

ABERDEEN CITY COUNCIL

COMMITTEE	Education & Children's Services Committee
DATE	23 May 2023
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Northfield Advisory Group
REPORT NUMBER	CFS/23/154
DIRECTOR	Eleanor Sheppard
CHIEF OFFICER	Shona Milne
REPORT AUTHOR	Eleanor Sheppard
TERMS OF REFERENCE	1.1.1, 1.1.6

1. PURPOSE OF REPORT

- 1.1 The Education and Children's Services Committee of 30th March instructed the Interim Director Children and Family Services to implement the governance framework, including the establishment of an Advisory Group, to help drive improvements at Northfield Academy in the longer term. This report updates Committee on the progress made in establishing the Advisory Group.

2. RECOMMENDATIONS

That the Committee:-

- 2.1 endorse the proposed membership of the Advisory Group as outlined in this report; and
- 2.2 instruct the Interim Director Children and Family Services to routinely report the outputs of each meeting of the Advisory Group to the next scheduled meeting of the Education and Children's Services Committee.

3. CURRENT SITUATION

- 3.1 The Special Education and Children's Services Committee of 30th March instructed the Interim Director Children and Family Services to implement the governance framework, including the establishment of an Advisory Group, to help drive improvements at Northfield Academy in the longer term.
- 3.2 It was proposed that the group include a range of individuals with a nationally recognised expertise in their sectoral, professional and topic fields across education (primary, secondary and tertiary), children's social work, and the contextual factors affecting the population health of this community. It was also proposed that the Advisory Group include the Chair of the Parent Council and pupil representation.
- 3.3 Taking a broad approach will ensure that the opportunities presented from wider education and policy reform are taken fully into account. A wide range of perspectives from individuals with different professional disciplines will provide an ideal opportunity to receive challenge on established norms around the

delivery of services in order to help consider more extensive reform in how services are delivered to better serve the Northfield Community.

- 3.4 Officers have successfully secured the support of a range of individuals with nationally recognised expertise and propose to now secure support from the Parent and Pupil Forums prior to the first meeting of the group. It is hoped that finalising external membership will enable the group to be convened before the end of this academic year.

Proposed Members of the Advisory Group

3.5 **Angela Morgan OBE**

Angela completed her professional qualification and Master's degree in Social Work at the University of London and subsequently progressed her career in the third sector.

She initially specialised in mental health, working in senior positions for SAMH after moving to Scotland in the late 80s. Her final full time positions were as Director of Families Outside, the Scottish organisation working with and on behalf of prisoners families, and then as the Chief Executive Officer of Includem; focused on fragile children and families at risk of removal to care or involvement in the youth justice system.

In both these roles Angela was involved in national policy and practice review activity e.g., secure care, youth justice, Children's Hearing System. Latterly she was a member of the Workforce thematic group for the Review of Children and Young People in Care – now The Promise.

Since 2018 Angela has continued her interest in equality and the enablement of potential, especially for young people, through involvement in a range of initiatives and organisations.

In 2019 Angela was asked by Scottish Government, COSLA and ADES to Chair the Review of the Implementation of Additional Support for Learning legislation in Scotland. This was presented to the Cabinet Secretary for Education in March 2020. Although Angela has had no subsequent formal involvement, she has continued to support positive activity through commentary and speaking. She was recently asked to contribute to the current Education Reviews influencing education reform including the future approach to Qualifications and Assessment in Scotland.

Currently she is a Non Exec Member at Consumer Scotland, a volunteer at Grace Chocolates and a qualified independent leadership coach working with emerging and established leaders. She is currently establishing a sub committee at Consumer Scotland focused on consumers in vulnerable circumstances.

3.6 **Professor Brian Boyd**

Brian worked in the Faculty of Education at the University of Strathclyde for thirteen years after a career in secondary education which began in 1970 and saw him hold two posts of headteacher as well as education officer and chief adviser. His Masters in Education (1st class) was in school policy-making and his PhD focused on the primary-secondary transition as a case study in educational policy making.

Brian was a member of the Ministerial Review Group on the curriculum 3-18 which produced the report A Curriculum for Excellence in 2004.

Brian is a co-founder with Katrina Bowes of Tapestry, a ground-breaking and impactful organisation set up to bring leading edge thinking about learning to Scotland.

Through this work with Erasmus, Brian brought schools from Finland, Norway, Sweden, Spain, Freisland and Scotland together to study and learn from each other to ensure that international best practice was spread.

Brian co-led two literature reviews to support A Curriculum for Excellence and has been involved in research on Assessment is for Learning, Recognising Wider Achievement and Dialogic Teaching.

Professor Boyd has researched and published books and articles on a range of issues, from school effectiveness to school self-evaluation, from Study Support to the role of advisers, from Guidance to Dialogic Teaching, from Recognising Wider Achievement to Assessment is for Learning, from Curriculum Architecture to Curriculum Change, from Inclusion to primary-secondary transition. Brian undertook research around Northfield Academy around 15 years ago.

Brian is now an Emeritus Professor of the University of Strathclyde but continues to publish articles.

3.7 **Clare Hicks**

As a result of the Convenor of Education and Children's Services writing to the Cabinet Secretary, Claire Hicks has been nominated to participate in the group as a Scottish Government representative.

Clare has a degree (MA Hons) in English Literature and History from Edinburgh University. Prior to her civil service career, she worked in Shetland in alcohol and drugs policy.

Clare began her career in the UK Civil Service in 2002 in the Department for Work and Pensions. She joined the Scottish Government in 2005. Her most recent posts include Deputy Director (Covid Recovery), Deputy Director (Police Division) and as Deputy Director (Workforce, Infrastructure and Reform) in the Learning Directorate.

From October 2021, she took on the role of Director for Education Reform, working closely with Learning Directorate and wider education stakeholders to help drive the range of on-going education reforms in Scottish education.

Clare Hicks has been Director of Education Reform since October 2021 and oversees the Education Reform Directorate whilst working closely with the Learning Directorate and wider education stakeholders.

3.8 **Karyn McCluskey**

Karyn trained as a nurse, and then in psychology. She spent 21 years working with the police and helped establish the Violence Reduction Unit in 2003, taking a Public Health approach to prevention by focussing on early intervention. She is a member of the WHO Violence Prevention Alliance and also helped set up the Medics Against Violence charity in Scotland, which speaks to school children about violence reduction, injury and keeping safe.

She previously developed a plan to tackle violence for the Metropolitan Police and has published work on Armed Robbery teams, Alcohol and Violence Interventions in a clinical setting and Violence Reduction. In addition, Karyn is a Non-Executive Director at Scottish Professional Football League and a board member of Simon Community Scotland and the Centre for Justice Innovation.

Karyn leads the Community Justice Scotland team and has overall responsibility for raising awareness of the value that community justice brings to individuals and communities. She provides leadership in a highly complex sector that covers multiple professional and organisational operating environments, working with partners to ensure a relentless focus on improving outcomes for those in the community justice system. This includes consideration of how to support children and young people who experience violence or are impacted by parents in prison.

Karyn has considerable experience in supporting and challenging partners by promoting new ways of working that can improve service delivery and create better outcomes for individuals and society.

- 3.10 Work is currently underway to secure some Public Health expertise. The biography of additional members will be shared with Committee when identified.
- 3.11 It is proposed to convene the first meeting of The Advisory group before the end of this academic year. It is thought that the first meeting of the Group should be held at Northfield Academy and provide an opportunity to explore a wide range of data to help the Advisors to gain a clear understanding of the context. Taking this approach will allow the Advisors to get a sense of the school and community and agree the data they would like to access routinely to support their work.
- 3.12 It is also proposed that the Tactical Team be invited to present progress against the Logic Model approved at the Education and Children's Services Committee on 30th March 2023 so that the Advisors have an understanding of the work currently being driven forwards. It would also be advantageous to offer key stakeholders, including members of the Education and Children's Services Committee the opportunity to meet the Advisors.
- 3.13 With Committee approval, the Interim Director Children and Family Services will present a summary report following each meeting of the Advisory Group to ensure that all Committee members are sighted on progress.

4. FINANCIAL IMPLICATIONS

- 4.1 There are no financial implications arising from this report. Costs will be met from established budgets.

5. LEGAL IMPLICATIONS

- 5.1 Implementation of the recommendations will assist the Council discharge its statutory duties under the Education legislation more effectively.

6. ENVIRONMENTAL IMPLICATIONS

6.1 No risks have been identified

7. RISK

Category	Risks	Primary Controls/Control Actions to achieve Target Risk Level	*Target Risk Level (L, M or H) *taking into account controls/control actions	*Does Target Risk Level Match Appetite Set?
Strategic Risk	Risk of not improving outcomes for learners at Northfield.	Detailed plan in place to address the findings of the inspection.	L	Yes
Compliance	Risk of not complying with national guidance	Detailed plan in place to address the findings of the inspection with on-going support from across our secondary schools and beyond.	L	Yes
Operational	Risk that improvement work does not lead to improved outcomes for learners	Weekly Tactical meetings to look at the impact of changes on young people.	L	Yes
Financial	No risks identified			
Reputational	Risk that poor quality of provision will present a reputational risk to the Council	Weekly meetings of the Tactical Team will help address any issues timeously.	M	Yes
Environment / Climate	No risks identified			

8. OUTCOMES

<u>COUNCIL DELIVERY PLAN</u>	
	Impact of Report

<p>Aberdeen City Council Policy Statement</p> <p>Commit to realising the potential of each individual, by seeking to widen curriculum choice and implement progressive choices.</p> <p>Commit to closing the attainment gap in education while working with partners across the city.</p>	<p>External scrutiny can support wider reform when issues are entrenched. It is thought that the external report will serve as a catalyst for change at Northfield Academy.</p>
<p><u>Aberdeen City Local Outcome Improvement Plan</u></p>	
<p>Prosperous People - 95% of all our children, including those living in our priority neighbourhoods, will sustain a positive destination upon leaving school by 2026</p>	<p>Engagement with Advisors provides an opportunity to learn from both national and international best practice. The establishment of the Expert Advisory group will help ensure that the provision of services from Northfield better serves the community.</p>
<p>Regional and City Strategies</p> <p>Prevention Strategy</p> <p>Children’s Services Plan</p> <p>National Improvement Framework Plan</p>	<p>Engagement with the Inspectorate is fully aligned to the city prevention strategy. Work to address poverty and improvement in the Children’s services plan, the Child Poverty Action Plan and the National Improvement Framework Plan is also supported through external scrutiny.</p>

9. IMPACT ASSESSMENTS

Assessment	Outcome
<p>Integrated Impact Assessment</p>	<p>Not required</p>
<p>Data Protection Impact Assessment</p>	<p>Not required</p>
<p>Other</p>	<p>None</p>

10. BACKGROUND PAPERS

None

11. APPENDICES

None

12. REPORT AUTHOR CONTACT DETAILS

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