate (authorised and unauthorised) was 5.2 per cent.

Percentage absence from primary schools

	2006/07	2007/08	2008/09	2009/10	2010/11
Authorised Absence	3.5	3.8	4.0	4.0	4.2
Unauthorised Absence	1.1	1.1	1.1	1.1	1.3



In 2010/11 in 1.1 per cent of openings, pupils were recorded as arriving late in the first half of the morning or afternoon. Absence from primary schools due to temporary exclusions accounted just 0.04 per cent of half days.

Percentage attendance and absence by reason for primary schools

	2008/09	2009/10	2010/11
Attendance	94.9	94.8	94.5
In school	93.9	93.8	93.4
Late	1.0	1.1	1.1
Work experience	0.0	0.0	0.0
Sick with educational provision	0.0	0.0	0.0
Authorised absence	4.0	4.0	4.2
Sick with no educational provision	3.4	3.4	3.5
Very late	0.0	0.0	0.0
Authorised holidays	0.0	0.1	0.1
Exceptional domestic circumstances	-	-	-
Other authorised absence	0.5	0.5	0.6
Unauthorised absence	1.1	1.1	1.3
Unauthorised holidays	0.7	0.7	0.8
Truancy, or unexplained absence	0.4	0.4	0.5
Unauthorised exceptional domestic circumstances	0.0	0.0	0.0
Other unauthorised absence	0.0	0.0	0.0
Temporary exclusion	0.0	0.0	0.0

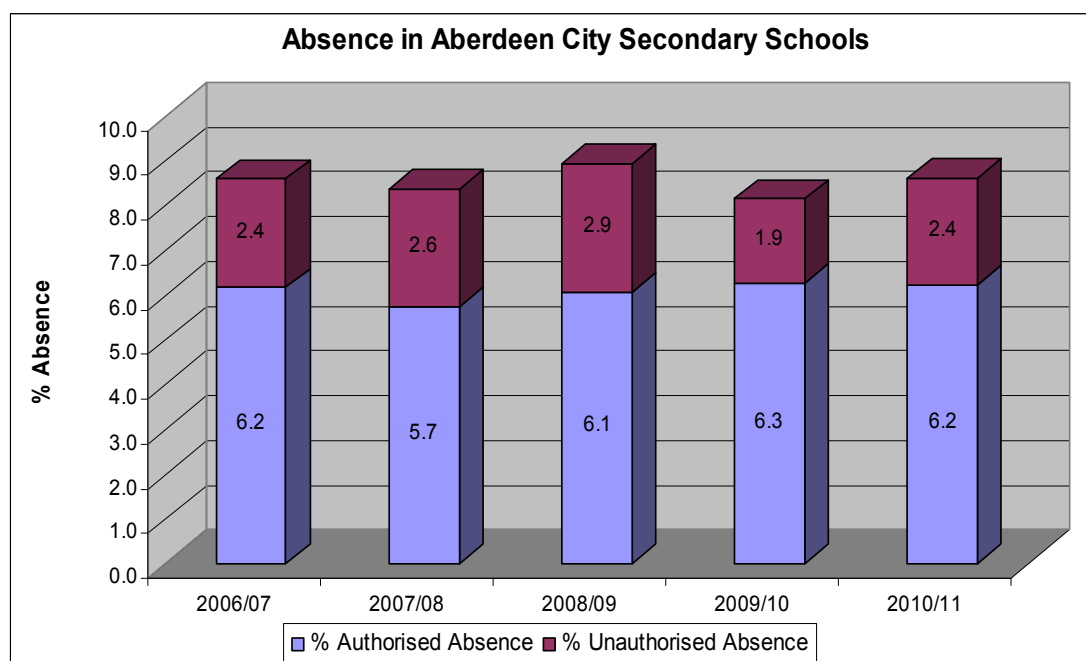
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Secondary Schools

The rate of attendance for secondary schools was 91.2 per cent, less than 0.5 per cent lower than in 2009/10. Absence from secondary schools (authorised and unauthorised) was 8.6 per cent, just slightly up from 8.3 percent in 2009/10.

Percentage absence from secondary schools

	2006/07	2007/08	2008/09	2009/10	2010/11
Authorised Absence	6.2	5.7	6.1	6.3	6.2
Unauthorised Absence	2.4	2.6	2.9	1.9	2.4



The national attendance rate across secondary sector was 91.1 per cent and the absence rate (authorised and unauthorised) was 8.7 per cent.

In 2010/11 in 2.6 per cent of openings, pupils were recorded as arriving late in the first half of the morning or afternoon. Absence from secondary schools due to temporary exclusions remained at same level for the past three years.

Percentage attendance and absence by reason for secondary schools

	2008/09	2009/10	2010/11
Attendance	90.9	91.6	91.2
In school	87.3	88.3	88.2
Late	3.1	3.0	2.6
Work experience	0.5	0.3	0.4
Sick with educational provision	0.0	0.0	0.0
Authorised absence	6.1	6.3	6.2
Sick with no educational provision	5.0	4.9	4.8
Very late	0.1	0.1	0.1
Authorised holidays	0.0	0.0	0.0
Exceptional domestic circumstances	-	-	-
Other authorised absence	0.9	1.2	1.3
Unauthorised absence	2.9	1.9	2.4
Unauthorised holidays	0.5	0.5	0.4
Truancy, or unexplained absence	2.3	1.3	1.7
Unauthorised exceptional domestic circumstances	0.0	0.0	0.0
Other unauthorised absence	0.1	0.1	0.3
Temporary exclusion	0.2	0.2	0.2

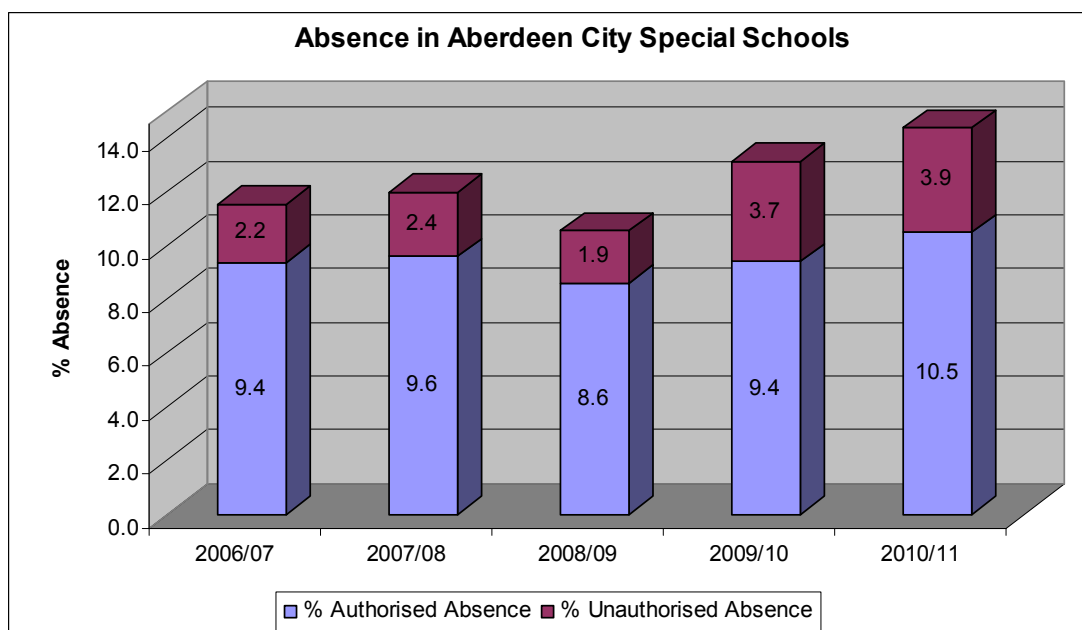
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Special Schools

The rate of attendance for special schools was 85.3 per cent, decrease when from 86.6 per cent in 2010/11. Absence from special schools (authorised and unauthorised) was 14.3 per cent, an increase from 13.1 percent in 2010/11.

Percentage absence from special schools

	2006/07	2007/08	2008/09	2009/10	2010/11
Authorised Absence	9.4	9.6	8.6	9.4	10.5
Unauthorised Absence	2.2	2.4	1.9	3.7	3.9



The national attendance rate across special sector was 90.0 per cent and the absence rate (authorised and unauthorised) was 9.7 per cent significantly lower than in Aberdeen's special schools.

Absence from special schools due to temporary exclusions accounted 0.3 per cent of half days, just slightly up from 0.2 in 2009/10.

Percentage attendance and absence by reason for special schools

	2008/09	2009/10	2010/11
Attendance	88.8	86.6	85.3
In school	88.1	86.3	84.8
Late	0.1	0.1	0.2
Work experience	0.5	0.2	0.3
Sick with educational provision	0.1	0.0	0.0
Authorised absence	8.6	9.4	10.5
Sick with no educational provision	5.5	6.4	6.8
Very late	0.0	0.0	0.1
Authorised holidays	0.3	0.3	0.2
Exceptional domestic circumstances	-	-	0.0
Other authorised absence	2.8	2.7	3.3
Unauthorised absence	1.9	3.7	3.9
Unauthorised holidays	0.2	0.4	0.3
Truancy, or unexplained absence	1.6	2.7	3.0
Unauthorised exceptional domestic circumstances	0.0	0.6	0.0
Other unauthorised absence	0.1	0.1	0.6
Temporary exclusion	0.7	0.2	0.3

Future Projections/Recommendations and Actions

The content of this briefing paper will be shared with Elected Members (as part of the October 2011 EC&S Performance Report) at Education, Culture and Sport Committee on 23rd February 2012. In addition, it is recommended that the following actions are taken:

- A shared understanding of the key themes and messages from 2010/11 results be achieved through discussions with the following teams: ECS SMT, Learning & Communities Teams, Service Managers and Quality Improvement Officers (QIOs)
- The outcomes from the 2010/11 analysis be used to inform discussions with the Head of Service (Schools & Educational Establishments), Service Managers (Schools) and Quality Improvement Officers
- The outcomes from these discussions be used to inform attendance management policy and practice and development with the Head of Service (Schools & Educational Establishments), Service Managers (Schools) and Families and Vulnerable Learners, Educational Pyschologists and the Policy Officer (Inclusion)
- The detailed school data, together with the actions above, to form part of a QIO School Improvement Visit (SIV) during the spring/summer term 2011/12 and to inform attendance management policy and practice and development and inclusion discussions

Aberdeen City Exclusions 2010/11

Briefing Synopsis:

This briefing provides a summary of exclusions from Aberdeen City primary, secondary and special schools for the 2010/11 academic session. The briefing highlights long and short-term trends in performance, identifies areas of positive performance as well as areas where improvements might be sought. The main point of contact for this briefing note is: Ljiljana Pavlenic, Development Officer – Performance Improvement (Schools) (☎ 523241) (✉ lpavlenic@aberdeencity.gov.uk)

The main findings in brief:

During 2010/11, there were 1,329 instances of exclusion from authority primary secondary and special schools, a decrease of 8 per cent from 2009/10 (1,451 exclusions). These exclusions involved in total 704 different pupils a decrease of 12 per cent from the 2009/10. The rate of exclusion per 1,000 pupils in 2010/11 was 62 a decrease from 67 in 2009/10.

Number of exclusions since 2005/06

	Total Exclusions	No of Temporary Exclusions	Removed from Register	Exclusion Rate Per 1000 Pupils
2010/11	1,329	1,314	15	62*
2009/10	1,451	1,426	25	67
2008/09	1,347	1,320	27	62
2007/08	1,671	1,639	32	74
2006/07	1,877	1,870	17	82
2005/06	1,712	1,680	32	73

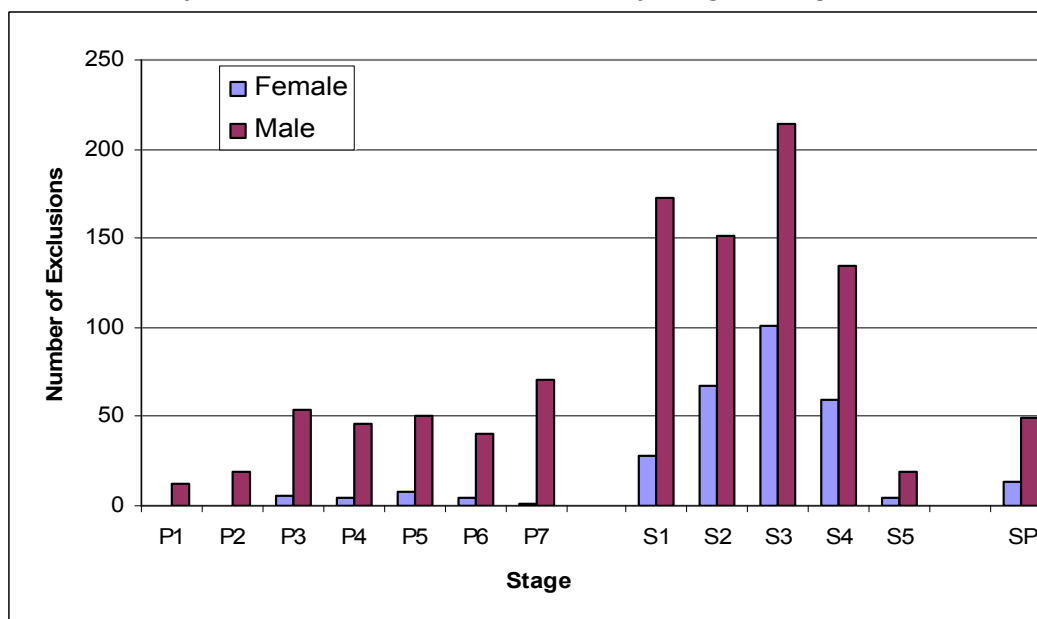
Almost 99 per cent of all exclusions were temporary involving 701 different pupils:

- 527 boys accounted for 1021 temporary exclusions and
- 174 were girls accounted for 293 temporary exclusions.

The number of cases of all exclusions in the authority's schools increases by stage and peaks in S3 to 315 instances (309 instances of temporary exclusions and 6 removals from Register)

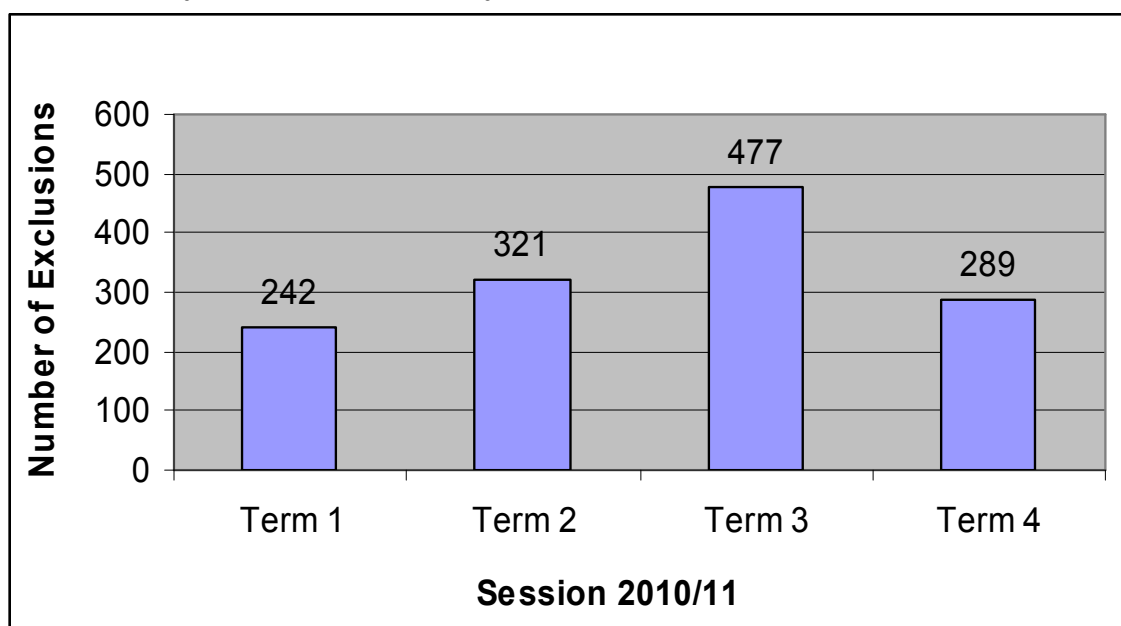
* Rate per 1,000 pupils based on pupil census 2010 figures.

Aberdeen City – Total Exclusion in 2010/11 by stage and gender



The pattern of exclusions throughout the school session 2010/11 shows a significant upward trend throughout the year, although there is a significant reduction at the end of the Term 4.

Aberdeen City - Total exclusions by term



The most common primary reasons for exclusions were:

- Verbal staff abuse (324 out of 1329 instances, 24%)
- General or persistent disobedience (300 out of 1329 instances, 23%)
- Physical assault with no weapon against pupil (162 out of 1329 instances, 12%)
- Insolent or offensive behaviour (110 out of 1329 instances, 8%).

The exclusions length ranged from half day to 33 days. The most common length of a temporary exclusion was 3 days (336 exclusions) and the average length across all three sectors was 3 days.

Looked After Children

In 2010/11 out of 701 pupils temporary excluded from school 55 were recorded as Looked After Children and they were involved in 151, out of the 1314, instances of temporary exclusion. The average length of exclusion for Looked After Children was 3 days, same as for children who were not recorded as being Looked After.

Exclusions from Primary Schools

There were 316 cases of exclusions from Aberdeen City primary schools in 2010/11, a decrease of 8 per cent when compared to 343 instances in 2009/10. These exclusions involved in total 167 different pupils of which three were removed from a school register. The rate of exclusion per 1,000 pupils in 2010/11 was 27.

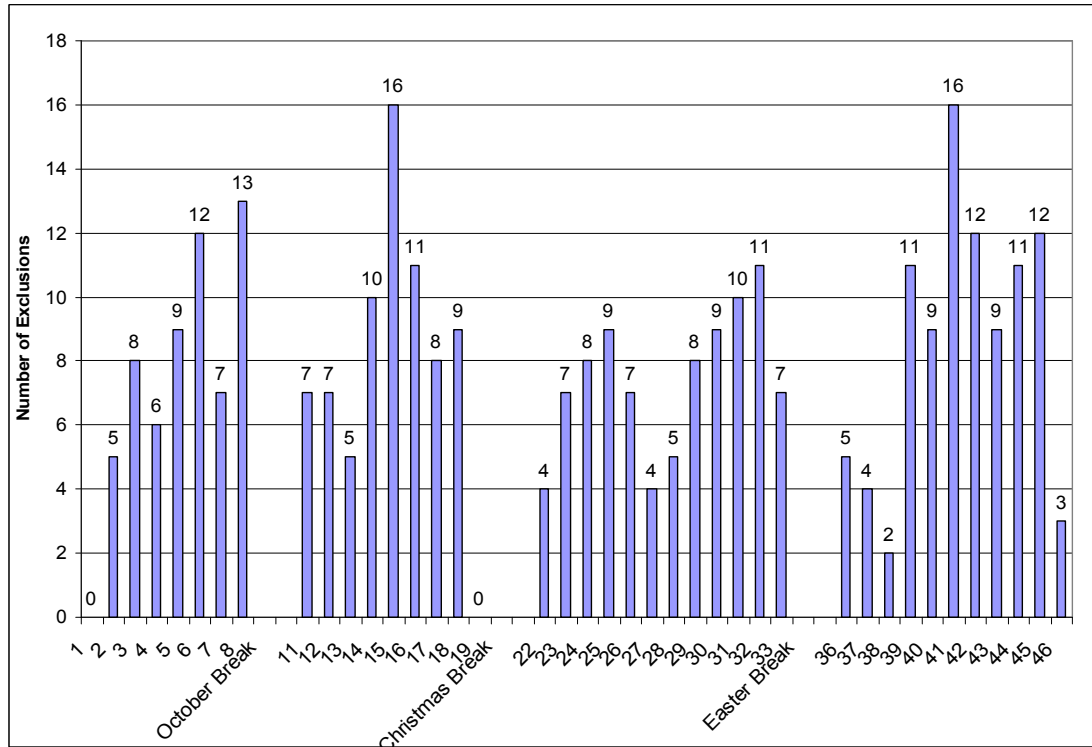
Number of exclusions in primary schools since 2005/06

Primary School	Total Exclusions	No of Temporary Exclusions	Removed from Register	Exclusion Rate Per 1000 Pupils
2010/11	316	313	3	27*
2009/10	343	339	4	29
2008/09	310	305	5	26
2007/08	385	384	1	31
2006/07	335	335	0	27
2005/06	392	381	3	34

The number of exclusions from primary school in 2010/11 varies through the school terms with the highest number of exclusions in summer term.

* Rate per 1,000 pupils based on pupil census 2010 figures.

Total exclusions from primary schools by weeks from start of school session



The most common primary reasons for exclusions from primary school were:

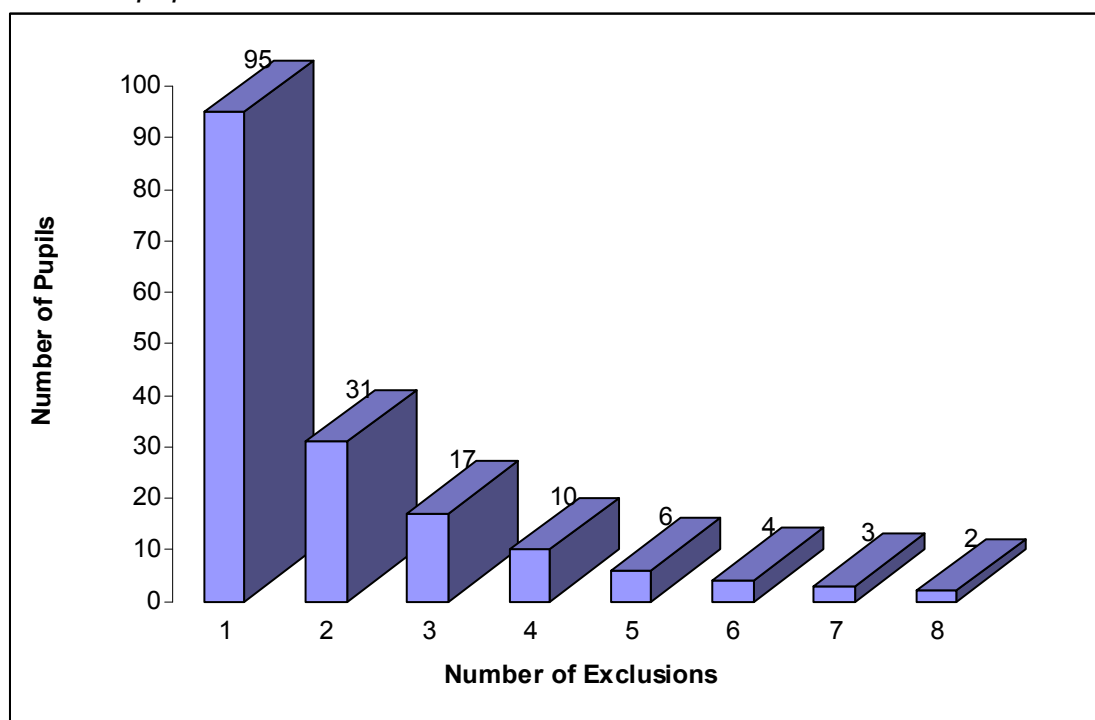
- General or persistent disobedience (93 out of 316 instances, 29%)
- Verbal abuse of staff (74 out of 316 instances, 23%)
- Physical assault against pupil (29 out of 316 instances, 9%)
- Other (20 out of 316, 6%)
- Physical assault against staff (17 out of 316 instances, 5%)

Ninety nine per cent of all exclusions were temporary involving 167 pupils:

- 156 were boys accounted for 289 exclusions and
- 11 were girls accounted for 24 exclusions.

Most of these primary pupils were only excluded on one occasion.

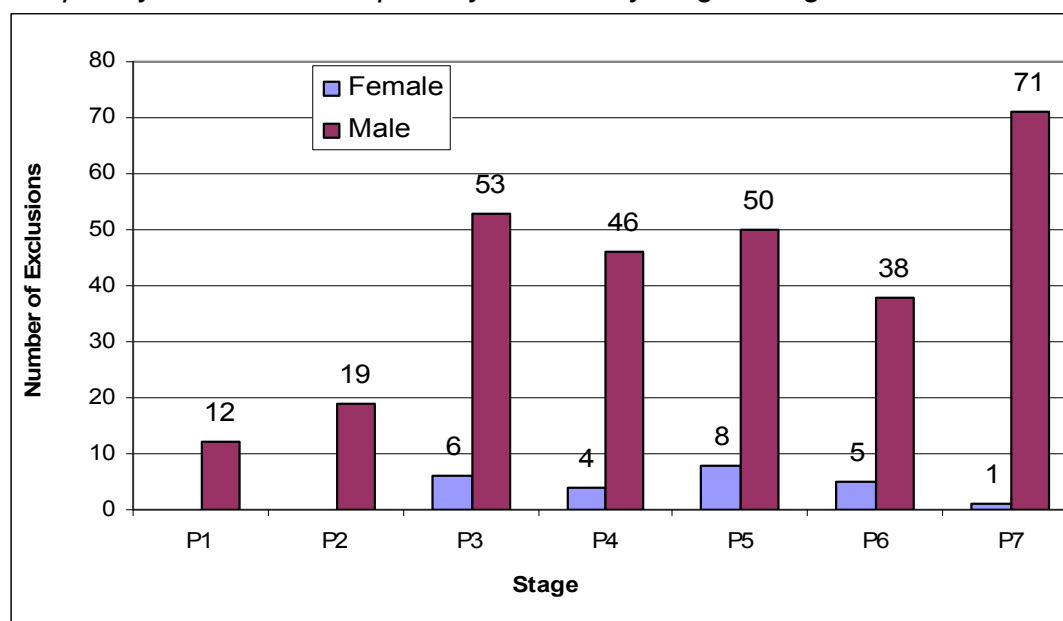
Temporary exclusions from primary schools by number of exclusions per excluded pupil



The length of exclusions in primary schools in 2010/11 varied from just half a day to 23.5 days. Three days was the most common length of exclusion.

The number of temporary exclusions from primary school increases by stage. Starting with small number of instances of exclusions in P1-P2 and reaching highest point at P7 stage.

Temporary exclusion from primary schools by stage and gender



Looked After Children

Out of 167 excluded primary pupils in 2010/11, 12 were recorded as Looked After Children and they were involved in 33 out of the 313 instances of temporary exclusion. The average length of exclusion for Looked After Children was 3 days same as for children who were not recorded as being Looked After.

Exclusions from Secondary Schools

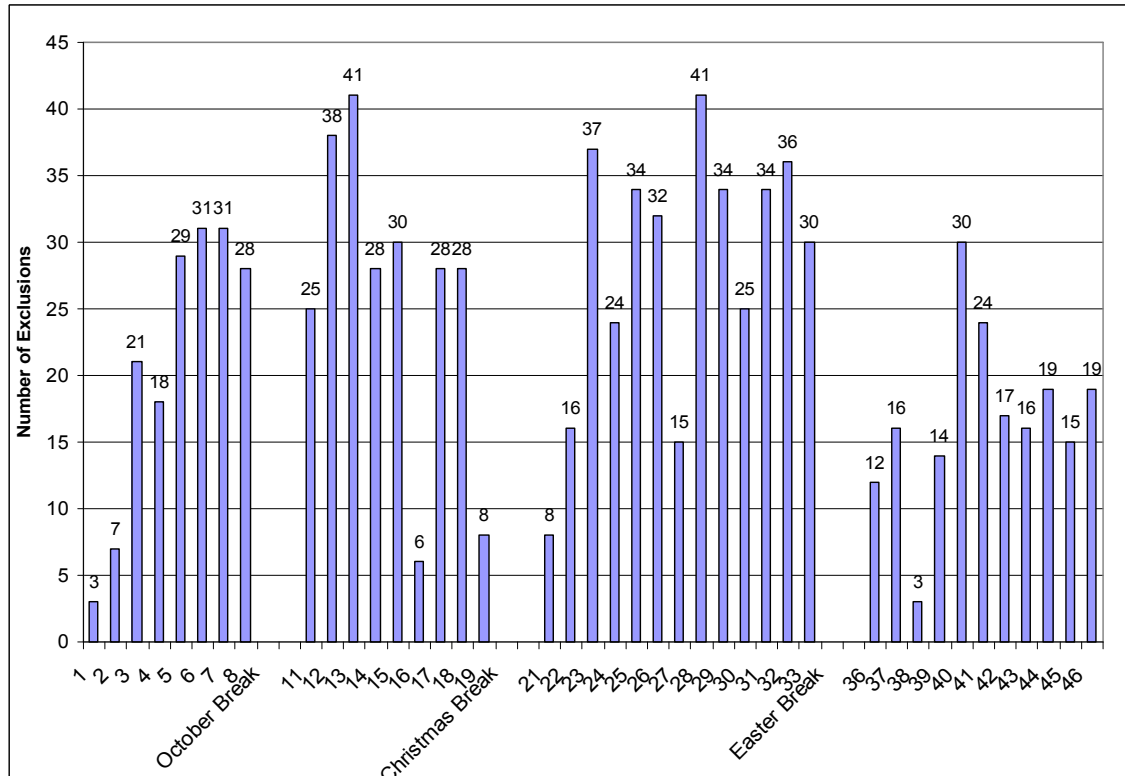
There were 951 cases of exclusions from Aberdeen City secondary school in 2010/11, a decrease of 10 per cent when compared to 1,059 instances in 2009/10. These exclusions involved in total 511 different pupils of which 12 were removed from school register. The exclusion rate of per 1,000 pupils in 2010/11, based on pupil census 2010 figures, was 102 a decrease from 113 in 2009/10.

Number of exclusions in secondary schools since 2005/06

Secondary School	Total Exclusions	No of Temporary Exclusions	Removed from Register	Exclusion Rate Per 1000 Pupils
2010/11	951	939	12	102
2009/10	1,059	1,038	21	113
2008/09	885	863	22	93
2007/08	1,157	1,127	30	117
2006/07	1,426	1,411	15	137
2005/06	1,237	1,208	29	119

The number of exclusions from secondary school in 2010/11 varies through the school terms with the highest number of exclusions in spring term.

Total exclusions from secondary schools by week from start of school session



The most common primary reasons for exclusions from secondary school were:

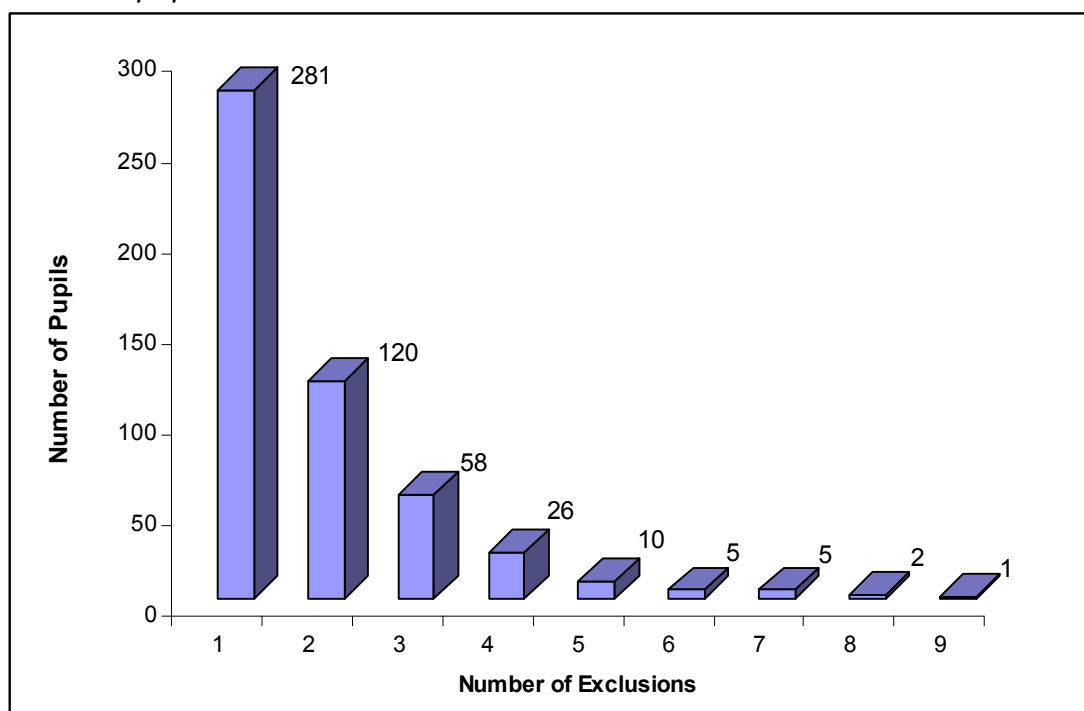
- Verbal abuse of staff (234 out of 951 instances, 25%)
- General or persistent disobedience (194 out of 951 instances, 20%)
- Physical assault against pupil with no weapon (132 out of 951 instances, 14%)
- Insolent or offensive behaviour (96 out of 951 instances, 10%)

Ninety nine per cent of all exclusions were temporary involving 508 pupils;

- 351 were boys who accounted for 683 exclusions and
- 157 girls who accounted for 256 exclusions.

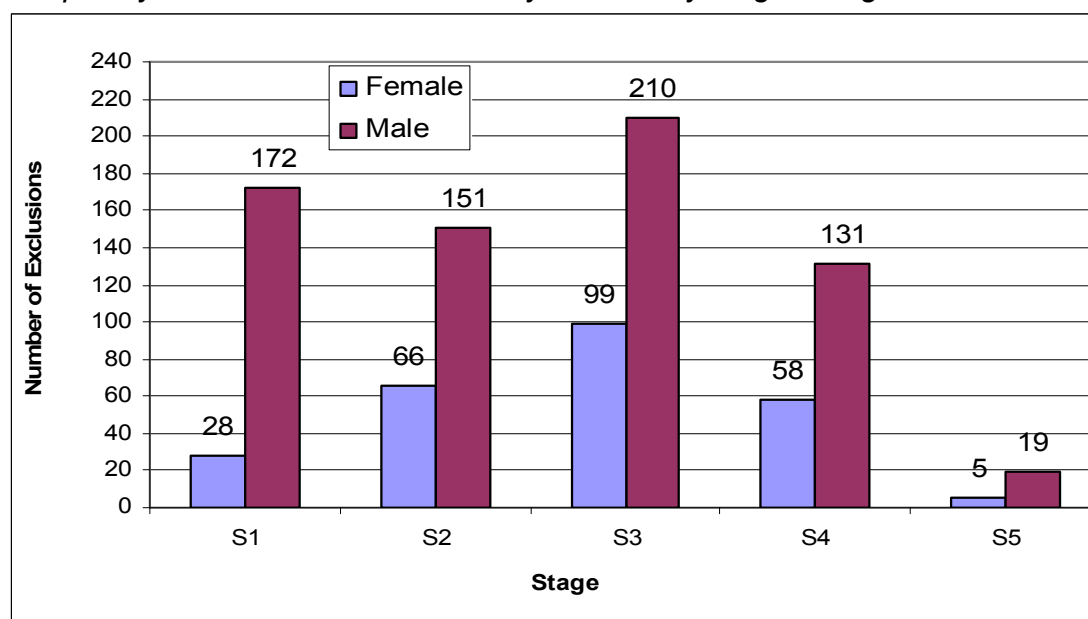
Most of these secondary pupils were only excluded on one occasion but the average was two separate exclusions per excluded secondary pupil.

Temporary exclusions from secondary schools by number of exclusions per excluded pupil



The number of instances of temporary exclusions from secondary schools increased from S1 to S2 and peaks in S3 to 309 cases of exclusions involving 163 pupils (103 boys and 59 girls). There were a small number of exclusions in S5.

Temporary exclusions from secondary schools by stage and gender



The length of exclusions in secondary schools in 2010/11 varied from one day to 33 days. Three days was the most common length and average length of an exclusion from secondary school in 2010/11.

Looked After Children

In 2010/11 out of 508 temporary excluded secondary pupils, 39 were recorded as Looked After Children and they were accounted for 109 instances (out of 939) of exclusion. The average length of exclusion for Looked After Children was 3 days same as the average length for children not recorded as LAC.

Exclusions from Special Schools

In 2010/11, there were 62 instances of temporary exclusions from special schools, an increase of 27 per cent when comparing to 49 instances in 2010/11.

These exclusions involved 26 pupils; most were only excluded on one occasion. One pupil was excluded on eight separate occasions.

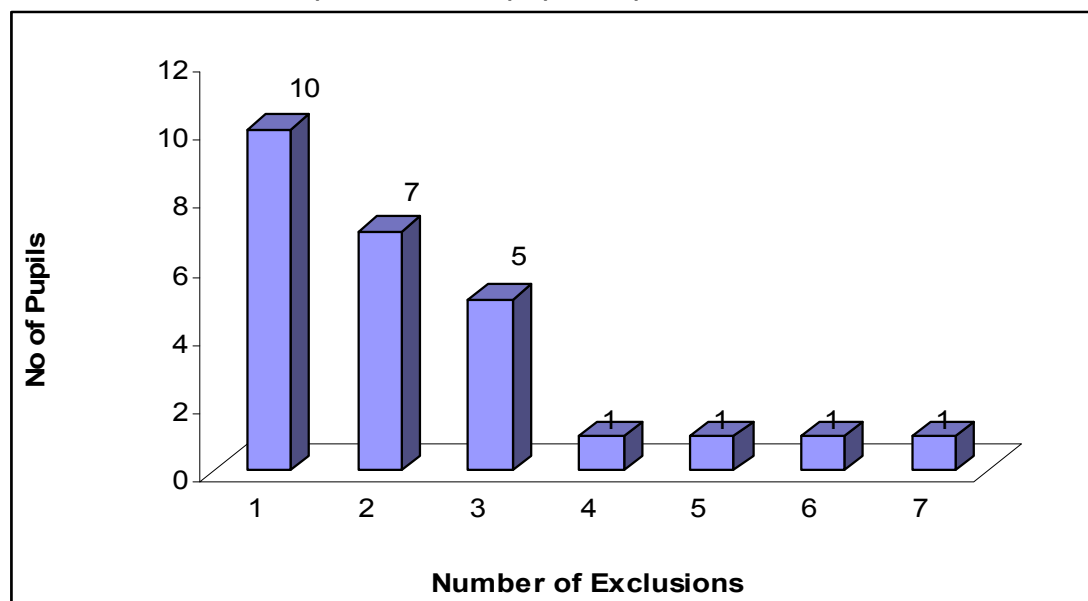
Number of exclusions in special schools since 2005/06

Special School	Total Exclusions	No of Temporary Exclusions	Removed from Register	Exclusion Rate Per 1000 Pupils
2010/11	62	0	0	408*
2009/10	49	49	0	172
2008/09	152	152	0	557
2007/08	129	129	0	449
2006/07	126	124	2	441
2005/06	83	83	0	302

The exclusion rate of per 1,000 pupils in 2010/11, based on pupil census 2010 figures, was 408, more than two times higher than in 2009/10.

* Rate per 1,000 pupils based on pupil census 2010 figures.

Number of exclusions per excluded pupil in special schools



The length of exclusions in special schools in 2010/11 varied from just half a day to five days. One day was the most common length of exclusion but the average length of exclusion was one and half day.

Boys were involved in most instances of exclusions from special schools:

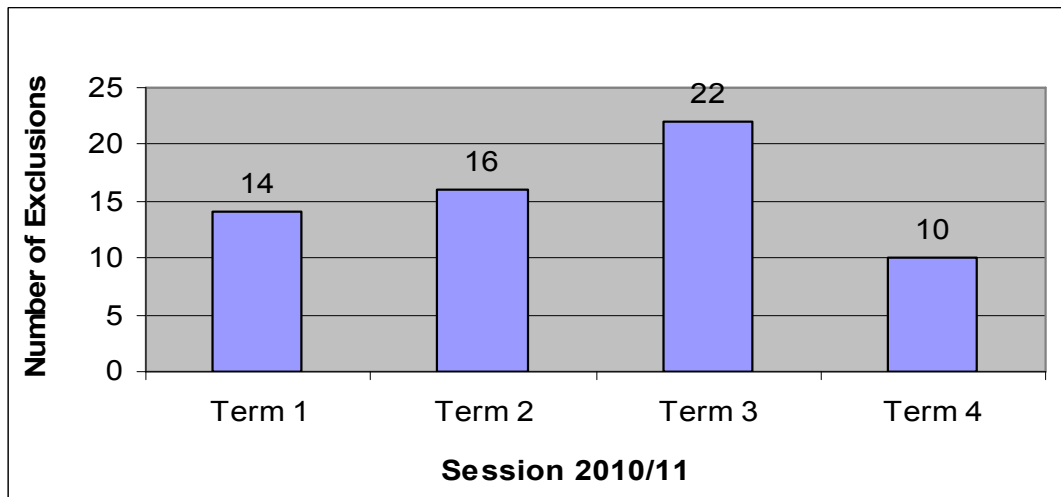
- twenty boys excluded 49 times (79% of all instances of temporary exclusions from special schools).
- six girls were excluded 13 times (21% of all instances of temporary exclusions from special school).

The most common primary reasons for exclusions from special school were:

- Verbal abuse of staff (16 out of 62 instances, 26%)
- General or persistent disobedience (13 out of 62 instances, 21%)
- Damage to school property (12 out of 62 instances, 20%)

The number of exclusions from special schools in 2010/11 varies through the school terms with the highest number of exclusions in term three.

Total number of exclusions in special schools by school term



Future Projections/Recommendations and Actions

The content of this briefing paper will be shared with Elected Members (as part of the October 2011 EC&S Performance Report) at Education, Culture and Sport Committee on 23rd February 2012. In addition, it is recommended that the following actions are taken:

- A shared understanding of the key themes and messages from 2010/11 results be achieved through discussions with the following teams: ECS SMT, Learning & Communities Teams, Service Managers and Quality Improvement Officers (QIOs)
- The outcomes from the 2010/11 analysis be used to inform discussions with the Head of Service (Schools & Educational Establishments), Service Managers (Schools) and Quality Improvement Officers
- The outcomes from these discussions be used to inform exclusions policy and practice, behaviour management and inclusion policy, practice and development with the Head of Service (Schools & Educational Establishments), Service Managers (Schools) and Families and Vulnerable Learners, Educational Psychologists and the Policy Officer (Inclusion)
- The detailed school data, together with the actions above, to form part of a QIO School Improvement Visit (SIV) during the spring/summer term 2011/12 and to inform behaviour management and inclusion discussions

Community Centres: Transition to Lease Centre Status: February 2012

Established ✓	Drafted/near to established	Commenced/On hold	Not started	Not Applicable
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Centre	Cheque Signatories in place	In receipt of Transition grant	In receipt of financial statements	Constitution	Business Plan	Management Agreement	Lease
Bridge of Don	✓	✓	✓	✓			n/a
Dyce		✓	✓	✓			n/a
Bucksburn		✓	✓				n/a
Northfield	✓	✓		✓			
Sunnybank	✓	✓	✓	✓			n/a
Seaton		✓	✓	✓			n/a
Tillyflat		✓		✓			n/a
Tilly Youth Project		✓					n/a
H'ver & City Centre		n/a		✓	n/a		n/a
Cornhill	✓	✓	✓	✓	✓		n/a
Mastrick	✓	✓					
Hazlehead		✓	✓				n/a
Cults		✓					n/a
Kaimhill	✓	n/a	✓	✓	n/a		n/a
Rosemount		✓					
Mile End		✓	✓		✓		n/a
Kincorth		✓		✓			
Tullos	✓	✓		✓			n/a
Loirston		✓					
Old Torry	n/a	✓	n/a	✓	n/a		✓

**Education Scotland
Foghlam Alba**

**Learning community inspection
Follow-through**



A report by Education Scotland

**Inspection of the learning community
surrounding Harlaw Academy
Aberdeen City Council
22 November 2011**

We published a report on the learning community surrounding Harlaw Academy in October 2010. That report set out key strengths of the learning community and areas for improvement.

This follow-through report is based on an inspection visit which was carried out in September 2011. It tells you about improvement since the original inspection in the quality of learning opportunities provided. It also comments on how providers are getting on with the main points for action. We describe how learners are doing and how good the learning community is at helping them to learn. We comment on how well staff, learners and groups work together and the difference they are making in the learning community. Finally, we focus on how well the learning community is led and how leaders help the learning community achieve its aims.

If you would like to learn more about our original inspection of the learning community, please visit www.educationscotland.gov.uk. You will also find a report on the secondary school.

Contents

- 1. The learning community**
- 2. Particular strengths of the learning community**
- 3. How well do participants learn and achieve?**
- 4. How well are communities developing and achieving?**
- 5. How effective are providers in improving the quality of services?**
- 6. Does the learning community have a clear sense of direction?**
- 7. What happens next?**

1. The learning community

Harlaw learning community lies to the south of Aberdeen city centre and north of the River Dee. It contains the neighbourhoods of Ferryhill, Broomhill, Mannofield and Garthdee. It has a mix of housing and includes some of the most and least affluent communities in the city.

2. Particular strengths of the learning community

- Positive relationships developed by Education, Culture and Sport (ECS) service staff with the local community.
- Level and impact of committed volunteers delivering services for communities.

3. How well do participants learn and achieve?

Progress in improving the overall provision for adult learners and young people in this area is satisfactory. Information on how well learners are progressing is still too variable. The Adult Learning provision within the ECS service is making good use of the Performance Information Evaluation System. Processes are in place to increase the knowledge and use of the system by other staff within the ECS service. Local groups and organisations, including the Girls Brigade, continue to work with high numbers of learners and have effective systems in place to recognise achievements and progress. Trends for accreditation of learning show early signs of improvement, particularly in relation to work with young people. ECS service staff and other partners are beginning to use trends and learner achievement analysis to plan delivery for local learners. There are good levels of engagement in sports and cultural activities both in the catchment area and in delivery across the city.

A large number of programmes and activities for learners of all ages are reported to be delivered at Inchgarth Community Centre. This provision was not included in the inspection evidence and therefore does not form part of the evaluations of impact on learners and the community.

Young People

Employability programmes are having a very positive impact on small numbers of young people. Those attending Harlaw Academy who participate in employability courses and community involvement for S5 and S6 learners ensure they are developing a good range of skills for learning, life and work. Young people are very clear about how to use what they have learned in a range of situations and are working towards accreditation. Young people participating in the Girls Brigade are gaining high levels of skills and accreditation which enable them to engage

very positively in society and improve their own life chances. The ECS service and the Harlaw Learning Partnership needs to consider more systematically the overall impact of learning opportunities for young people. Implementation and understanding of Curriculum for Excellence is too limited and now needs to be developed. The Harlaw Learning Partnership should consider how to build a more coherent curriculum to enable learners to consolidate and apply their learning in different settings and groups.

Adults

Adult learning opportunities are having a positive impact on participants. Adults involved in recent parenting programmes have gained confidence and are putting new and effective strategies in place for better family communication. A 1st Click computer course at Kaimhill library is developing learners' confidence and linking to courses delivered by Aberdeen College. Most adult classes are still leisure based rather than focussed on learning. More effective guidance and discussion about progression and achievements would encourage adults to get more out of their learning and provide more appropriate levels of challenge and accreditation.

4. How well are communities developing and achieving?

Community members are active and highly committed. Strong community networks and local groups are increasingly sharing knowledge and skills. Committee skills training is very positive and has encouraged participants to share knowledge and experience and build relationships. Participants are working towards accreditation and gaining skills which will be helpful to them as individuals as well as the groups in which they participate. Young people's active involvement in local decision making on committees and forums is still too limited. There is a high level of change currently underway in relation to community centre management, with proposals to move to leased centres and devolved responsibility. At this stage, it is not possible to comment on the impact of these changes on learners and the community although there are a number of opportunities and challenges to be taken forward. Groups and committees should consider issues of equalities, diversity and representation on groups on a more systematic basis.

5. How effective are providers in improving the quality of services?

The Harlaw Learning Partnership has met regularly during the past year to set priorities and discuss progress. The focus of the partnership has been on information sharing and they should now move to more active aspects of developing and planning provision. They should take forward their plans to find out about all learning provision in the area and identify gaps and duplication in provision. Recent discussions about engaging with other relevant learning partners should be taken forward. More systematic sharing of learning opportunities and how current services impact on learners would enable a more coherent curriculum to be developed. The linking of priorities and programmes to

city wide priorities such as employability will enable organisations to report on their contributions more effectively.

6. Does the learning community have a clear sense of direction?

There is an improving sense of a learning community and an increasing commitment by a range of providers to work together. Improved communication and joint work by organisations including the Communities team within the ECS Service, Harlaw Academy and community centres should lead to better outcomes for local learners and communities.

7. What happens next?

There have been a number of positive improvements since the last inspection. The development of the Harlaw Learning Partnership and increased partnership working is positive but it is still at a very early stage of development. HM Inspectors will continue to monitor progress and offer support through our District Inspector and Community Learning and Development Link Inspector. We will request a report from the education authority, within one year of the publication of this report, on the degree to which the learning community is continuing to improve. We will then consider whether or not to carry out any further inspection activity.

HM Inspector: Maureen Mallon
22 November 2011

If you would like to find out more about our inspections or get an electronic copy of this report, please go to www.educationscotland.gov.uk

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Education Scotland

Education, Culture and Sport – Policy Review Programme Quarterly Update December 2011

This update provides information on policy areas programmed for development 2011/12.

Priority 1 – Curriculum for Excellence

1.1 – Children and people access positive learning environments and develop their skills, confidence and self esteem to the fullest potential		
Policy Development Area	Lead Officer(s)	Update
Assessment Strategy	Val Steele	The Assessment Strategy now forms part of the larger scope of Learning, Teaching and Assessment Strategy and is being looked at by a wider range of officers. A draft policy for assessment should be ready in early 2012 and should enter into the committee cycle for ECS Committee in June 2012.
Literacy Strategy	Penny Morton	A draft Literacy Policy has been developed. It will be presented to Education, Culture and Sport Senior Management Team in January. From there it should enter the cycle to be presented to committee in June 2012
STEM (Science) Policy	Lynn Scanlon	A draft STEM (Science) Policy has been developed. It will be presented to Education, Culture and Sport Senior Management Team in January. From there it should enter the cycle to be presented to committee in June 2012

Priority 2 - Fit for purpose schools, learning centres, cultural and sporting facilities

2.1 - Everyone will have access to high quality learning environments and facilities supporting them to achieve their full potential		
Policy Development Area	Lead Officer(s)	Update
Asset Management Plan for ECS service areas (including leisure and cultural assets)	David Wright	ECS Asset Management Plan was approved at Committee in September 2011. More detailed work is now underway on the primary school estate and sports and leisure estate. Outcomes will be reviewed and an update provided to ECS Committee in June 2012
School Security Policy	David Wright	The current focus is on a review for the potential use of individual mobile devices in the classroom. 5 pilots in schools will be undertaken in this academic year.
Service Level Agreements	Sarah Gear	A report will be presented to Senior Management Team as part of the service overview 20th December. This will update for HR, Finance, Facilities, ICT and the Public Transport Unit. Timeline is for SLAS to be set up for March 31st March 2012. Protocols to be in place for the rest of the financial year 2011/2012. Work to sit within the Root and Branch Review framework. Actions to be set up in Covalent.
Cultural Assets Strategy	Neil Bruce	The scope of this has changed and it is now split between culture and leisure. The review of the Water Management Plan will take precedence. The cultural asset plan development will now commence late 2012

Priority 4 - Technology

4.1 - Encourage active and appropriate use of technology to widen learning opportunities		
	Lead Officer(s)	Update
ECS Technology Strategy	David Wright	All schools are completing a questionnaire to identify key security issues. Once completed a review will look policy requirements and investment spending proposals.

Priority 5 - Health and Wellbeing

5.2 - Encourage people to make positive changes about their diets and lifestyles		
	Lead Officer(s)	Update
Health and Wellbeing Strategy	Neil Hendry	Policy being presented to ECS committee 23 Feb 2012

5.4 - Ensure access opportunities to participate in cultural and sporting activities**Lead Officer(s)****Update**

Priority Sports Policy	Lesley Thomson	Priority sports are currently being scoped and developed in conjunction with the pitch strategy, the leisure asset plan and the sports priorities for the City. This will be on the committee cycle with recommendations for approval in late 2012
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Priority 6 - Engagement in Arts, Culture and Heritage**6.1 - Raise the profile of culture and sport nationally and internationally****Lead Officer(s)****Update**

Public Art Policy	Lesley Thomson	A public art toolkit has been developed by the City's Arts and Sports Strategy Team and arts development with a grant from the cultural grants programme. This comprises a website which advocates good practice and is a resource for those who wish to commission high quality works. A pilot commission and community education programme are under way. In the new year (2012) the learnings from these activities will be presented in policy format for adoption by Aberdeen City Council
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Cultural Priorities	Neil Bruce	The cultural priorities framework was presented to committee in 2011 and is currently being implemented through the Service Manager, Culture and Sport, by appropriate members of the team.
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Priority 9 - Skilled and trained staff**9.1 - Skilled workforce with the knowledge, understanding and expertise required to carry out their duties****Lead Officer(s)****Update**

Communications Strategy	Jane Nicklen	The senior management team have considered an outline policy paper which identified the need to address improved communications with 6 stakeholder groups. To date the following work has been or is being undertaken: 1. Work with the press team to develop a press and media communications protocol. 2. An internal staff survey was conducted through Aug and Sept. the Directorate is formulating an action plan to address issues raised. 3. Surveys are planned on two-way communications with internal council partners, service delivery partners, other external partners and wider stakeholders. These will be undertaken in 2012
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CPD Strategy and Programme	Andrew Jones	Policy being presented to ECS committee 07 June 2012
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CPD Students Placement Policy	Davina Gilmour	Policy being presented to ECS committee 23 Feb 2012
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Leadership Development	Anne Darling/ Andrew Jones	Draft policy and framework are prepared for consultation. On schedule for ECS committee 23 Feb 2012
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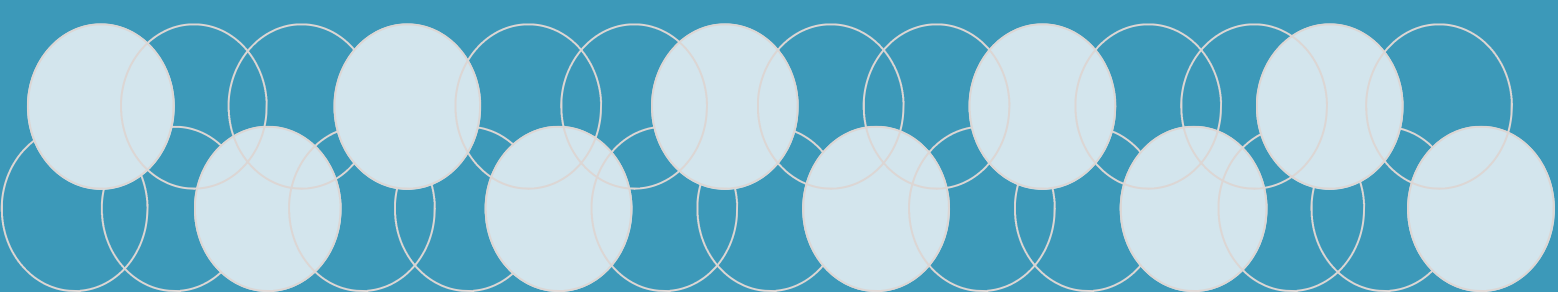


Scottish Library & Information Council



Aberdeen City Council self evaluation 2011

Public Library Quality Improvement Matrix (PLQIM)



Aberdeen City Council – report of a visit on 25th November 2011 by The Scottish Library and Information Council

Summary

The service used the Public Library Quality Improvement Matrix (PLQIM) to review its provision across in Quality Indicator 2 Community and personal participation. This focuses attention on the ways that library services provide opportunities for groups and individuals to participate in library-related community activities.

From detailed discussions with staff, the public and a wide range of stakeholders, visits to libraries and a review of the evidence, it is clear that Aberdeen City Libraries' staff are strongly committed to developing library services, clearly linked to Council priorities and publicising them well in the community.

The planning for library services is clearly linked to the corporate process, within the framework of community planning, and Libraries are fully engaged in partnership working with Communities Team and Learning partnerships. However, these teams are newly established and these relationships will need time and joint projects to build successful, long term partnerships.

The provision of community information is a strength of the service with a wide range of targeted information. There are a number of interesting projects which cater for many interests and age groups. Some of the services targeted at more vulnerable audiences older people, prisons and housebound are still developing but are already showing that the service is improving through innovation and creative new projects. The partnership which brought about the Millennium Volunteer Awards success with the Harlaw Academy Community Involvement volunteer is excellent practice, as is the joint working with migrant communities, as exemplified in *What I Love about Aberdeen*. Other examples of excellent practice include the Silver City Vault, with its global audience and the Europe Day Walking Trail.

Aberdeen City Libraries have faced a period of change and there are areas for improvement including developing and extending partnerships, continuing to engage with communities in order to meet needs and interests and increasing targeting of communities of interest and areas of deprivation. There is some excellent practice and opportunities to share these with other library services should be sought and some attention should be given to evaluating the impact of initiatives for feeding into Single Outcome Agreement reporting.

Quality Indicator 2 Personal and community participation	
<i>Planned approaches promoting personal and community development</i>	Very good
<i>Provision of community space for a range of activities</i>	Good
<i>Supporting, recording and providing access to community heritage and culture</i>	Very good

Levels

This report uses a six level scale, as follows:

- excellent – outstanding, sector leading
- very good – major strengths
- good – important strengths with areas for improvement
- satisfactory – strengths just outweigh weaknesses
- weak – important weaknesses
- unsatisfactory – major weaknesses

Introduction

Sited in all types of communities and with extensive mobile library service provision, libraries remain one of the free universal services for communities where the population can visit as individuals or in groups to pursue reading for pleasure, learning or hobbies. Libraries can support the business community, individual and community information needs and are inclusive of all age and social groups, nationalities, genders and religious beliefs. The delivery of high quality information and library services to individuals and communities helps people to develop their skills, realise their aspirations and contribute to the economic growth and well-being of the country. Libraries encourage the use of digital technologies by communities and individuals by providing access to information, learning and culture.

The first public library legislation in Scotland was passed in 1853 and the base legislation is the 1887 Public Libraries Consolidation (Scotland) Act, and so local authorities have a statutory duty to secure the provision of adequate library services for all persons resident in their area. Library services make a significant contribution to delivering the Scottish Government's five strategic priorities, as well as local council and community planning objectives.

Background

Aberdeen City has a population of around 210,404 and is a prosperous port in the North-east of Scotland. The local authority covers an area of 188.46 square kilometres and is built between two rivers, the Dee and the Don. Traditionally the local industries were based on farming and fishing but its modern economy is based on the oil industry and its epithet from the 1970s has been the 'Oil Capital of Europe'. Unemployment rates are under 2% and the City contributes 28% of UK corporation tax, more than the City of London, to the UK economy. Aberdeen is a major retail, leisure and cultural centre for the North East of Scotland. As well as an estimated 5390 migrant workers Aberdeen has a large number of international students attending the two universities and college of further education. Over 65s account for 15.3% of the population whilst 15.7% are under the age of 15.

The City faces significant challenges financially and has the lowest total revenue support per head of population amongst all 32 Scottish authorities currently £1,720 compared to the average £2,051. There is considerable affluence; but there are also areas of deprivation with 15% of the population living in areas in the Scottish Index of Multiple deprivation.

The Library Service has been in existence since 1884 when the libraries Act was adopted at a public meeting in March by 891 votes to 134. It currently comprises a city centre Central Library, 16 Community Libraries, a Mobile Library and a Home Service. The Central Library is the main service point serving the city and acts as the headquarters. It houses the Information Centre, Adult Lending Library, Media Centre and Children's Library.

Since 2007 budget decisions have seen the number of staff have decrease by 12.5% and opening hours by over 700 per month. Ongoing budget constraints continue to present a challenging environment for libraries to operate and develop within the city.

In 2010/11 25.2% of the population were recorded as library members, with over 1.1million visitors, over 1 million issues, 16,700 hours of wi-fi access and over 100,00 enquiries.

Process

Building on success: a public library quality improvement matrix self evaluation toolkit, prepared by the Scottish Library and Information Council (SLIC) provides the framework for the process. Aberdeen City Libraries' staff evaluated Quality Indicator 2 Community and personal participation. This visit built on previous reviews in March and October 2010 looking at Quality Indicator 1 Access to Information. Staff worked together to identify and evaluate evidence about the impact and outcomes and their findings were presented to SLIC.

Working with the help of a peer verifier, Sheila Campbell, The Moray Council, SLIC reviewed the evidence and carried out discussions with members of staff, a wide variety of partners, the public and the management team on 25th November 2011. Visits were made to Cove Library and Kaimhill Library.

SLIC would also like to thank all those who participated. Time was spent talking to members of the public and the wide range of partners in Kaimhill Library about the service they receive. This included the presentation of BBC First Click certificates to participants. These arrangements helped SLIC to come to a balanced view on the outcome of the self-evaluation.

Quality Indicator 2 Community and personal participation

Strengths

- Planning for library services is clearly linked to the corporate process, within the framework of community planning
- Fully engaged in partnership working with Communities Team and Learning partnerships
- Good provision of community information
- Wide range of targeted information
- Millennium Volunteer Awards success with the Harlaw Academy Community Involvement volunteer
- Joint working with migrant communities, *What I Love about Aberdeen*
- Silver City Vault
- Europe Day Walking Trail
- Services for target audiences – older people, prisons and housebound
- Wide range of projects which cater for many interests and age groups
- Helping some areas of the city develop a strong sense of community identity

Promoting personal and community development

Planning for library services is clearly linked to the corporate process, within the framework of community planning. A review of the Community planning Partnership and the overall structure took place in 2010. As a result, from June 2011, a new Community Planning Partnership was established – Community Planning Aberdeen and a new Board, Community Planning Aberdeen Board. The website, www.communityplanningaberdeen.org.uk holds all the publicly available information on community planning and the latest updates and Single Outcome Agreement 2008-11. Libraries use community planning process to inform the Libraries Operational Framework. Profiles provided by the Communities Team were used, for example, to identify where Health Information Points might be usefully introduced first.

The financial pressure on local authorities has had a major impact on libraries' partners and the Community Learning and Development has had a significant reduction in staffing. This has provided an opportunity to re-engineer the service and contacts with other teams, like Lifelong Learning Team, Neighbourhood Planning and Childcare Services Team, have been established so that help and support to individuals and communities continues. There are many areas for joint working, including sharing distribution networks, support to volunteers, learning partnerships, health and well being initiatives, training and funding. The Libraries are proactive in seeking a stronger role in improving employability skills. Employers like Tesco are sending people to the library to complete online applications, as issues like the literacy, ICT and information literacy skills deficits mean that people need assistance in applying for jobs online and developing new skills. More recently the Royal Mail Christmas postal staff were recruited via online applications in libraries. The service will be prioritising Job Clubs in Libraries.

Libraries have felt the impact of changes to the ILAs and as financial help is no longer available learners pursuing very basic ICT courses and it is more difficult for the older learners who have previously had access to First Click, which was very popular. Learning partnerships were established

in September 2010 to co-ordinate the delivery of community based learning and libraries are represented on all twelve partnerships. This has resulted in some positive outcomes including the Millennium Volunteer Awards success with the Harlaw Academy Community Involvement volunteer and Library Roadshows at Job Fairs and the Bridge of Don Gala. The Harlaw Academy partnership started out from an SQA Communications module unit and developed in a Millennium Volunteer project, who is placed with the Libraries for a session. Her role varies but at the time of the visit she was giving a young person's thoughtful perspective on the planning of a redesign for the central children's library. The Learning partnerships and the Communities Teams are still fairly new and Libraries should continue to develop relationships to avoid duplication of effort and share expertise and resources.

Provision of community information is good, with clear processes for collecting and publishing community information for contacts and neighbourhood directories. Community Information has been managed and published by Aberdeen City Libraries since 1985 and has developed from a printed directory to the Aberdeen City Council website. A new Community Directory is under development and the visiting team were shown a demonstration of the new design. Neighbourhood directories are also published so there is relevant local information for communities. Information bulletins are published for each community and this is another way in which Libraries can communicate with the public as they can feed information into this. Much of the community information is targeted at specific groups and tailored to meet their need. This includes a range of council and library information in community languages. Engaging with communities is time consuming and contacts are constantly changing so Libraries need to be aware that this is an area in which they will need to continue to work if local resources are to be developed. However, developments in IT will make this easier.

Providing community space

Community libraries provide venues for a range of events and activities. They all vary in their capacity and ability to meet the needs of the public but consistently provide a welcoming environment and staff are prepared to be flexible in their use of space. There is a planned programme of city-wide events including a substantial range of targeted activities, with defined audiences and outcomes. These include learning and community events as well as book, reading and literacy activities. It is also important to recognise the range of cultural events which Libraries participate in. Some examples include the National Poetry day open mike event in Central Library, partnership working with Europe Direct to stage a parliamentary debate style conference at Beach Ballroom for the 4th year running and digital learning and wii fit days for the over 50s which were extremely popular with their audience. Bookbug, the bookgifting initiative, remains a bestselling attraction for children and the Silver City Vault, the digital archive, launched in September 2011. Cultural activities include the development of an Exhibition of the work of JT MacKintosh and the guided tours on Doors Open day, including the library ghost.

The library space is open to those who are more vulnerable and a project with the Prison service has seen joint working between staff to help make the transition to outside world. The Torry women's wing inmates go to library with family and Bookbug is used to make the connection easier. Bookbug and family events make it easier for fathers to reconnect with their families. Greg Addison Family Literacy Officer working with library staff and a group of vulnerable young people, cited example of one young man, who was coping with issues arising from drug and alcohol abuse continuing to use the libraries' online services, even though his local library had relocated. The city has a significant number of migrant workers and a diverse student population. Libraries are working in partnership with community groups to ensure that different groups are reached. Libraries are exploring how the elderly/housebound use services and the potential for micro libraries, using iPads in the home service with customers in order to demonstrate the online catalogue, for example and what outreach activities are suitable for older people's wellbeing events with partners

There are information points for migrant workers in Central Library and community libraries. One particularly noteworthy project is the *What I Love about Aberdeen* booklet which was produced by the Europe Direct, the City Libraries and City Council. It's a multi-language booklet expressing the views of local children and collected to celebrate International Migrants Day 2010. Libraries should

continue to keep in close touch with communities and look to provide appropriate services but recognise that this will require regularly changing activities.

Access to community heritage and culture

The launch of the Silver City Vault is a major development for the city. This is a digital archive of the collections of Aberdeen’s local studies department and part funded by the Scottish Government’s Public Library Quality Improvement Fund. In the two months since the launch in September 2011, the website has received well over 3000 visits from 38 countries, ably meeting its objective of promoting the Libraries’ resources to a global audience. There are development plans in place to increase interaction and use crowd sourcing to stimulate participation. A short film competition is also being planned.

Europe Direct and Libraries produced a Walking Trail of the city to celebrate Europe Day. This is a guided walking tour of the city pointing out the fine architectural features of buildings and informing the participants about the local built heritage’s links to European architectural style.

A series of family history events is takes place as part of the Highland Fling event. Family history is a growing are of expertise and staff and enthusiasts work together to promote the development of knowledge and competencies. Aberdeen has a proud literary tradition and Libraries are encouraging the development of literary appreciation as well as young writers through events like Northern Writes. Live Literature funding is used to bring authors into schools and young people are encouraged to write reviews and add to Glow blogs.

Library staff play an dynamic role in promoting the cultural identity of Aberdeen and are active in giving talks, planning exhibitions which are often tailored to the interests of local communities and producing displays and publications. Granite Month festival was a City council initiative and it was the first time that this event had taken place. Libraries, with a longer view of the value of the local history of the granite industry, will continue to provide access to the information now that the event has been completed.

Areas for improvement

- Developing and extending partnerships
- Continuing to engage with communities
- Increasing targeting of communities of interest and areas of deprivation
- Evaluation of impact
- Seek opportunities to share best practice
- Continue to develop joint working with communities in order to meet needs and interests

Elaine Fulton, Director
Rhona Arthur, Assistant Director
Scottish Library and Information Council
January 2012

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