Item 2

31st May 2023

Glasgow City Council

Operational Performance and Delivery Scrutiny Committee

Report by Executive Director of Education

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Strategic Plan Performance: Grand Challenge 2:

Mission 3: Cost of Living Report

Purpose of Report:

To report the performance of the new Council Strategic Plan and the agreed Mission based approach, prioritising those Commitments which address the Cost of Living crisis (Appendix 1).

To ensure that any new activity initiated or prioritised as a response to the Cost of Living crisis is reflected in performance reporting.

Recommendations:

The committee is asked to:

- Consider and note the content of the report;
- Consider the Grand Challenges, Missions and Commitments; and
- Note the emerging Commitments highlighted due to the Cost of Living focus.

Ward No(s): Citywide: ✓

Local member(s) advised: Yes ☐ No ☐ consulted: Yes ☐ No ☐

***PLEASE NOTE THE FOLLOWING**:*

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1.0 Background

1.1 The Council Strategic Plan was agreed at Full Council on 27th October 2022. The Operational Performance Delivery and Scrutiny Committee is now tasked with monitoring the delivery of the Plan.

1.2 A performance template was presented and agreed by Operational Performance Delivery and Scrutiny Committee in November 2022 to effectively structure and support scrutiny of the Plan and illustrate the cross-cutting nature of the Missions as the services work collectively to deliver the council's priorities. This template will be subject to review to ensure that service and member feedback is incorporated.

1.3 The performance template captures Actions which underpin the Missions and Grand Challenges.

2.0 Council Strategic Plan: Reporting Structure

2.1 In order to ensure that the Plan clearly articulates its purpose it has been structured into Grand Challenges and their supporting Missions.

2.2 The Grand Challenges are as follows:

- Reduce poverty and inequality in our communities
- Increase opportunity and prosperity for all our citizens
- Fight the climate emergency in a just transition to a net zero Glasgow
- Enable staff to deliver essential services in a sustainable, innovative and efficient way for our communities

2.3 These Grand Challenges and their Missions are underpinned by Commitments; which Services are undertaking to work towards the goal of each Mission.

2.4 It should be noted that council agreed that the Strategic Plan will be subject to an annual review to reflect the volatility of outside pressures and budget constraints. There is a transparent change control process in place to assist this.

2.5 This paper will report on Grand Challenge 2 with a focus on Mission 3 and the commitments to deliver them (see Appendix 1):

Grand Challenge 2: Increase opportunity and prosperity for all our citizens
Mission 3: Raise Attainment Among Glasgow's Children and Young People.

3.0 Cost of Living Focus

3.1 At the November 2022 Committee it was agreed to schedule the reporting of the Strategic Plan through a Cost Of Living lens; requesting that services report on areas relevant to Cost of Living within their Strategic Plan Missions and Commitments.

3.2 This responds to the priorities laid out in the Strategic Plan in response to the council's motion in June 2022 agreeing cost of living measures should be prioritised. As well as existing Commitments, new activity initiated or prioritised as a response to the crisis will be reflected in performance reporting.

4.0 Commitments and Emerging Commitments

4.1 The Strategic Plan Missions outline a number of Commitments to deliver the Mission goal.

4.2 Services have begun work to support the Commitments across a number of key areas. This report outlines those which have a particular focus on Cost of Living including:

- Build on the significant progress we have made in improving attainment and positive destinations, supporting education staff and improving early education;
- 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;
- Support period dignity in our schools;
- Support holiday food and activity programme
- Support school food growing, waste reduction and recycling and work on achieving silver and gold Food for Life awards; and
- 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.

It is also acknowledged that there are service-led initiatives, as a response to the Cost of Living crisis, which may indicate areas where potential Commitments may emerge or become more prominent in delivery focus.

5.0 Next Steps

5.1 As noted above the annual review of the Strategic Plan will allow for the consideration of these emerging Commitments; and determine whether they

will require sustained focus within the Plan going forward. This will be managed through the formal change control process noted above.

6.0 Recommendations

6.1 The Committee is asked to:

- Consider and note the content of the report;
- Consider the Grand Challenges, Missions and Commitments; and
- Note the emerging Commitments highlighted due to the Cost of Living focus.

7 Policy and Resource Implications

Resource Implications:

Financial:	No direct implications
Legal:	No legal implications
Personnel:	None at this stage
Procurement:	No procurement implications.

Council Strategic Plan: Specify which Grand Challenge (s) and Mission (s) the proposal supports. Where appropriate the relevant Commitment can also be listed.

Grand Challenge 2: Increase opportunity and prosperity for all our citizens.
Mission 3: Raise Attainment Among Glasgow's Children and Young People

Equality and Socio-Economic Impacts:

Does the proposal support the Council's Equality Outcomes 2021-25? Please specify.	Yes, the paper supports Outcome 3, around providing Service users with information accessible to them on services provided by the Council Family and how we measure and report on progress.
What are the potential equality impacts as a result of this report?	No direct Equality Impacts identified at this stage; as this is a reflection of existing performance; however, where performance reflects considerations around the protected characteristics this will be noted.

Please highlight if the policy/proposal will help address socio-economic disadvantage.	The proposal directly addresses Service response to potential deprivation as a result of the Cost Of Living crisis.

Climate Impacts:

Does the proposal support any Climate Plan actions? Please specify:	The proposal supports the overall implementation of the city's Climate Plan, including its vision for a fairer, greener and healthier city.
What are the potential climate impacts as a result of this proposal?	No direct Impacts identified at this stage.
Will the proposal contribute to Glasgow's net zero carbon target?	No direct Impacts identified at this stage.

Privacy and Data Protection Impacts:	No
Are there any potential data protection impacts as a result of this report Y/N	

Appendix 1: Council Strategic Plan 2022-2027

GRAND CHALLENGE TWO: **Increase opportunity and prosperity for all our citizens**
MISSION 3: Raise Attainment Among Glasgow's Children and Young People
Commitment: Build on the significant progress we have made in improving attainment and positive destinations; supporting education staff and improving early education

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
Take forward the priorities of the National Improvement Framework (NIF), including stretch and core plus aims, ensuring that all learners achieve the highest standards in literacy and numeracy. Improve attainment measures against the National Improvement Framework and Local Government	Progress headteacher dialogue sessions on leading Equity and strategy to close the poverty related attainment gap Continue to develop the Insight process to support improvement in Secondary outcomes. Monitor and report on core stretch aims and stretch aims plus Report on progress, updating on priorities to government	Support schools with their approach to stretch aims Report of national framework indicators and measures	Target interventions to mitigate poverty related attainment gap Monitor uptake and impact of Insight training offer	**ES**	G

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
Benchmarking Framework (LGBF) indicators.	Conduct a Stakeholder Survey which will provide further opportunity to seek the views of pupils, parents/carers and staff to help us improve our schools.	Gathered initial stretch aims checkpoint data Design and disseminate survey	Gather further stretch aims checkpoint data throughout the academic year to support schools in focused improvement in literacy and numeracy achievement and progress Report on stakeholder survey ES to Directorate to inform planning.		

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
Deliver high quality continuous professional learning to support all staff in achieving excellent service delivery	Take forward audit of Career-long Professional Learning needs annually Develop, signpost and support Career-long Professional Learning opportunities focused on improved commitments and priorities	Ongoing CPD Manager programme of CLPL offer	Audit Career-long Professional Learning needs across city	**ES**	G
Work closely with our partners within the West Partnership Regional Improvement Collaborative to ensure we share practice and gain a collective benefit from the expertise available	Support development of West Partnership Plan as part of Glasgow City Region Education Board review and monitoring process Present Annual Report on West Partnership Plan at Education Skills Early Years Committee	Ongoing Board meetings and updated WP plan	Present on plan and progress to Committee	**ES**	G

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
Increase the numbers of young people achieving accredited personal achievement awards in Primary and Secondary schools.	Increase numbers of young people achieving accredited personal achievement awards in Primary and Secondary schools.	1782 YP started Duke of Edinburgh's Award in 2022/23. John Muir Award - 630 achieved through Pinkston basin 2022/2023 TBF Awards & Destinations & Next Steps run programmes for young people S3 - S6 and school leavers who have disengaged from education or have left school to a negative destination to support them to gain some qualifications and skills. There has	Target existing modern apprenticeship programmes to include Duke of Edinburgh's Award and increase capacity to deliver other wards across the city. Collaborating with new award partners such as Keep Scotland Beautiful to link awards with existing pupil experiences Further development on the route map for accreditation across the	**ES**	G

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
		been over 300 young people who have gained qualifications. The On Route Service support young people with multiple barriers and are furthest from the labour market. To best support this cohort of learners a bespoke Employability and Lifeskills award has been designed providing a pathway into entry level college courses.	Glasgow education journey Recruitment of Awards Coach as part of DofE team with a remit to build capacity in alternative awards across the city On Router, Next Steps and Awards and Destinations is currently working alongside partner organisations to grow to offer of qualifications to young people who have disengaged from school or have left school to a negative destination.		

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
Improve achievement and attainment for care experienced young people in literacy and numeracy	Establish strategy group Review and progress targeted approach to improve Level 4 and Level 5 Literacy and Numeracy Implement plan utilising Interrupted Learning Staff and care experienced pool of staff Implement programme of professional learning for Designated Managers	Area Lead Officer support visits to 51 secondary/ASL schools and 133 Primary Schools took place across the city. Visits included a focus on the tracking & monitoring of achievement, attainment and attendance. 600 staff have been involved in 25 training sessions which included core training on care experienced definitions, self-evaluation toolkit and supports. Effective Tracking and Monitoring	Establish a strategy group. In line with The Promise, review and progress targeted approach to improve Level 4 and Level 5 Literacy and Numeracy. Implement plan utilising Interrupted Learning Staff and care experienced pool of staff building on the test of change this year. MCR Coordinators, mentors and team will continue to build on the opportunities and platforms to	**ES**	G

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
		and Children's House Education Champion Training was also undertaken. The first Care Experienced Conference was held with over 277 delegates from a range of agencies. Care experienced young people have been supported by the Volunteer Tutor Organisation (VTO) the Interrupted Learner Service (ILS). The majority of care experienced young people attained level 4	promote the importance of literacy and numeracy to young people. MCR Progression and Impact reviews will continue to include attainment discussions to identify areas of support to improve these. Continue to work towards the recruitment of volunteer MCR mentors.		

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
		literacy and numeracy by the end of S5. 87.4% of the 103 S5 MCR mentored care experienced young people achieved literacy and numeracy at level 4 or better qualifications. Many care experienced young people and young people on the edge of care are directly supported by MCR Coordinators MCR Progression and Impact reviews include young people attendance,			

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
		potential and attainment. Pathways Coordinators share this information with mentors to encourage, focus and improve young people's attainment.			
Increase the attendance of care experienced young people	Monitor, review and publish attendance	Glasgow Virtual School (GVS) offer consultations with a learning and a wellbeing focus leading to the engagement in a variety of interventions to support attendance such as children and young people engaging with third sector	Establish a Promise Steering Group. Establish a refreshed attendance tracking and monitoring process using a targeted approach. Pilot Duke of Edinburgh Programme for young people in	**ES**	

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
		organisations, college-based support and training providers. For young people who took part in outdoor learning through the Outdoor Resource Centre and Blairvadach attendance increased alongside reduced or no exclusions for most pupils. A return to school/education for most of the individually supported 1-2-1 pupils involved has been established following support.	Children's Houses who are not in education. MCR Pathways Coordinators will be supporting summer activity programmes for those young people who require continuous support throughout the holidays. MCR Progression and Impact reviews will continue to include attendance discussions and areas of support to improve these.		

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
		MCR Progression and Impact reviews include young people attendance discussions. Pathways Coordinators share this information with mentors to encourage, focus and improve young people's attendance and engagement. MCR mentors attended the Solution Orientated Approach training to support school engagement and attendance.			

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
		MCR Coordinators promote benefits of school engagement and attendance via weekly groupwork and weekly meetings.			
Support establishments to effectively engage with new National Standardised Assessments (NSAs & MCNGs)	Provide programme of professional learning to include, ASL, EAL and GME practitioners Analyse data to inform planning	Programme of CLPL agreed with Alpha Plus and currently on offer to establishments. GME sector establishments now all fully trained in use of new platform and administration of MCNG assessments. Practitioners working with ASN and EAL learners	Evaluate programme of CLPL offered this session to support planning for next session Work with PPR team to identify any establishments who did not use NSAs diagnostically this session and provide individual training on this	**ES**	G

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
		attended session on use of platform and supporting learners to engage with NSA assessments. Ongoing work across the city on robust analysis of data is ensuring use of NSA/MCNG as a diagnostic tool to identify gaps in learning and informing planning to close these.	Consult with learners on their experiences of assessment (including NSA)		
Provide support to schools to progress towards Glasgow's aspiration of every child leaving Primary with literacy and numeracy skills at age 9 or above	School Improvement Planning (SIP) Framework launched Improved tracking of interventions, outcomes	Revised City-wide Purpose Vision, Values and Challenges Paper devised with stakeholders	City Taking Stock Conference May Head Teachers all sectors launch final "All Learners All Achieving	**ES**	G

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
	Framework for Improvement Reviewed and Published	Focus group refreshed improvement planning paperwork presented to Primary Head Teachers March, delivery to Secondary and ASL April Supporting Improvement Paper reviewed	Feedback from Primary, Secondary and ASL to inform process improvement. Nursery classes to opt in. Engagement with Early Years School Improvement Plan webinars with secondary colleagues Begin to develop revised Supporting Improvement Paper		

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
Develop a system for recognising the achievement of all children and young people with additional support needs in both mainstream and ASL sector.	Continuation of co-located review and produce an action plan Pilot travel skills progression framework	Pilot co-located review complete – core group established and meet to create and identify action plan. Ongoing partnership working and meetings with Children In Scotland – draft support document created. Draft proposal for Travel Skills pilot in partnership with Enable Scotland to be finalised and shared at Directorate. Success Looks Different Award	Travel Skills development group and pilot schools (pending approval) Establish partnership with Carers Service around assessment of need to support families/carers in relation to ASL transport and travel skills. Success Looks Different Award / Alternative Accreditation strategy group to be established.	**ES**	G

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
		information session shared at attended by some establishments and EdIS team.			
Work in partnership to increase the number of schools with Rights Respecting School Awards.	Increase the number of Rights Respecting School Awards	RRSA Support group was launched in October. Lead Officer has delivered RRSA Introduction Sessions and Bronze RRSA Sessions. Delivered two Silver RRSA support groups and a Gold RRSA group with Young People at Hyndland Secondary.	GCC Support Group will offer more opportunities to schools at all levels - Introduction, Bronze on Teams. Silver and Gold delivered in schools. Lead Officer will continue to support schools at RRSA with their Bronze applications. All schools will be offered CLPL either	**ES**	G

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
		There are currently 122 schools registered with UNICEF RRSA 27 schools have achieved Bronze RRSA, 8 schools have achieved a Silver, 2 schools have achieved a Gold. 49 registered and working towards Bronze. GCC Children's Rights Framework group has been formed Staff from 152 schools have attended at least one UNCRC CLPL session.	twilight/Inservice day sessions. Work with partners WOSDEC and UNICEF to deliver sessions to schools and probationer teachers.		

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
Explore options to continue to grow pupil voice engagement, especially those who are currently under-represented, in school decision making, and enable them to directly impact on Education Services and School Policy creation	Provide annual progress report to Education Committee	The three pupil forae for Primary and BGE are now established monthly. Senior Phase Parliament meets 4 times a year with the Director of Education and Directorate.	A planned programme and calendar of Professional learning to develop meaningful Pupil Participation and Voice across all establishments will be developed.	**ES**	G
Work with children, young people and families to identify their needs and desired outcomes and empower them to make informed decisions about learning	Progress and evaluate impact of Glasgow school forae and Senior Phase Parliament	Collated responses from each session are shared with young people and in the wider education community Through activities at each Forum, young people have been directly involved in co-creating the	Future sessions will include SQA, School lunches, Vaping and Gender equality Senior Phase Parliament will meet in June to form next sessions representatives Teams group for Senior Phase	**ES**	G

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
		agendas and focus for all future meetings. The Forum will use the Glasgow Children's Rights Framework to identify priorities, and this will be used for all Forum planning. 114 Primary Schools have attended at least 1 Primary Forum. 28 Secondary schools have attended at least 1 BGE Forum. 23 of our Secondary schools have attended at least one Senior Phase Parliament	Parliament to share resources and gather views and opinions		

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
Continue to support improvement in parental involvement, parental engagement and family learning through the development, and provision of a range of learning approaches and opportunities for families, practitioners and partners	Increase the number of schools who are planning, monitoring and evaluating their family learning priorities Increase the number of nurseries and schools delivering a family-centred approach to P1 transitions, incorporating Families in Partnership resources Develop the Play Along Maths resource for the Glasgow context to increase use in nurseries & schools.	Schools have been supported on an individual basis by Family Learning Officers to plan, deliver and evaluate their family learning programmes. Working group updated all resources incorporating more outdoor family learning opportunities. Webinars have been delivered to early years and primary staff during February and March. Working group has met regularly. All	Increase the number of schools involved. Project delivery will take place in nurseries during term 4 and in primary schools during term 1 in August. Evaluation of early years element will be collated between June-August. Upload all resources to Glasgow online. Launch the resource and pursue income	**ES**	G

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
		materials re-designed to incorporate video and spoken instructions accessible via QR code.	generation opportunities.		
Deliver, raise awareness and implement the Parental Involvement Strategy	Publish the GCC Parental Involvement Strategy and action plan	Strategy document now available on GCC website. This includes a short version with less language and more graphic elements which was requested by parents. Action plan in draft format ready for consultation	Continue to raise awareness with school staff. Consult parents and school staff about action plan priorities.	**ES**	G
Review of school-based officer provision and evaluation of impact	Review conducted with schools including young people, on impact of Campus Officers	Develop audit and engagement exercise on impact	Report on impact of school-based officers	**ES**	G

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
	Action Plan developed	of school-based officers			
Provide the highest quality of learning experiences for all	Improvement in evaluations of QI 2.3 following school inspections	New Glasgow's Pedagogy Framework Launched and resourced.	Ongoing review of framework, delivery and impact.	**ES**	G
Develop and implement professional learning focused on embedding the ambitions of "Pre-Birth to 3 Guidance" and "Realising the Ambition: Being Me" across GCC & Funded Provider nurseries	Audit CLPL needs annually with nursery heads Develop and deliver prioritised professional learning programme for early years	Pre-Birth to 3 planning guidance for 2-3 draft completed, 0-2 draft continues to be worked on, linked to RTA.	Finalise 0-2 and 2-3 documents and pilot along with training. Monitor and evaluate impact. Identify any further CLPL training needs and shape further training as required.	**ES**	G

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
Commitment: 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					
Through the Towards Better Futures Strategy deliver Glasgow's aspiration of 100% positive destinations embedding skills for learning, life and work	Monitor and evaluate Towards Better Futures Strategy Report to committee on SLFU initial destinations	Monitoring the strategy and further development to ensure 100% positive destinations	Ensure the process are embedded with schools and partner organisations so that young people are supported in the way that suits their needs.	**ES**	G
Improve the SLFU follow up destinations	Report on SLFU follow up destinations	SLFU has seen another increase in percentage of Glasgow young people entering a positive destination to 97.1%. (National Average was 95.7%) 4 schools have 100% positive destinations, of	Raise the number of Bridges to Employment programmes MCR Coordinators will continue to build on the support framework of increasing aspiration and providing young people with	**ES**	G

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
		which 2 schools are for the second year in a row. 96.8% of the 317 MCR mentored leavers went onto a positive destination. 96.5% of care experienced leavers were supported into a positive destination. This was 10.5% above the national average. 13,351 periods (11,126hrs) of MCR 1:1 volunteer mentor support since the beginning of the academic year.	experiences that give them 'edge', budgets permitting. MCR to continue to build on the tracking and monitoring of non-mentored care experienced young people. Working with partners to help support where appropriate Continue to offer and improve MCR mentor training in post school destinations		

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
		Supporting young people to think about their strengths, future careers and pathways to achieving these. This support often widens to broader school offers by individuals and their orgs			
Continue to develop the Primary Developing Young Workforce strategy/framework and the work-based learning experiences in primary schools.	Monitor and evaluate DYW professional learning for teachers. Create a program of work-based experiences for learners. DYW Strategy Group update guidance to account of the Career Review 2023.	Ongoing professional development in DYW for teachers Work Aware @ pilot with Barclays and Scottish Events Campus DYW/TBF Framework,	Establish a DYW coordinator in primary schools Work Aware @ partners to be sought and roll out this approach to career related experiences	**ES**	G

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
	Implement and disseminate the Towards Better Futures (TBF) Framework for EARLY, FIRST and SECOND Level learners	EARLY, FIRST and SECOND Level learners created	DYW/TBF Framework, EARLY, FIRST and SECOND Level learners to be quality assured and launched with schools		
Carry out a full review of the Glasgow School College Partnership arrangements	Engagement with young people, practitioners at all levels, appropriate stakeholders and colleges to audit current partnership arrangements Assess and develop review paper of strengths and next steps	Plan a thematic review of school college partnerships	Report on thematic review of school college partnerships	**ES**	G
Build Employability skills and development 3-18	Monitor and evaluate framework/implementation/professional learning for Meta-skills resources Develop partnerships to embed social enterprise, circular economy, and financial education	Ongoing professional learning in Meta-skills and the use of the Meta-skills resource and Skills Development Scotland Meta-skills Framework	Encourage schools to make use of professional learning opportunities, identify and embed a skills framework and support learners in	**ES**	G

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
	opportunities for learners in our settings	supporting learners in articulating their developing skills Established partners with Barclays, Scottish Events Campus (SEC) and already established partners Social Enterprise Academy (SEA) and Young Enterprise Scotland (YES) Ongoing professional learning for teachers in SE with partners	articulating their skills Continue with current partnerships and Social Enterprise (SE) activity Link each school with an established SE Increase schools/learners' participation in SE through more structured/planned opportunities and events		

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
Introduce a revised approach to experience of Fair Work in line with the Careers Review	Continue to build partnerships and alliances with those involved in supporting career choices Co-design and undertake a n engagement to audit understanding of and current practice of entitlement to work experiences at different stages of the learner journey Develop a framework, which defines outcomes, roles and responsibilities which aligns with DYW Futures recommendations	MCR young people experienced Talent Taster placements across 34 organisations and institutions.	Continue to increase org engagement and build on MCR Talent Tasters, budget permitting.	**ES**	G
Continue to improve staying on at school rate for all young people	Audit current data and engage with young people and stakeholders	Ongoing monitoring as part of census	Monitor at census September 2023	**ES**	G
Support skills development for a just transition and pathways into the low carbon industries of the future	Develop partnerships with low carbon industries	Ongoing engagement between Climate Heroes and DYW coordinators	Measuring impact of climate heroes' engagement with schools	**ES**	G

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
Commitment: Support period dignity in our schools					
Ensure Glasgow City Council adheres to the Period Products (Free Provision) (Scotland) Act 2021.	Manage and monitor period products provision in schools and the community. Continue to fulfil all legal obligations as stipulated in the Act.	Official Partnership with Simon Community Scotland established. All schools informed of legislation requirements and products ordering process. Statement on Exercise of Functions published August 2022. Public Consultation carried out and results published.	Continue partnership with SCS to monitor/analyse usage in the community. Continue to support schools with product provision. Return requested information to Scottish Government.	**ES**	G

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
Make Glasgow a best practice city for Period Dignity and free product provision.	Publicise/advertise free products more widely. Engage with schools to promote Period Dignity and ensure young people have easy and stigma free access to free products. Increase number of venues and schools offering reusable products. Support hard to reach / vulnerable members of the community by increasing number of third sector organisations offering products.	Period Dignity Month publicity campaign delivered during February and March 2023 including public transport advertising, social media campaign, and product giveaway events. School visits to meet with pupil Period Dignity Groups and attend Period Dignity workshops/ assemblies. All secondary schools invited to install period product vending	Continue to promote PickUpMyPeriod App via internal and external channels. Run Period Dignity Month again in February 2024. Further school visits to support staff and pupils and promote best practice. Work with partner Simon Community Scotland to identify additional venues in the community to stock reusable products. HSCP proposal to be approved to increase number	**ES**	G

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
		machines for easier distribution. All schools invited to stock Period Pants as per results of the public consultation. Third Sector pilot in the North West launched Summer 2022 for 12 organisations with vulnerable and hard to reach clients. Temporary accommodation housing asylum seekers and refugees stocked with products.	of health facilities providing free products. Third sector pilot in North East to begin Summer 2023. Foodbanks and Pantries pilot (city wide) to begin Summer 2023.		

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
Commitment: Support holiday food and activity programme					
Implement holiday food and activity in partnership with the wider council family and partners	Working group established with Communities Team Funding dispersed to providers Programme evaluated in line with national guidance	Group established March 2023 – 1 meeting to date pending issue of SG guidance Timeline plan created for issue of requests for bids.	Smart survey re-potential process improvements to be issued April 2023 Bids to be invited April / May for issue of funds in June	**ES**	G

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
Commitment: Support school food growing, waste reduction and recycling and work on achieving silver and gold Food for Life award					
Support the delivery of the Council's Food Growing Strategy working with schools to develop growing spaces across the city	Implement, monitor and evaluate "Health Your Body Matters " Delivery and monitor Good Food Group Actions	Partnership between Health Improvement and Education continues. Resource written and in final stages of development. Delivery of Good Food Groups initial training had a 100% feedback that the session was informative and initial action points agreed. Update shared with Glasgow City Food Plan.	Launch date 23 May at Ibrox Primary. Delivery of awareness raising to West Partnership for board wide resource April 23. Teacher training Sept 23. Evidence for evaluation to be gathered Aug 23-May24 and analysed by Health Improvement with support from Glasgow University.	**ES**	G

Action	Milestones	Progress and Performance	Planned Activity	Lead Service	RAG
Commitment: 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					
Continue to facilitate delivery of the expanded early learning & childcare hours, reviewing and improving flexibility where possible	Gather and analyse data on uptake and capacity Review service delivery models as needed in response to data reporting	Ongoing monthly data collection - quarterly reporting. January 2023 – average utilisation 77% (range 30% - 91%) Staffing reviewed in line with occupancy	Consider revised service model in areas where capacity exceeds demand leading to very low utilisation	**ES**	G