







2020-21 Quarter to March Education Resources and Communities Performance Report – Service Plan




Action Status	
	Cancelled
	Overdue; Neglected
	Unassigned; Check Progress
	Not Started; In Progress; Assigned
	Completed

1. EDUCATION RESOURCES & COMMUNITIES 2020/24



1.1. Overall Plan Progress

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
ERC SP20-24	EDUCATION RESOURCES & COMMUNITIES 2020-24 Service Plan	31-Mar-2024		<div style="width: 62%; background-color: #4F81BD; border: 1px solid black; display: inline-block; padding: 2px;">62%</div>	

2. STRATEGIC ACTIONS
2.1 Strategic Actions Overall Progress

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
STRATEGIC ERC	All Strategic Actions Progress	31-Mar-2024	Only one of the 7 Actions were due to complete by 31 March 2021. This Action (STRATEGIC 1.1) has failed to complete.	<div style="width: 37%; background-color: #4F81BD; height: 15px;"></div> 37%	



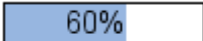

2. STRATEGIC ACTIONS
2.2. (L) Empowering & connecting communities. (CP) Our Place: Empower and support communities to build capacity

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
STRATEGIC ERC 1.1	Enhance community participation in service delivery (e.g. CATs)	31-Mar-2021	<p>Support to groups working on CATs ongoing – all requests for support addressed. Initial and Final assessments completed.</p> <p>Of the 4 CAT Transfers agreed at committee the legal work has been completed for Forres and Dufftown. Cullen and Findochty are still to be completed.</p> <p>Elgin Town Hall group have continued with a lease for the time being as the Hall is a project within the cultural quarter of the Growth Deal, Longmore Town Hall is a Trust and the group there are exploring with Legal the best route for the transfer. Fisherman’s Hall in Buckie submitted their CAT application but are working on an update after COVID-19</p> <p>Additional CAT's agreed at committee in 2020-21: Elgin Sports Community Trust – land at Lesser Borough Briggs – CAT lease Aberlour Community Association - Alice Littler Park – CAT transfer Lossiemouth Community Development Trust – land at Coulardbank for Skatepark project – CAT lease</p> <p>CATs submitted: Findhorn Conservation Company – Toilet blocks at Findhorn</p>	<div style="width: 40%; background-color: #4F81BD; height: 15px;"></div> 40%	
STRATEGIC ERC 1.2	Develop and implement Participatory Budgeting	31-Dec-2021	<p>PB Care Experienced Young People pilot completed. 31/3/21. Evaluation to be carried out.</p> <ul style="list-style-type: none"> . PB – Play Area budget approved for Participatory Budgeting (PB) in 21/22 financial year. . COSLA Alan Turing Artificial Intelligence (AI) pilot approved by CMT/SMT – awaiting confirmation from COSLA that funding is in place. . New CONSUL (Online platform for Participatory Budgeting) site in place – waiting for COSLA to link to myaccount. 	<div style="width: 50%; background-color: #4F81BD; height: 15px;"></div> 50%	

			<p>. Working with Money For Moray (M4M) on PB exercise with young people.</p> <p>The PB Steering Group has asked CMT/SMT to consider additional budget lines that could be allocate via PB.</p> <p>The 1% participatory budget target has been set by the Scottish Government – this is total estimated expenditure for revenue (less Council tax). For 2020/21 it was £206.221m less £33.870m = £173.351m, so PB is £1.724m.</p>		
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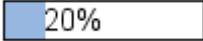

2. STRATEGIC ACTIONS



2.3. (CP) Improve our understanding of the issues in our communities based on the experience of local people

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
STRATEGIC ERC 2.1	(CP) Develop engagement with the public on the future of council services	31-Mar-2022	Social Recovery through Locality Planning paper (ECOD Committee 31/3/21) noted that this action was delayed due to Covid -19. Committee agreed a refocused approach to locality planning that will allow us to identify cross-cutting themes to inform our corporate strategic planning. It will also enable the building of links and relationships within our communities to support the development of community involvement in service redesign.		
STRATEGIC ERC 2.2	(CP) Develop locality engagement - so that solutions are influenced by the experience of local people	31-Oct-2021	<ul style="list-style-type: none"> • Locality Planning work impacted by second COVID-19 wave and restrictions post-Christmas 2020 • Monitoring reports for Buckie Central East and New Elgin East completed and submitted to CLD Strategy Group. CSO support ongoing in both areas. • Committee approval on 31/3/21 to work with anchor organisations to support with locality/community planning in Lossiemouth, Forres and Keith. 		

2. STRATEGIC ACTIONS


2.4. (CP) A Sustainable Council: that provides valued services to our communities

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
STRATEGIC ERC 3.1	(CP) Tackle the affordability and standard of our schools and the buildings they operate from, deal with changing demographics and demands	31-Dec-2021	The next step is community consultation on the new Findrassie primary school, and consultation and engagement on the different options that might be considered in our three priority Associated School Groups (ASGs) – Buckie, Forres and Elgin. Activity will accelerate once the new Senior Project Manager (Learning Estate) is in post from the end of April. There have been preliminary discussions with Scottish Futures Trust (SFT) on the Findrassie project, and an opportunity to link with other local authorities undertaking similar projects. The Northern Alliance is continuing to offer support through the Sustaining Education in our Communities workstream.		

STRATEGIC ERC 3.2	(CP) Leisure Services Review	31-Mar-2023	<p>Sport and Leisure Business Plan continues to be implemented despite leisure facilities being closed and stay at home lockdown measures imposed. There has been greater online engagement with residents and communities through virtual classes and training courses. The Sport & Leisure team is working closely with Moray Leisure Centre as we move out of the second lockdown and will continue to work with all sport & leisure partners to consider options for integrated service delivery across our Moray sport & leisure facilities.</p> <p>Adventure Scotland contract ceased and guidance responsibilities transferred internally to ECOD. Outdoor adventurous activities guidance in place and current http://www.moray.gov.uk/moray_standard/page_49488.html. Evolve training delivered to all youth workers and offered to schools and social work. Meetings held with Education Attainment Advisor to target support. Outdoor Learning leaflet created to promote use.</p>	10%	
STRATEGIC ERC 3.3	(CP) Review of approach to additional support needs (ASN)	31-Mar-2024	<p>Education Scotland is supporting colleagues across Education and Education Resources to develop our shared strategic case for change, and priorities for moving forward. A further report will be presented to Committee in May outlining our vision for the future and our proposed next steps as part of a large-scale, phased programme of change.</p>	10%	


3. RECOVERY ACTIONS (COVID)



3.1 Recovery Actions Overall Progress

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
COVID ERC	All Recovery (COVID) Actions Progress	31-Dec-2021	One of the two Actions were due for completion by 31 March 2021. This Action has completed within the timescale. The remaining Action is due for completion by 31 December and is currently on target to do so.	85%	

3. RECOVERY ACTIONS (COVID)

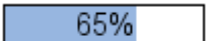

3.2. Empower and support communities to build capacity

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
COVID ERC 1.1	Development of Community Resilience Plans	31-Dec-2021	<p>Template is being developed and refined initially with – Keith CC and Garmouth Community Association. The Keith plan is well advanced and is aiming for completion by the end of May. Next phase is the development of plans in Cullen and Speyside.</p> <p>First plans being developed in Keith, Garmouth, Cullen and Speyside.</p>	70%	

COVID ERC 1.2	Support for Community Anchor organisations	31-Mar-2021	All requests for capacity building support met. During the past year the communities team supported organisations with the COVID- response and kept in touch with key “champions” on a regular basis.		
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4. SERVICE ACTIONS


4.1. Service Actions Overall Progress


Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
SERVICE ERC	All Service Actions Progress	31-Mar-2022	Four of the six Actions were due to complete by or before 31 March, two have completed within the timescale and two have not.		

4. SERVICE ACTIONS

4.2. Ensuring Digital ways of working are embedded across our teams, maximising connectivity, collaboration and online service delivery


Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
SERVICE ERC 1.1	Development and Implementation of School Business Admin Review	31-Mar-2022	Progress on the implementation of elements of this review were delayed due to staff being diverted to Covid duties. The delivery of digital solutions into our schools is now complete, however uptake continues to vary across our school estate. During Phase 2 of the review (March 2021 to 2022) our Business Support team will work with schools to increase uptake and track the efficiency savings generated. They will also undertake further analysis of the current administrative support requirements in schools. Phase 3 will run alongside Phase 2 and will consider different options for delivering the school administration function in the future, with a focus on maximising the benefits of digital service delivery.		
SERVICE ERC 1.2	Roll out Digital Youth Work	31-Mar-2021	100% of existing staff trained in digital platforms with monthly supervision and tutorial support from Digital Development Worker. New staff commencing in April. Digital Youth Work training scheduled for May 100% of existing staff delivering Youth Work digitally Moving forward in 2021/22 it is intended that a blended approach to developing digital youth work is taken as it shouldn't be treated as a separate entity, it is just another method of engaging. It is expected that digital engagement will rapidly grow once face to face work starts again. Specific digital youth work delivered * Transition projects in Lossie, Buckie, Elgin – sessions delivered to primary Schools online by Youth Workers using Teams or Google Classroom. These are scheduled to start in all other areas from this		

			<p>week on.</p> <ul style="list-style-type: none"> * Online drop-ins * Altspace group (Oct-Dec 2020) will resume in May at Elgin Youth Caf&eacute; * Peas in a Pod Podcast group * Wellbeing groups delivered online in Speyside and Milnes. * Social Isolation and Loneliness Projects – photography, circus skills and H&WB sessions delivered by specialists in partnership with youth workers. * Instawalks – Elgin High and Elgin Academy, combining face to face YW with digital platform * 80% of Youth Work now delivered digitally Moray Youth Work website live. <p>https://sites.google.com/my.glow.scot/morayyouthwork/homeText Service in operation</p> <ul style="list-style-type: none"> * Using Teams – setting up groups, exploring the functionalities within MS Office for Youth Work, Forms, Onedrive, Stream, etc * Using Google Classroom, Google Drive, Google Jamboard and Easy Retro for Evaluation * Discord introduction * Using Social Media and producing content for our website * Creating QR codes and Bitmoji <p>External courses for digital youth work which members of the Youth Work Team have attended.</p> <ul style="list-style-type: none"> * Digiknow Champions Award * Climate emergency toolkit for youth workers * How to create safe online spaces for Youth Work * #NaeDanger Game <p>Upcoming work;</p> <ul style="list-style-type: none"> * 12 VR headsets have been purchased to develop the Altspace project and more in partnership with EYC. * Animation and film projects planned for Transition and Recovery work in Milnes * SYP election will be all be delivered virtually both campaigning and voting (now – November) * YP PB will delivered online later this year (no date yet) 		
SERVICE ERC 1.3	Implement Online Music Instruction	31-Dec-2020	<p>Remote live video lessons continued for instrumental music instruction pupils learning from home until the end of Term 3. Where connectivity in schools will allow, pupils self-isolating and well enough to learn at home will continue to be offered remote live video lessons rather than face-to-face. Instructors will continue to use Glow/Teams to share resources etc and offer support to pupils moving forward. Class Notebook within Teams will replace the need for</p>	<div style="border: 1px solid black; background-color: #e0e0e0; padding: 2px; display: inline-block;">100%</div>	

			paper based Pupil Progress Diaries in the long term. Some work still to be done around offering remote live video lessons to pupils in schools. Challenges include availability of staff to supervise youngest learners and available technology in schools.		
SERVICE ERC 1.4	Improve Libraries digital offering (eResources, Libraries YouTube Channel, online Bookbug, online Learning).	31-Mar-2021	Further investment on eResources, apart from standing orders, still on hold due to delays in getting our eResources transferred to the new supplier (Handover now scheduled for 19 April 2021). All learning reverted to online during second lockdown.	<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e0e0e0; position: relative;"><div style="position: absolute; left: 0; top: 0; bottom: 0; right: 0; background-color: #4f81bd; width: 50%;"></div></div> 50%	

4. SERVICE ACTIONS

4.3. Restructure of service management to meet demands of the service

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
SERVICE ERC 2.1	Complete review of third tier management arrangements	31-Mar-2021	The Change Management Plan (CMP) for the new Communities team has concluded. A new service manager and the new team structure will be in place from 19 April 2021. We have successfully recruited a Senior Project Manager (Learning Estate) and a Communications and Engagement Officer to support the Learning Estate programme. The Senior Project Manager (Learning Estate) will be in post from 26 April and will complete recruitment into his team (Project Officer and Community Support Officer). Recruitment into the ASN and Inclusion Manager post was unsuccessful and we are considering options for supporting ASN services as we move forward with the ASN Review. A CMP for Sport & Leisure & Culture is with HR for review and will go out to consultation as soon as possible after Easter. With the exception of ASN services this final CMP will complete the review of third tier management arrangements. Progress has been slower than anticipated due to Covid related work pressures.	<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e0e0e0; position: relative;"><div style="position: absolute; left: 0; top: 0; bottom: 0; right: 0; background-color: #4f81bd; width: 80%;"></div></div> 80%	

4. SERVICE ACTIONS

4.4. Community Learning and Development

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
SERVICE ERC 3.1	Development of Community Learning & Development Strategy (2021-2024)	30-Sep-2021	The new CLD Plan is due for completion by 1 September 2021. Core target areas agreed by Partners linked to the LOIP priorities review and development process. Targeted engagement underway linked to recovery and Year 1 of the new plan. Draft national performance collation areas agreed by CLD Managers Scotland for local authority provision, this will be used to identify needs, gaps and trends and submitted annually.	<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e0e0e0; position: relative;"><div style="position: absolute; left: 0; top: 0; bottom: 0; right: 0; background-color: #4f81bd; width: 50%;"></div></div> 50%	