



The
Highland
Council
Comhairle na
Gaidhealtachd

SERVING The Highland Community

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Education, Culture and Sport Service – Summer 2004

Seirbheis Foghlaim, Cultair Agus Spors
- Samhradh 2004

Dear Colleague

remember to use our Website www.highland.gov.uk where you can see more news and information.

*Bruce Robertson
Director of Education, Culture and Sport*

Restorative Interventions Pilot Project

The Highland Council is one of three Councils invited by the Scottish Executive to pilot the use of Restorative Practices in schools.

Restorative Practices, sometimes called Restorative Interventions, is a group of techniques that tackle harmful behaviour by helping the "victim" to feel safe in the future, by ensuring that the "perpetrator" understands the implications of what they have done, and by ensuring that the harm is put right, its consequences are fully addressed and lessons are learned for the future.

Peta Barber, Senior Educational Psychologist, will lead the Council's pilot project in collaboration with 7 secondary and 4 primary schools.

The Scottish Executive has offered grant funding of £45,000 per annum for each of 2004-05 and 2005-06, and the projects being carried out in Highland, Fife and North Lanarkshire will be independently evaluated.

Further details of Restorative methods can be obtained from Peta Barber, Education Centre, Brora, telephone 01408 621382; e-mail peta.barber@highland.gov.uk

High Life ~ Young Scot

Since the **High Life ~ Young Scot** team started working on the Dialogue Youth project last year many developments have taken place, and the true logistics of delivering a smart card to every Highland secondary school pupil have emerged. It's true to say initial hopes were high that the card would be delivered much sooner than has proved possible, but there are many technical issues which have arisen.

At the moment the team is focusing its energy on the roll out of the cards commencing with the pilot project in Portree High School during May and June, followed by the main roll out starting in September.

From August all secondary age pupils will receive the card. Advice and instructions on the use of the card will follow.

It has been agreed that **High Life ~ Young Scot** will distribute Young Scot Tutor Resource Packs to schools, aiming to promote their use in Personal and Social Education classes. It is important that the materials are delivered to the appropriate staff

so they can be adapted to fit in with the current PSE program.

As well as containing quizzes, ideas and topics for debate the resource pack will reinforce the National Priorities in Education and opportunities that the project collectively provides through Hack Packing; Discounting; Web Site activity and Forums.

For further details please contact Mike Jones on 01463 702067 or email mike.jones3@highland.gov

Additional Support for Learning Act Update

We have now learned that this Bill has completed its passage through the Scottish Parliament and received the Royal Assent on 7th May. During the preparation of the Bill the Highland Council contributed at several stages to consultations and discussions regarding both the content of this new legislation and the resource implications for Education Services.

The ASL Bill aims to modernise the legislative framework in relation to pupils with additional support needs, to support a more integrated approach to meeting the needs of children and young people, and to enhance the rights of children and young people and their parents.

Key elements of the Bill include:

- the replacement of the term 'special educational needs' with the term 'additional support needs' which has a much wider scope,
- the replacement of Records of Need with co-ordinated support plans (CSPs) for children with long-term, significant learning needs that

require support from Education and other services,

- a legal duty to formally review CSPs at least every 12 months,
- the development of a legally binding code of practice specifying how the legislation will operate,
- enhanced rights for parents to request particular types of assessment for their child and to make placing requests to independent special schools,
- a new duty on the Highland Council to establish independent mediation and dispute resolution services for parents,
- the establishment of an independent, 'family friendly', additional support needs tribunal system to hear appeals relating to CSPs and their content; decisions of these tribunals will be legally binding on the Council.

It is expected that this Bill will come into force in the second half of 2005. It is expected that there will be a transitional period of 1-2 years during which all Records of Needs will be reviewed and individual decisions taken as to whether a CSP will be required for each child.

Further information about the implications of this legislation can be obtained from Stephen Iliffe, Principal Educational Psychologist-

Stephen.iliffe@highland.gov.uk.

The Scottish Executive Education Department will be sending a leaflet on the Bill to all schools in mid June. The Bill, as amended during its passage through the Scottish Parliament can be found at

www.scottish.parliament.uk/bills/index.htm

Revenue Budgets

The ECS Revenue Budget has increased by 6.4% year-on-year as a result of the Highland Council's commitment to pass on the funding provided by the Scottish Executive. The budgeted net expenditure for the ECS Service in 2004/05 will be £177.8M, an increase of £11.48M. With Grants added, we are looking at a budget of £186.01M.

The Budget pressures identified during financial year 2003/04 have been addressed. These pressures included Out of Authority Placements, School Transportation and Special Educational Needs. In addition other emerging funding issues such as the cessation of external grant funding for projects (e.g. The People's Network), the revenue consequences of Capital expenditure (eg the Badenoch Leisure Centre) and statutory new burdens (including EU Working time Directive) have been addressed.

Additional resources are included for the delivery of McCrone.

In order to ensure that the 2004/05 Revenue Budget is managed within the available resources it is essential that all managers within the Service are aware of their financial roles and responsibilities and that management of budgets remains a high priority.

Schools Estate Management Plan and Capital Programme

Our first schools estate management plan has been submitted to the Scottish Executive. It will be circulated to all schools and should be made available to School Boards and PTA's.

This document brings together core information on the condition and

'fitness for purpose' of our school buildings and identifies the grading of the buildings on a nationally agreed scale. This provides a clear framework for prioritising spending proposals for the capital programme and for negotiating any additional funding with the Scottish Executive. It will be used as the basis for future Capital Plans.

The capital programme for 2004/05 was revised and updated in September 2003. The capital budget has a core allocation of £5.2 million which includes funding for projects prioritised by local area committees.

In addition we have secured funding of £1.3 million from the Council's central capital budget which will allow further progress to be made in addressing capital works requirements in schools.

Specifically it will help us develop a new eco school at Acharacle and a new Residence for pupils from the Small Isles at Mallaig.

We will continue to seek external funding to enhance the core schools programme, for example through provision of sports and enhanced performance facilities.

National Priorities Report

This document was circulated to schools in February. It was discussed with Secondary Head Teachers in early March and was discussed in detail at the 2 day conferences held for Primary Head Teachers in late March and late April. This document should be widely shared with all members of the ECS service and also with school boards. It should inform the current operational work of schools and be used as a basis for school development planning in school session 2004/05. It has been circulated to public libraries and also placed on the service website for information. It is available on

http://ntintra1/educ/policies/NATIONAL_PRIORITIES_PROGRESS_REPORT.pdf

Active Schools

Active Schools is the new name for the School Sports Co-ordinators programme which will be jointly funded by Highland Council and sportscotland. NHS Highland Health Promotions will also join the partnership to help develop an integrated and co-ordinated approach to health improvement and raising of physical activity levels in children. The programme will reflect education, health and transport national priorities and is backed by the Scottish Executive. 26 new Primary Posts will be created as part of this initiative.

McCrone

The Primary Headteachers Advisory Group has developed a range of proposals covering promoted post structures and management time for Headteachers.

Detailed work is progressing on the implementation of the first element of reduction in class contact time for primary school teaching staff.

Secondary schools have made significant progress in developing proposed new management structures and these are now being discussed with Area Education Managers.

Detailed proposals for further enhancement of support staff provision are now being prepared.

There is a separate McCrone newsletter which fleshes out the detail.

At the time of going to print, it has been announced that there is a 4 year Teachers' pay deal.

Community Learning and Leisure Structures Update

At the formation of Education, Culture and Sport Service the Community Learning and Leisure elements saw the most significant change in terms of amalgamation of previously separate services and staff groupings. By and large, the Area structures are now fixed and in place. At Headquarters, the last eighteen months have seen significant changes. From May 31 2004 the strategic functions of Community Learning and Leisure will be split under Ian Murray, the Head of Service into two wings, Lifelong Learning and Community Development. The realignment of posts and line management structure is available on e-mail should you wish to request it through Phyllis MacKenzie, (ECS), at Headquarters, Glenurquhart Road, Inverness, IV3 5NX, e-mail: phyllis.mackenzie@highland.gov.uk

The Service bids farewell to Fraser Macpherson who leaves us after 35 years in Community Education in Highland.

Nursery Workers Settlement

Primary Head Teachers will be aware of the Nursery Agreement reached on 6th January with UNISON. As a result of a number of queries raised by staff on certain aspects of the implementation of the Agreement, an explanatory guide will be issued to Head Teachers very shortly. We are currently addressing a range of local issues with UNISON.

Children's Services

Steps towards better-integrated provision continue apace with the early planning for "For Highland's Children Mark 2". This new Children's Plan will encompass the period 2005 to 2008 and will rationalise existing national planning and monitoring requirements for education improvement, child health, children's social work services and youth justice into a single integrated planning process.

A major consultative event in Fortrose in April highlighted a desire for:

- ❖ Greater sharing of information, the implementation of joint assessment and more opportunities for multi-disciplinary professional development;
- ❖ Continuing the focus on early intervention and Early Years provision; and
- ❖ Investment in joint working models – Area Children's Services Forums and School Liaison Groups.

The Executive is about to issue guidance to all Local Authorities and their partner services. This guidance has been informed by progress made in Highland in this regard.

Golf for ALL



The clubgolf programme, which began with Scotland's bid to host the Ryder Cup, is now in its second year of development in Highland. Willie

MacKay, Junior Golf Development Officer, reports that already 22 of Highland's 45 Golf Clubs have over 80 volunteers trained to deliver the new P.G.A. Level 1 coaching course across all the Highland Areas. The interest in Primary Schools for the introductory game of SNAG Golf has been colossal with over 50 of our 185 Primary Schools already involved in the development and over 1000 pupils participating in programmes set up by School Sport Co-ordinators and PE Staff.



Golf development certainly fits well with our aim to have MORE CHILDREN, MORE ACTIVE, MORE OFTEN. Mr MacKay says, "Golf Clubs and PGA Professionals deserve particular praise for the manner in which they have supported the clubgolf development."



Our target of 7,500 Highland pupils having the opportunity to experience golf is well established and growing week by week."



New Service Plan

Our current Service Plan runs from 2002 – 2005. Bearing in mind the size and nature of our Service, it is important that we start the process of service planning early. This autumn we will be asking you to comment on our draft plan before it goes to ECS Committee in November. It will cover the period 2005 – 2008.

Child Protection

Over the Spring and early Summer period, over 1000 staff from a range of disciplines have been involved in training on Child Protection. The new Highland Child Protection Guidance has been launched and, critically, so too has the Scottish Executive Child Protection Standards and Children's Charter. (These documents are in all ECS establishments). Training for all staff will continue to ensure that we take every step possible to protect our children and young people.

Farewell

A number of colleagues are leaving the Service over the summer period. I am sure everyone would join me in wishing those retiring a long and happy retirement.

Finally, enjoy the summer. Thank you all for your contribution to our Service.

Bruce Robertson
Director of Education, Culture and Sport