

## **EDUCATION AND CHILDREN'S SERVICES COMMITTEE**

ABERDEEN, 2 June 2016. Minute of Meeting of the EDUCATION AND CHILDREN'S SERVICES COMMITTEE. Present:- Councillor Taylor, Convener; Councillor Carle, Vice-Convener; and Councillors Donnelly, Boulton, Cameron (as substitute for Councillor Townson), Cooney, Copland, Lesley Dunbar, Flynn, Grant (as substitute for Councillor Malik), Greig, Hutchison, Len Ironside CBE, Laing, Nicoll, Noble, Samarai, Jennifer Stewart and Young. External Members (to article 13 only):- Ms Angela Bowyer (Parent Representative (Primary Schools and ASN)), Mr Anthony Rafferty (Parent Representative (Secondary Schools)) and Mrs Irene Wischik (Roman Catholic Religious Representative).

**The agenda and reports associated with this minute can be located at the following link:-**

**<http://committees.aberdeencity.gov.uk/ieListDocuments.aspx?CId=504&MId=3903&Ver=4>**

**Please note that if any changes are made to this minute at the point of approval, these will be outlined in the subsequent minute and this document will not be retrospectively altered.**

### **VICE CONVENER**

1. The Convener welcomed Councillor Carle to the Committee in his new role as Vice Convener. She also thanked Councillor Donnelly for his support in the role of Vice Convener and wished him well with his new role of Vice Convener of the Finance, Policy and Resources Committee.

### **GOOD NEWS**

2. The Convener and Vice Convener advised the Committee as to a number of good news stories as follows –

- **Middleton Park Primary School**

Middleton Park Primary School had made it through as a finalist in a national competition. The school had been shortlisted in two categories at the Scottish Education Awards 2016, namely the Creative Learning Award and the Raising Attainment in Numeracy Award.

A ceremony would be held in Glasgow on 8 June 2016 where judges would reveal the winners. The awards were designed to recognise and reward people who dedicated their lives to children and young people, and showcase the work and innovation happening in classrooms across the country. The Committee wished them every success.

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- **Riverbank Primary School**

The Convener reminded Members that at the previous meeting of Committee, she advised that Riverbank Primary School was being recommended for a Level 2 of the Rights Respecting Schools Award and now advised the school had been awarded the Level 2 accreditation. This was a fantastic achievement to be the only school in the United Kingdom to have been accredited on three occasions.

- **Primary School Catering Staff**

Aberdeen's primary school catering staff had been given a prestigious award for their healthy school meals. The culinary crew had been presented with the silver accreditation for their use of local, seasonal and organic ingredients to create healthy, freshly prepared meals for school children.

The silver accreditation represented the level of service provided in all primary schools across the city and was awarded after a successful audit inspection which was carried out at Scotstown Primary. The Soil Association Scotland's "Food for Life" awards aimed to improve the food choices young people make.

The national recognition followed months of hard work by many individuals on menu planning, recipe makeovers, food provenance and organic ingredient sourcing. This was a fantastic story of genuine achievement in improving the lives of school pupils. The Convener commended catering staff and all of the Catering Team for the great lengths they went through to prepare healthy school meals fresh with ingredients from farms of the North-east.

- **Dolly Parton**

Dolly Parton's Imagination Library was a free book-gifting charity for young children from birth to the age of five. From next month every looked after child in Aberdeen enrolled in the global initiative would have the chance to receive a book in the post every month until their fifth birthday. Every book would be personally addressed to each individual child and all titles in the Imagination Library were published by Penguin Random House and carefully selected by a panel of experts in early childhood literacy and reading.

Dolly, who described herself as being "dirt poor" in her early family life, was inspired to set up her Imagination Library as a tribute to her father, a smart and hard-working man who was unable to read or write. She wanted to guarantee access to books, inspire a lifelong love of reading and help children reach their full potential. Since setting up the first Imagination Library in her hometown of Tennessee in 1995 the Dollywood Foundation had sent over 70million free books to child worldwide, with more than 1.3million posted in the UK and counting.

The Convener thanked Gayle Gorman, Director, and Margaret Cruickshank, Principal Planning and Development Officer, for their hard work in bringing this initiative to

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Aberdeen. It had transformed many lives around the world and she was sure Aberdeen's looked after children would benefit from Dolly's passion and generosity.

- **Shop Front Design Project**

This was a project, set up by Aberdeen City Heritage Trust and was part of the Year of Innovation, Architecture and Design which was aimed at encouraging children and young people to understand design concepts and allow them to be creative.

Two hundred primary school pupils were challenged to design shop front windows which would attract a customer base in Aberdeen. Classes from Ferryhill, Hanover Street, Skene Square, Sunnybank and Walker Road schools worked on the projects since January 2016.

The Convener was thrilled to be at the Tivoli Theatre earlier this month to see the enterprising young designers unveiling their own 3D models of shop windows. The models ranged from designs for fashion houses to cafes. Some budding designers even included the layout of their premises and furnishings while others identified opening hours and put together potential menus.

It was a great opportunity to engage with young people to raise awareness of the built environment and to think about how design affects our daily lives in urban areas. An overwhelming and colourful response reflected the enthusiasm and unbridled creativity of the youngsters.

- **Imagining Aberdeen: Children's Parliament**

Children from across the city were Imagining Aberdeen as a place where children were healthy, happy and safe.

Four Aberdeen City schools, namely: Bramble Brae Primary, Manor Park Primary, Riverbank Primary and Tullos Primary were participating in the project.

Phase one of the project saw 300 children considering life in the community, at home and at school and exploring the idea of human dignity. While phase two saw 20 children - our Imagineers - taking part in a Mural Project which captured children's vision for the city. The Leader of the Council, the Vice Convener and the Convener visited Harlaw Academy on 28 May to see children from across the city working with Children's Parliament and Imagining Aberdeen as a place where children were healthy, happy and safe. The Mural would be touring around the four participating schools, and each of the schools had organised their own programme of activities around the Mural initiative.

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**The Committee resolved:**

- (i) to commend the achievements of the Service as detailed above; and
- (ii) to request the Director to write to Dolly Parton, on behalf of the Committee, to thank her for bringing the Imagination Library to Aberdeen.

**MINUTE OF MEETING OF 24 MARCH 2016**

3. The Committee had before it the minute of its meeting of 24 March 2016, for approval.

**The Committee resolved:**

to approve the minute as a correct record.

**COMMITTEE BUSINESS STATEMENT**

4. The Committee had before it a statement of pending and outstanding committee business which had been prepared by the Head of Legal and Democratic Services.

**The Committee resolved:**

- (i) in relation to item 2 (Aberdeen International Youth Festival – Business Plan), to request the Director of Education and Children's Services to circulate a briefing note on progress with the governance review in advance of this year's festival and to note that a report would be submitted to the Committee's meeting on 8 September 2016 on this matter;
- (ii) to delete items 3 (GIRFEC/Children and Young People's Act – Update), 6 (Cross Service – Recruitment Procedures), 8 (Education and Children's Services Directorate Performance Report/Children and Young People (Scotland) 2014 Act Update), subject to the decision taken later on today's agenda; and
- (ii) to otherwise note the updates contained therein.

**MOTIONS LIST**

5. The Committee had before it a list of motions prepared by the Senior Democratic Services Manager.

**The Committee resolved:**

to note the list.

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**MATTER OF URGENCY**

The Convener intimated that she had directed in terms of Section 50(B)(4)(b) of the Local Government (Scotland) Act 1973 that the following item could be considered as a matter of urgency so that the Committee could be presented with accurate and complete financial information, as well as further documentary evidence for the reported variances.

**2015/16 REVENUE BUDGET MONITORING - ECS/16/030**

6. With reference to article 6 of the minute of the meeting of the Education and Children's Services Committee of 24 March 2016, the Committee had before it a report by the Director of Education and Children's Services and the Head of Finance which advised members of the current year revenue budget to date for the Education and Children's Service, and outlined any areas of risk, and management action being taken in this regard.

**The report recommended –**

that the Committee –

- (a) note the projected variance of £1.3M less than budget; and
- (b) note that this figure was still subject to the annual audit process and would be reported to Council upon completion of said audit process.

The Convener, seconded by Councillor Greig moved:-

that the Committee –

- (1) approve the recommendations in the report; and
- (2) note the Council Leader's letter to the Deputy First Minister and Cabinet Secretary for Education and Skills regarding the significant difficulties Aberdeen City Council had in attracting and retaining teaching staff for our schools and to endorse the letter.

Councillor Nicoll, seconded by Councillor Flynn moved as an amendment:-

that the Committee approve the recommendations in the report.

On a division, there voted:- for the motion (15) – the Convener; the Vice Convener and Councillors Boulton, Cooney, Donnelly, Lesley Dunbar, Grant, Greig, Ironside CBE, Laing, Jennifer Stewart and Young and Angela Bowyer, Anthony Rafferty and Irene Wischik; for the amendment (7) – Councillors Cameron, Copland, Flynn, Hutchison, Nicoll, Noble and Samarai.

**The Committee resolved:**

- (i) to adopt the motion; and

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- (ii) to request the Director to investigate the possibility of the incentive payment for newly appointed teachers being provided as a single payment at the beginning of the contract and to advise the Committee accordingly.

**EDUCATION AND CHILDREN'S SERVICES DIRECTORATE PERFORMANCE REPORT / CHILDREN AND YOUNG PEOPLE (SCOTLAND) 2014 ACT UPDATE - ECS/16/026**

7. With reference to article 7 of the minute of its meeting of 24 March 2016, the Committee had before it a report by the Director of Education and Children's Services which provided a summary of quarterly Education and Children's Services Directorate performance outcome data up to and including 31 March 2016.

**The report recommended –**

that the Committee note the Education and Children's Service Directorate performance report for the quarterly period to 31 March 2016.

**The Committee resolved:**

to approve the recommendation.

**EDUCATION AND CHILDREN'S SERVICES DIRECTORATE BUSINESS AND SERVICE PLANS 2016-17 - ECS/16/013**

8. The Committee had before it a report by the Director of Education and Children's Services which presented the interim Education and Children's Services Business Plans, 2016/2017.

**The report recommended –**

that the Committee note the content of the Education and Children's Services Directorate Interim Service Business Plans, 2016/17.

**The Committee resolved:**

to approve the recommendation.

**MATTER OF URGENCY**

**The Convener intimated that she had directed in terms of Section 50(B)(4)(b) of the Local Government (Scotland) Act 1973 that the following item could be considered as a matter of urgency so that the Committee could consider the matter in a timely manner and to enable the Service to consult on the arrangement and fully consider the risks of this.**

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**PVG CHECK - CROSS SERVICE RECRUITMENT PROCEDURES - ECS/16/031**

9. With reference to article 20 of the minute of the meeting of the Audit, Risk and Scrutiny Committee of 9 March 2016, the Committee had before it a report by the Director of Education and Children's Services which (1) provided an update on the observations and recommendations made by the Internal Audit report entitled "Recruitment and Selection" which was considered by the Audit, Risk and Scrutiny Committee; and (2) sought approval to allow the continuation of the current arrangement which allowed the Education Service to employ teachers who held an approved PVG form, under risk assessed circumstances which ensured that they were not left alone with children until such time as their PVG check had been approved by Aberdeen City Council officers.

**The report recommended –**  
that the Committee -

- (a) agree to the on-going arrangement which would allow teachers who hold a General Teaching Council for Scotland (GTCS) registration or a clear PVG from the GTCS or their former employer to teach in Aberdeen schools, subject to the following:
  - 1. a risk assessment having been completed by the Head Teacher;
  - 2. another member of staff who had been approved through the PVG process was located in the class to ensure that the individual concerned was not left in a position of being the only adult in front of children; and
  - 3. that the Service and individual had completed and submitted the appropriate documentation to Disclosure Scotland for review prior to the individual taking up post with Aberdeen City Council;
- (b) agree that this arrangement would apply until teacher vacancy levels returned to manageable levels, following which the Service would fully comply with the Council's Recruitment and Selection policy;
- (c) agree that the arrangement in place be reviewed on a six monthly basis by Human Resources and Education and Children's Services; and
- (d) otherwise note the content of the report.

The Convener, seconded by the Vice Convener moved:-

that the Committee approve the recommendations in the report, subject to the word "or" in the first paragraph of recommendation (a) being replaced with the word "and".

Councillor Nicoll, seconded by Councillor Copland moved as an amendment:-

that the Committee –

- (1) instruct officers to implement Aberdeen City Council's "Protecting Vulnerable Groups Scheme and Police Act Disclosure Protocol" document which detailed the obligations and guidance for compliance

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- with existing legislation where a PVG Scheme check had been identified as a requirement for the post; and
- (2) instruct the Chief Executive to write to Disclosure Scotland with the request that due to the problems with the recruitment and retention of teaching staff, they “fast track” any applications for teaching staff applying for employment with Aberdeen City Council.

On a division, there voted:- for the motion (15) – the Convener; the Vice Convener and Councillors Boulton, Cooney, Donnelly, Lesley Dunbar, Grant, Greig, Ironside CBE, Laing, Jennifer Stewart and Young and Angela Bowyer, Anthony Rafferty and Irene Wischik; for the amendment (7) – Councillors Cameron, Copland, Flynn, Hutchison, Nicoll, Noble and Samarai.

**The Committee resolved:**

- (i) to adopt the motion; and
- (ii) to instruct the Director of Education and Children’s Services to write to all parents to advise of the arrangement and the actions taken to mitigate risk.

**STATUTORY CONSULTATION - CONSULTATION REPORTS ON THE PROPOSALS TO MAKE CHANGES TO THE SCHOOL ZONE BOUNDARY FOR AIRYHALL SCHOOL AND HAZLEHEAD SCHOOL, AND TO REMOVE AN AREA OF DUAL ZONING BETWEEN SUNNYBANK SCHOOL AND HANOVER STREET SCHOOL**

**10.** With reference to article 3 of the minute of the meeting of the former Education, Culture and Sport Committee of 7 February 2013, the Committee had before it a report by the Director of Education and Children’s Services which advised on the outcome of recent statutory consultations on the proposals to make changes to the school zone arrangements for Airyhall School and Hazlehead School, and also for Sunnybank School and Hanover Street School.

**The report recommended –**  
that the Committee –

- (a) agree to implement the following proposals:
  - 1. For the Airyhall School and Hazlehead School rezoning proposal:
    - to rezone the area of housing known as the Macaulay Estate, from Hazlehead School to Airyhall School, and to adjust the Airyhall and Hazlehead School zone boundaries to accommodate the Pinewood/Hazledene housing development, with effect from 1 August 2016; and
  - 2. For the Sunnybank School and Hanover Street School rezoning proposal:
    - to remove an area of dual-school, and to include this area within the zone for Sunnybank School only, with effect from 1 August 2016.



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**The Committee resolved:**

- (i) for the Airyhall School and Hazlehead School rezoning proposal, to agree:
  - to rezone the area of housing known as the Macaulay Estate, from Hazlehead School to Airyhall School, and to adjust the Airyhall and Hazlehead school zone boundaries to accommodate the Pinewood / Hazledene housing development within the Hazlehead School zone, with effect from 1st August 2016; and
  - with Education Scotland that the proposal put forward was of clear educational benefits to children attending both schools, and that if implemented, it would help sustain viable pupil rolls in both schools and help to ensure the best value in the management of the Council's school estate; and
- (ii) for the Sunnybank School and Hanover Street School rezoning proposal, to agree:
  - to remove an area of dual-school zoning for Sunnybank School and Hanover Street School, and to include this area within the zone for Sunnybank School only, with effect from 1st August 2016; and
  - with Education Scotland that the proposal put forward was of clear educational benefits to children attending both schools, and that if implemented, it would help sustain viable pupil rolls in both schools and help to ensure the best value in the management of the Council's school estate;
- (iii) to request the Director of Education and Children's Services to write to parents to advise of the decision in respect of the rezoning and of the sibling rule as detailed in the Guide to Education Services; and
- (iv) to request the Head of Policy, Performance and Resources to advise Councillor Noble, by way of email, of the percentage of children from the dual zone attending Sunnybank School.

**INTERIM REPORT ON REVIEW OF BOOKINGS AND LETTINGS - ECS/16/027**

**11.** The Committee had before it a report by the Director of Education and Children's Services which informed of progress of the current review of bookings and lettings procedures for schools and community facilities; and sought approval to adjust the charges for sport bookings, to better reflect the requirements to charge Value Added Tax for these bookings.

**The report recommended:**

that the Committee –

- (a) note the content of the report, in respect of the progress of the current review of bookings and lettings procedures for school and community facilities; and
- (b) approve the proposal to adjust the charges for all sports facility bookings, so that it was made clear to customers that the charges for sports facilities were

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exclusive of VAT, and to provide clear guidance to customers on how to claim eligibility for exemption from VAT charges.

**The Committee resolved:**

to approve the recommendations.

**CULTURE PROGRAMME 2016/17 - ECS/16/024**

12. The Committee had before it a report by the Director of Education and Children's Services which (1) sought approval for the 2016/17 culture programme and the partnership and contractual arrangements proposed in the report; and (2) provided details of the priorities and objectives which underpinned this investment, to support the delivery of a targeted number of events and activities aiming to improve Aberdeen's cultural sector.

**The report recommended:**

that the Committee -

- (a) to agree, as detailed in the body of the report, the proposed themes, budget allocations and processes for Aberdeen's 2016/17 culture programme; and
- (b) to note, as specified in the body of the report, the benefits of the programme to the city and how it supported the strategic priorities of the Council.

**The Committee resolved:**

to approve the recommendations.

**THE STRATEGY FOR AN ACTIVE ABERDEEN, 2016-20 0- ECS/16/029**

13. The Committee had before it a report by the Director of Education and Children's Services which presented the draft strategy for an Active Aberdeen and sought Members' views on this document.

**The report recommended -**

that the Committee note the current draft Strategy for an Active Aberdeen and provide comments as a key element in the consultation process and note that the final Strategy would be submitted to a future meeting of the Committee for information.

**The Committee resolved:**

- (i) to note the current draft Strategy for an Active Aberdeen and that the final Strategy would be submitted to a future meeting of the Committee for information; and
- (ii) to note that members could submit individual comments on the draft Strategy to the Interim Sport and Physical Activity Director, Sport Aberdeen.

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**At this juncture, the external members of the Committee departed.**

**UPDATE ON READINESS FOR FULL IMPLEMENTATION OF PARTS 4, 5 AND 18  
OF THE CHILDREN AND YOUNG PEOPLE (SCOTLAND) ACT 2014 - ECS/16/025**

**14.** With reference to article 7 of the minute of the meeting of the Education and Children's Services Committee of 24 March 2015, the Committee had before it (1) progress made towards preparing for full implementation of parts 4, 5 and 18 of the Children and Young People (Scotland) Act 2014; and (2) detailed costs associated with the implementation of the Action Plan.

**The report recommended:**

that the Committee –

- (a) note the content of the report, the Action Plan contained within appendix 1 and documentation within subsequent appendices;
- (b) instruct officers to continue to implement the Action Plan contained within appendix 1 and collaborate with partners to update the Plan for August 2016; and
- (c) instruct officers to use performance measures and national best practice to improve the wellbeing of children and young people.

**The Committee resolved:-**

to approve the recommendations.

**- COUNCILLOR ANGELA TAYLOR, Convener.**