Appendix 1: Education Services Annual Business Plan

Commitments Progress, Mid-Year Highlights November 2023

The following Commitments and Highlights relate to Council Strategic Plan:

Grand Challenge One: Reduce poverty and inequality in our communities

Grand Challenge Two : Increase opportunity and prosperity for all our citizens

Support children and young people to get dedicated mental health support and counselling in schools.

School Counselling for all 10–18-year-olds is ongoing through the existing framework contract. Funding has been agreed by the Integrated Joint Board (IJB) to continue to use online support services for young people, Kooth (10-16 years) and Togetherall (16 to 24 years) until March 2024.

Work with partners to ensure that every child or young person with additional support needs who would benefit from a Coordinated Support Plan receives one and require that all staff assigned to support people with additional needs have the appropriate training to do so effectively.

Review and update of SEEMiS Wellbeing Application and Pastoral Notes Practice and Technical Guidance notes completed. (CSP information included) EdICT Wellbeing Assessment Plan Training delivered in the NE and NW Learning Communities

LC JST Seminar held in June 2022 to update partners of progress.

Support period dignity in our schools

Public Consultation carried out and results published. Period Dignity Month publicity campaign delivered including public transport advertising, social.

Support holiday food and activity programme

Holiday food and activity programme delivered over summer period, led by Communities Team in discussion with Education.

Expand our safer school streets programme

£30k grant awards as part of the budget options in 2022/23 to help with walking and cycling buses. Continue to support the prioritisation of car free zones at Glasgow Primary schools.

Support play and outdoor education

Two play conferences held for early level practitioners across schools and early years establishments.

Early Level Transitions Project underway including schools, ELCs, Education Scotland and key partners

DofE and Forest School Programmes were initiated for Care Experienced young people in term four. 15 young people attended the programmes.

Support affordable and accessible school uniforms, including uniform banks and lease and hire schemes and work on cost of the school day work including administering school clothing grants.

Liaison with range of partners and schools to increase access to affordable and accessible uniforms. Almost all schools providing uniform banks.

Payments made for 2022/23 re clothing grants in line with Scottish Government guidance.

Continue to administer the Scottish Welfare Fund

Take up for Education Maintenance Allowances, and school clothing grants is maintained.

Monthly monitoring meetings with Scottish Government and internal planning & implementation meetings to support development

Build on the significant progress we have made in improving attainment and positive destinations; supporting education staff and improving early education.

Revised City-wide Purpose Vision, Values and Challenges Paper, All Learners, All Achieving.

National Improvement Framework paper discussed at ESEY Committee.

Duke of Edinburgh in 2022/23 Total Awards Achieved were 880

John Muir Award: 630 were achieved through Pinkston basin 2022/2023

The first Care Experienced Conference was held with over 277 delegates from a range of agencies. The focus was on The Promise priorities including raising achievement and attainment.

Positive Destinations are above the national average.

Maintain the option for parents and carers, who wish, to opt their children out of standardised testing.

Guidance in use by all establishments.

Ongoing work across the city on analysis of data is ensuring use of NSA as a diagnostic tool to identify gaps in learning and informing planning to close these.

Support skills development for pathways into industries of the future by working with the further and higher education sectors across the city, and other appropriate partners.

85 S2 young people attended a Glasgow Caledonian University, providing them with an earlier experience of the university environment and 6 faculties

158 MCR Mentors attended training in relation to HE and FE support, applications, articulation routes and adjusted entry requirements

Taster sessions at Strathclyde Uni, GCU and Glasgow Kelvin College

Pilot with City Building involved 26 young people offered 1 week work experience following a day Talent Taster of all 4 trades.

19 primary schools took part in WorkAware@ the Scottish Events Campus. 2 primary schools involved in the Barclays Bigs & Local Littles program & WorkAware@ Barclays.

Dragon's Den and Circular Economy Challenge implemented with partners.

Continue to expand Gaelic Medium Education (GME) provision and maintain GME working group.

Meetings of strategic group planned for four events over the session and these take forward Plana Ghàidhlig developments. Ongoing engagement with stakeholders.

A report re Bun-sgoil Ghàidhlig à Challtainn approved at City Administration Committee.

Support school food growing, waste reduction and recycling and work on achieving silver and gold Food for Life awards.

Delivery of Good Food Groups initial action points agreed. Update shared with Glasgow City Food Plan

Promote access to instrumental music tuition, primary school swimming tuition, Bike ability training, and outdoor and nature-based education.

CREATE Standards and Quality Report and Instrumental Service Impact Report outlines progress in Session 2022 – 2023.

New online video for Swim Programme developed for schools, pupils, parents and carers. This covers expectations of the programme.

Bikeability continues with Blairvadach.

Clean Glasgow Education and Engagement Sub Group takes forward range of work with partners e.g. Keep Scotland Beautiful, NRS and wider Council Family. Work has included Big Help May/June activity including Litter Campaigns and Knightswood Litter Project.

Outdoor early level transitions programme underway in Castlemilk focused on outdoor learning.

Make sure educational and social opportunities available in school are accessible to young people who are new to Glasgow.

Linked with Mears Housing to identify 6 adult STEM Ambassadors from refugee and asylum-seeking backgrounds. Ambassadors supported by EAL PTs and 1 EAL Leader of Learning to volunteer their time and enthusiasm to bring STEM subjects to life and demonstrate their value in schools

Family Engagement and Celebration event hosted by Glasgow EAL Service and the Glasgow Science Centre for 21 family groups from 3 GCC Early Years establishments who are project partners

English for Speakers of Other Languages (ESOL) Strategy group created.

English Language Levels framework created and piloted.

Support the expansion of free childcare hours; and make the current offer more flexible to support parents in shift work or irregular employment to be able to use them.

2023 admissions analysis completed.

Scoping for service model development completed at 2 nurseries (Cranstonhill & Rosshall)

Ongoing monthly data collection - quarterly reporting.

Staffing reviewed in line with occupancy.

Continue to plan for early years education, primary and secondary provision and school estate. Create plans for a city centre school and consider what more we can do to encourage locally representative schools.

Ongoing monitoring and dialogue with NRS and estates planning.

Capital Planning Board review and renewed terms of reference agreed. Board agreed and papers considered.

Address under-representation of racial and ethnic diversity in education, and across the wider Council, workforce, and ensure appropriate support for staff with disabilities.

Probationer Head Teacher mentor programme race cognisant leadership learning input. Follow up session with Directorate, EdIS and Strategic leadership Head Teacher leads delivered.

BAME PT Programme extended to include a further 4 candidates. Programme now supporting 7 PTs who have been matched to Directorate sponsors.

Anti-Racism Charter launched.

Develop targeted campaigns and communications to raise awareness of misogyny, and to combat sexual harassment within our schools.

Zero Tolerance Scotland 'Under Pressure' training materials delivered to all Child Protection Officers across all mainstream and ASL secondaries.

Research undertaken by Education Services and Glasgow Education Psychological Services (GEPS) relating to strategies to support boys' mental health.

Provide support in schools for children from marginalised groups, including refugees and asylum seekers and LGBTI+ young people.

Survey carried out across all schools, gathering information in relation to Inclusive Practice. Evidence gathered to support further professional learning and support to schools and young people.

Psychological Services have carried out research work with group for S4-6 across 5 secondaries seeking views of BAME pupils' experiences of racism.

Continue to work with LGBTI+ Youth Scotland and Time for Inclusive Education campaign on inclusive education including consent education.

A roll out programme aimed at 100% completion by all teachers of TIE Scotland level 1 and 2 has been developed.

Current programmes have been reviewed with partners

Ensure processes for recording, reporting and dealing with racist and LGBTI+ bullying, sexual harassment and other abuse within schools to enable people to come forward and that a consistent zero-tolerance approach is taken.

355 Headteachers, Depute Headteachers & PT Pastoral Care participated in professional learning about recording & monitoring of bullying & equalities January-March 2023. All training delivered in partnership with respectme.

Young People in our Schools Forum co-created Glasgow's Anti-Bullying Charter to be adopted by all Primary and Secondary Schools. The charter is available to teachers/schools within Glasgow Online (GO)

Manifesto for a Fairer Future developed by young people and launched at pupil conference.

Continue to explore gender friendly nurseries.

Gender Friendly Nurseries programme lead presented to all nursery heads next steps informed by consultation with nursery heads.

Support accessible educational and social opportunities including arts and sport and explore ways to make better use of school facilities for community use.

PEPASS Sport Leadership Programme is supporting, mentoring, and tracking more than 1500 pupils (P6 - S6) through its certified Sports Leadership qualifications.

Targeted PEPASS inclusion programmes across the city delivered for identified pupil groups – e.g. Asylum Seeker / Roma / Care Experience / Girls.

City of Dance Heats had over 113 acts perform across the city.

All P1 children are engaged in a yearlong input of high-quality music learning, delivered by Youth Music Initiative (YMI) Tutors in partnership with class teachers. Children are developing their music skills which is having a positive impact on wider areas of development including language (phonological awareness), executive functions, and social skills.

YMI Tutors support P2-7 classes through teacher CLPL, CREATE Framework for Expressive Arts, digital platforms, including an annual city-wide project supported by teaching videos for P1-7.

CREATE Standards and Quality Report outlines the experiences and opportunities provided for children and young people across the city.

Ensure digital inclusion for children and young people

Review of impact of 2022 seconded team and plan for next steps aligned with wider Education Service proposed model includes Digital Co-ordinators identified in almost all Learning Communities.