

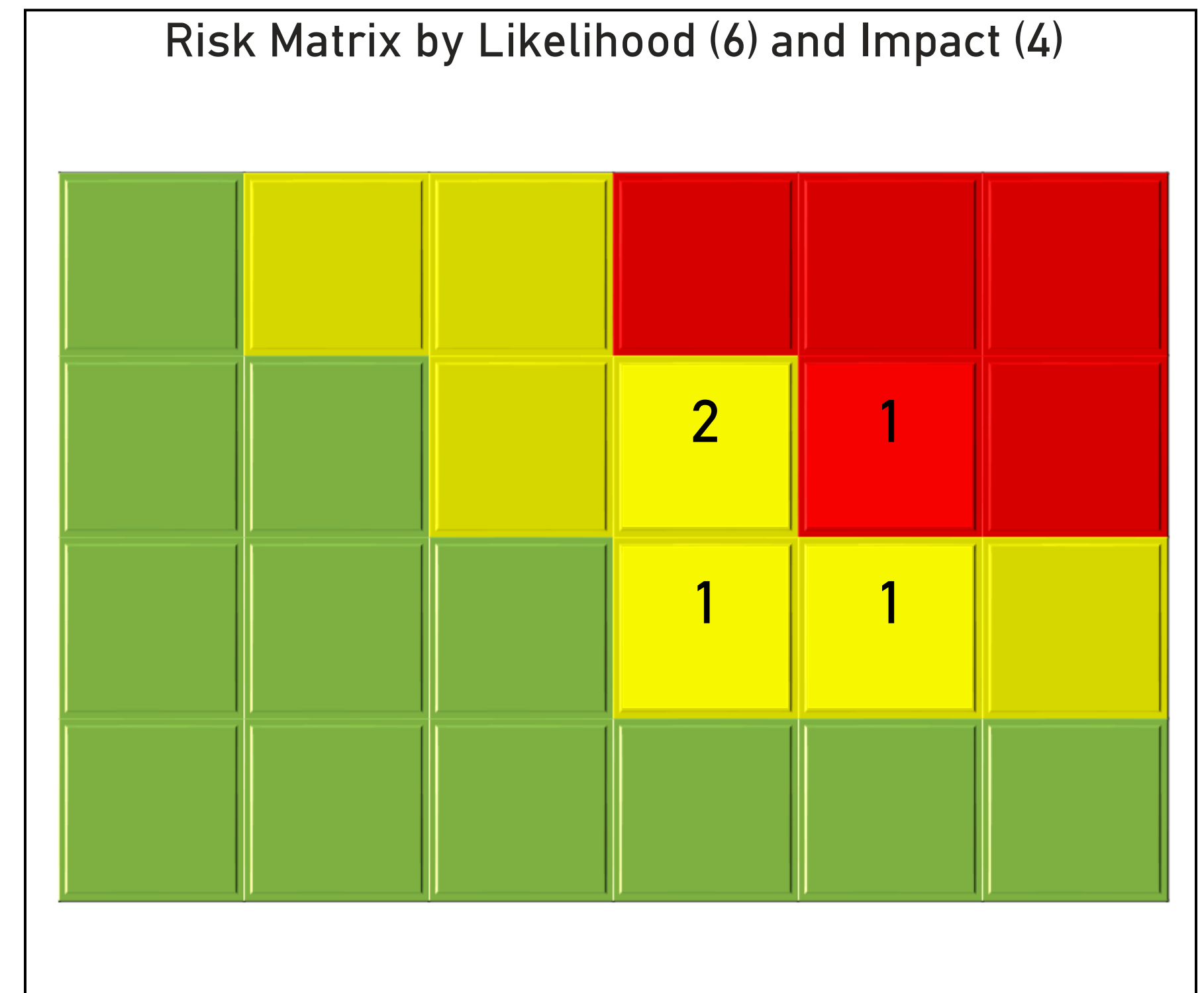


Education & Lifelong Learning Risk Register

CURRENT CLUSTER RISKS	CURRENT RISK SCORE
Education - Demographic demands	10
Removal of Scottish Attainment Challenge funding	12
Risk that the number of Senior Leadership vacancies leads to staff in posts that are not of required quality	15
Specialist teacher shortage in secondary schools	8
The perception of failure to record incidents of violence and aggressive behaviour against school staff.	12

Number of Cluster Risks

5



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

RISK TITLE	RISK DESCRIPTION	CONTROL ACTIONS	TARGET RISK SCORE	CURRENT RISK SCORE	CURRENT LIKELIHOOD	CURRENT IMPACT	TARGET COMPLETION DATE
Education - Demographic demands	Growing demographic demands result in service delivery pressures	<p>1) Produce annual pupil roll projections against existing school capacity and use to inform school estate plans.</p> <p>2) Monitor school admissions on a monthly basis to ensure changing trends are understood and informing planning</p> <p>3) Maintain accurate records of school places available across the city to help manage school admissions as efficiently as possible and support medium term planning</p> <p>4) Proactively engage with Higher Education Institutions to help determine likely demand for school placements from International Students</p> <p>5) Continue to work closely with Further Education to ensure that post school opportunities are promoted with older young people who arrive in the city</p> <p>6) Continue to work closely with Further and Higher Education partners to ensure that our approach to delivery of the senior phase makes efficient use of shared resource and physical space.</p> <p>7) Maintain regular contact with displaced person lead to ensure availability of provision is shared with Scottish Government to inform decision making.</p> <p>8) Regular meetings with independent head teachers to ascertain numbers of young people likely to move into local authority schools due to the impact of the 20% VAT on</p>	8	10	5	2	17 March 2025

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

RISK TITLE	RISK DESCRIPTION	CONTROL ACTIONS	TARGET RISK SCORE	CURRENT RISK SCORE	CURRENT LIKELIHOOD	CURRENT IMPACT	TARGET COMPLETION DATE
The perception of failure to record incidents of violence and aggressive behaviour against school staff.	The existing recording system does not provide accurate data to allow for investigation and accurate reporting of incidents.	<ol style="list-style-type: none"> 1. Develop and implement a behaviour action plan – Complete 2. Co designing mandatory eLearning module with trade Unions to include procedures for H&S, PCRA's and exclusion – Complete 3. All schools to add H&S to staff meeting agendas – Complete 4. Short H&S briefings to be developed in collaboration with TU's and used for staff training – October 24 5. All school policies to be reviewed and updated to incorporate the National Behaviour Plan – May 25 6. Review incident reporting system to ensure reporting procedures are clear - Complete 7. Develop and provide guidance to support post incident discussion – Complete 8 - Continue to meet fortnightly with Trade Unions to identify good practice - on-going 9 - Educational psychology review of support for learners - November 24 	3	12	4	3	30 August 2025

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

RISK TITLE	RISK DESCRIPTION	CONTROL ACTIONS	TARGET RISK SCORE	CURRENT RISK SCORE	CURRENT LIKELIHOOD	CURRENT IMPACT	TARGET COMPLETION DATE
Removal of Scottish Attainment Challenge funding	If the Scottish Attainment Challenge Funding is removed schools will be unable to continue to afford interventions in place to support young people	<p>1) Desktop review of PEF plans with HT to identify risks at school level Greater consideration of sustainability in PEF Plans 24/25.</p> <p>2) Collation of school information on staff employed through PEF funding to determine risks around contracts.</p> <p>3) Working group of HTs and Officers to undertake scenario planning based on the information gleaned.</p>	8	12	4	3	30 December 2024

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

RISK TITLE	RISK DESCRIPTION	CONTROL ACTIONS	TARGET RISK SCORE	CURRENT RISK SCORE	CURRENT LIKELIHOOD	CURRENT IMPACT	TARGET COMPLETION DATE
Risk that the number of Senior Leadership vacancies leads to staff in posts that are not of required quality	Very few applications for senior leader posts and the quality is not as high as would be expected.	<ul style="list-style-type: none"> 1) Clear signposting to leadership development programmes at all levels 2) Leadership programmes shared regularly with HTs 3) Regularly review the quality of leadership programmes 	9	15	5	3	20 June 2025

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

RISK TITLE	RISK DESCRIPTION	CONTROL ACTIONS	TARGET RISK SCORE	CURRENT RISK SCORE	CURRENT LIKELIHOOD	CURRENT IMPACT	TARGET COMPLETION DATE
Specialist teacher shortage in secondary schools	Risk that attainment in particular subjects will be impacted by the shortage of secondary specialist teachers.	<p>1 - Create subject networks across the City.</p> <p>2 - ABZ Campus Courses offered in all secondary schools.</p> <p>3 - Provide probationars with high quality professional learning and opportunities to shadow in other schools.</p>	2	8	4	2	29 May 2025