

Dear Members,

I hope this message finds you well. As mentioned during our Members Education Briefing session earlier today, Donna Manson, along with Nicky Grant and myself, at the beginning of the week, met with the Highland Secondary Head Teacher Group Members and the Primary Head Teacher Reference Group (PHRG) in two helpful meetings.

Both meetings were well attended in particular the PHRG which saw in excess of 110 personnel in attendance. The forums allowed for comprehensive discussions to take place regarding the planning of head teachers, with the support of local authority officers in preparation for the reopening of schools in August and the important role played by our schools in supporting the recovery of the Highland area economy.

The meetings also allowed for a recognition that our heads have not only been incredibly hard working in progressing school operational and risk assessment plans, but also been very flexible, innovative and creative, in finding solutions to potential barriers to maximise the % of learner time on site and engaged in face to face learning and teaching activity.

Some key updates from the meetings as shared in the Member Briefing session today:

1. School Funding/ Budget:

1.1 ASN Funding: I am pleased to advise that the ASN allocation for the next session will remain the same as the last session. ASN managers will be in touch with Head Teachers as soon as possible to discuss specific support levels. As you are aware we will continue to review this allocation in light of the recommendations set out in the Council's February 2020 Committee paper and will over the coming weeks share a proposed timeline for the previously advised review and consultation programme with head teachers and key stakeholders. This approach will be required to help shape the resource allocation model for the start of the 2021/2022 academic year period.

1.2 PEF Funding: School PEF allocations will continue for next session as they have been distributed previously. Any staff currently on a fixed term contract through this funding, will be able to continue, if required, but must be fully funded using 20/21 PEF from August. Schools should link with Julia Short if they require further clarification around this.

Any additional spend out with present staffing will be incorporated into schools improvement plans with a support and approval process similar to previous years, but adapted to align with the current climate. More information and guidance will follow on schools return in August, along with the opportunity to join a SLWG to establish and consider good practice approaches to the 20/21 PEF impact review.

[Link to PEF 20/21 school allocations](#)

<https://www.gov.scot/publications/pupil-equity-funding-school-allocations-2020-to-2021/>

Our Schools Programme SAC funding will continue as intended through plans submitted to Scottish Government. Any adjustments to these plans should be discussed with Beth Brown in the first instance.

1.3 DSM Funding: There will be no reductions made to DSM funding for the 2020/2021 period.

1.4 School Fund Money: In seeking to clear up any potential ambiguities, it was confirmed that the LA will not be making any determinations with regards to how schools should be deploying this funding. School fund money secured by the work of respective school Parent Council Partnerships or other approaches, will not be in scope for any proposed local authority considerations and remains at the discretion of the leadership of our schools on how best to utilise.

2. Staffing/ Recruitment:

2.1 Probationers Overview: The allocation of probationers as part of the Teacher Induction Scheme across Scotland from the GTCs was delayed by one month with the final notifications being received in early June, this delay has had an impact on the allocation to schools. Due to the geographical spread of schools across Highland allocation is always challenging. This year the primary cohort all reside within the Highland Council area which requires careful consideration in terms of allocation to schools and daily distances that staff can travel.

2.2 Secondary Probationer Teachers: 44 Secondary Probationer Teachers were allocated to Highland Council as part of the Teacher Induction Scheme, to date we have had 3 withdrawals. The remaining 41 have been allocated to posts across secondary schools based on requests made by Head Teachers as part of their staff planning for next session. Head Teachers have been informed of the probationers allocated to their schools, probationers have been emailed and provided with the details of the school they have been allocated to along with contact details of the Head Teacher and have been encouraged to get in touch and arrange a visit to the school if possible.

2.3 Primary Probationer Teachers: 52 Primary Probationer Teachers were allocated to Highland Council as part of the Teacher Induction Scheme, to date we have had 6 withdrawals. Of the remaining 46, 44 have been allocated primary schools after discussion and consultation with both Head Teachers and Area Education Managers to identify suitable posts. Head Teachers have been informed of the probationers allocated to their schools, probationers have been emailed and provided with the details of the school they have been allocated to along with contact details of the Head Teacher and have been encouraged to get in touch and arrange a visit to the school if possible. The remain 2 probationers will be allocated before the end of this week.

Regards

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