

Agenda Item	15.
Report No	EDU/21/26

The Highland Council

Committee: Education

Date: 3 June 2026

Report Title: SEEMiS Update

Report By: Assistant Chief Executive - People

1. Purpose/Executive Summary

- 1.1 This paper provides an overview of the current Management Information System (MIS) used by schools for pupil data, SEEMiS. Included in the report is background information regarding the system as well as information about current challenges and the position regarding national development of a replacement system. It further outlines concerns about the age and capabilities of the existing system, the delays in delivering a next-generation solution, and the emerging position across local authorities to explore alternative options in the wider market.
- 1.2 The SEEMiS system is managed by a national board comprising representatives of local authorities and operated by the SEEMiS Group. All Scottish local authorities pay an annual fee to the SEEMiS Group who employ staff to operate and maintain the system. Highland Council is a member of the board and officers are also actively involved in working groups in terms of developing the system.
- 1.3 This paper sets out the current position for Highland and highlights short and long-term risks associated with the continued use of the system and considering alternative providers.

2. Recommendations

- 2.1 Members are asked to:
 - i. Note the current position of SEEMiS as the Management Information System used by all schools,
 - ii. Note the challenges and limitations associated with the current system, and.
 - iii. Note the risks associated with both continuing with SEEMiS and sourcing an alternative solution.

3. Implications

- 3.1 **Resource:** There are no resource implications arising as a direct consequence of this report. At this stage it is not possible to provide a view on whether an alternative MIS system is likely to cost more or less or be largely neutral. Updates will be provided to Committee as this becomes clearer.
- 3.2 **Legal:** There are no legal implications for the Council arising from this report.
- 3.3 **Risk:** implications will be kept under regular review and any risks identified reported to future Committees, as per section 8 of this report.
- 3.4 **Health and Safety (risks arising from changes to plant, equipment, process, or people):** There are no immediate health and safety implications arising from this report.
- 3.5 **Gaelic:** There are no implications arising as a direct result of this report.

4. Impacts

- 4.1 In Highland, all policies, strategies or service changes are subject to an integrated screening for impact for Equalities, Poverty and Human Rights, Children's Rights and Wellbeing, Climate Change, Islands and Mainland Rural Communities, and Data Protection. Where identified as required, a full impact assessment will be undertaken.
- 4.2 Considering impacts is a core part of the decision-making process and needs to inform the decision-making process. When taking any decision, Members must give due regard to the findings of any assessment.
- 4.3 This is an update report and therefore an impact assessment is not required.

5. SEEMiS Overview

- 5.1 The Council has used SEEMiS Click+Go as the Management Information System for schools since 1 April 2014. SEEMiS is a nationally adopted system used by all 32 local authorities in Scotland to support the management of pupil data and report annually to the Scottish Government in terms of pupil and teacher data.
- 5.2 Due to the age of the application, there has been, and continues to be, a shared view across local authorities that the system no longer meets the expectations of a modern MIS. The system is increasingly difficult to develop and adapt, limiting the ability to respond to both national and local requirements.

6. Development of Replacement System

- 6.1 In response to these concerns, SEEMiS began exploring the development of a replacement system that would be known as SEEMiS Schools. In 2018, a contract was awarded to a third-party company to develop the SEEMiS Schools application, with development commencing in 2019. During development, the Scottish Government commissioned SEEMiS to deliver a system to support the 1140 hours of Early Years childcare. This resulted in the SEEMiS Early Years system being

developed alongside SEEMiS Schools. In 2020 and 2021, development was delayed due to COVID-19, impacting the wider programme. In October 2022, priority was given to Early Years, resulting in the development of the schools replacement being largely paused. Following this, SEEMiS ended its partnership with the third-party supplier and moved development in-house.

7. Current Position

7.1 Between 2023 and 2025, progress remained limited. SEEMiS Early Years experienced ongoing delays and as a result, confidence across local authorities reduced, with further concerns raised regarding delivery. In August 2025, an Extraordinary General Meeting (EGM) of SEEMiS Group took place with representatives from all local authorities. It was agreed that a formal review would be undertaken to determine the future direction of the system. The review was completed by the end of 2025 and presented to a further EGM in February 2026. The outcome of this meeting confirmed agreement across local authorities that the preferred way forward is to procure a solution for both Schools and Early Years from the market.

8. Short Term Risks

8.1 There are some risks associated with the continued reliance on an ageing system that is increasingly difficult to support and maintain. It has been confirmed that there will be no further planned development of the MIS current system, with it now being operated on a maintenance only basis. There is a small risk of system failure within the existing SEEMiS infrastructure, which may lead to increased costs for LAs associated with maintaining and supporting the system. As part of the planned change of system, there is a risk that key SEEMiS staff and with technical knowledge leave their posts due to uncertainty. There is continued reliance on manual workarounds for Highland schools due to the limitations of the current system.

9. Next Steps

9.2 Procurement of a replacement Education MIS is being progressed as a national programme, led by ADES (Association of Directors of Education in Scotland) with support from Scotland Excel and SEEMiS. ADES will oversee the development of national framework requirements, with input from key stakeholders. The current SEEMiS system will continue to operate on a maintenance only basis, with changes limited to those required to meet statutory or legislative requirements

Designation: Assistant Chief Executive - People

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Background Papers: None

Appendices: None