

**THE FIFE COUNCIL - EDUCATION & CHILDREN'S SERVICES SUB-COMMITTEE –  
REMOTE MEETING**

1st March, 2022

10.00 a.m. – 1.35 p.m.

**PRESENT:** Councillors Craig Walker (Convener), James Calder, Dave Dempsey, Linda Erskine, Ian Ferguson, Gary Guichan, Altany Craik (substituting for Councillor Bobby Clelland), Andy Heer, Helen Law, Kathleen Leslie, Rosemary Liewald, Ross Paterson, Fay Sinclair, Alistair Suttie, Mr. George Haggarty and Mr. William Imlay.

**ATTENDING:** Carrie Lindsay, Executive Director, Education & Children's Services; Kathy Henwood, Head of Children & Families and Criminal Justice; Maria Lloyd, Head of Education & Children's Services - Secondary Schools & Specialist Support; Angela Logue, Head of Education & Children's Services - Primary Schools & Improvement Support; Shelagh McLean, Head of Education & Children's Services - Early Years and Directorate Support; Lynn Gillies, Service Manager - Family Support; Deborah Davidson, Education Manager; Rona Weir, Education Manager; Pamela Colburn, Active Schools Manager; Murray McBain, Policy Co-ordinator; Angela Robertson, Depute Headteacher, Glenrothes High School; Michael Scanlin, Senior Practitioner, Young People's Team, Education & Children's Services; Chris Child, Accountant, Finance & Corporate Services; Gary Moyes, Category Manager, Procurement, Finance & Corporate Services; Christopher Campbell, Team Manager - Contracts, Health & Social Care Partnership; and Diane Barnet, Committee Officer, Legal & Democratic Services.

**245. DECLARATIONS OF INTEREST**

No declarations of interest were submitted in terms of Standing Order No. 7.1.

**246. MINUTE**

The Sub-Committee considered the minute of meeting of the Education and Children's Services Sub-Committee of 28th January, 2022.

**Decision**

The Sub-Committee agreed to approve the minute.

**247. THIRD SECTOR GRANT AWARDS**

The Sub-Committee considered a report by the Executive Director, Education and Children's Services, providing a summary of the progress in service development and delivery related to Third Sector commissioned services and recommending approval of grant awards for 2022-23.

**Decision/**

**Decision**

The Sub-Committee:-

- (1) noted the progress made on the programme of work associated with commissioning arrangements; and
- (2) approved the recommendations for grant funding for 2022-23.

**248. ANNUAL UPLIFT IN PAYMENTS TO FOSTER CARERS FOR FINANCIAL YEAR 2022/23**

The Sub-Committee considered a report by the Executive Director, Education and Children's Services providing information and seeking approval for the proposed uplift in payments to Foster Carers and Supported Lodging Carers.

**Decision**

The Sub-Committee approved:-

- (1) a 2.5% increase in the maintenance payments for children in a foster care and supported lodging setting; and
- (2) an uplift of 2.5% in the fees paid to Foster Carers, including Supported Lodging Carers.

**249. FIFE CORPORATE PARENTING BOARD**

The Sub-Committee considered a report by the Executive Director, Education and Children's Services providing an update on the work of the Fife Corporate Parenting Board (FCPB) and developments planned to improve the Corporate Parenting agenda across Fife.

**Decision**

The Sub-Committee:-

- (1) noted the intention of the Corporate Parenting Board to ensure Care Experienced Children and Young People (CECYP) in Fife were supported, with the best offer from their 'corporate parents', to reach their full potential;
- (2) noted the progress made within the last 6 months, informing the strategic plan and developing the narrative of expectation across all 'corporate parents' in Fife;
- (3) approved the revised structure that better captured the voice and experience of those with lived experience and celebrated success; whilst holding to account the strategic areas in which improvement was needed across the next 3 years, in line with local and national drivers; and
- (4) noted that this was the first of an agreed 6 monthly update/analysis report to be considered by the Sub-Committee (or its successor).

**250./**

**250. CHILDREN'S SERVICES INSPECTION UPDATE**

The Sub-Committee considered a report by the Executive Director, Education and Children's Services providing an update on the Care Inspectorate Improvement Plan following the 2019 Children's Services Inspection and since the last update provided in January, 2021.

**Decision**

The Sub-Committee:-

- (1) noted the contents of the report;
- (2) noted the outcome of the update report and the progress made;
- (3) agreed that most of the improvements identified within the 2019 report had either been achieved or had been integrated into the CPC improvement plan, Children's Services plan or the Corporate Parenting Improvement Plan. Any outstanding improvements were subject to critical review and partnership planning; and
- (4) agreed that a further update on improvements made, would be submitted to the Sub-Committee (or its successor) in 6 months' time.

**251. CHIEF SOCIAL WORK OFFICER ANNUAL REPORT 2020/21**

The Sub-Committee considered a report by the Chief Social Work Officer - 'Chief Social Work Officer Annual Report 2020/21' - providing an overview of social work services within Fife, reflecting the formal statutory responsibilities of the Chief Social Work Officer role.

**Decision**

The Sub-Committee noted the contents of the report.

The meeting adjourned at 11.25 a.m.

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The meeting reconvened at 11.35 a.m.

**252. EDUCATION & CHILDREN'S SERVICES DIRECTORATE REVENUE BUDGET 2021-22 – UPDATE**

The Sub-Committee considered a joint report by the Executive Director, Finance and Corporate Services and the Executive Director, Education and Children's Services providing an update on the forecast financial position for the 2021-22 financial year, for the areas in scope of the Education and Children's Services Sub-Committee.

**Decision/**

**Decision**

The Sub-Committee noted:-

- (1) the current financial performance and activity as detailed in the report;
- (2) that the Education and Children's Services Directorate's implementation of the Children and Families Strategy had reduced the reliance on purchased care placements and increased the number of children who could be looked after safely at home or in kinship care; and
- (3) the estimated costs and associated funding relating to the continuing impact of Covid-19 on the Directorate.

**253. EDUCATION & CHILDREN'S SERVICES DIRECTORATE CAPITAL INVESTMENT PLAN 2021-22: PROGRESS REPORT**

The Sub-Committee considered a joint report by the Executive Director, Finance and Corporate Services and the Executive Director, Education and Children's Services providing information on the overall progress of the Education and Children's Services Directorate's capital programme, for the current financial year, 2021-22, including progress on major projects.

**Decision**

The Sub-Committee noted:-

- (1) the financial position as detailed in the report, and
- (2) that the budget had been revised to reflect the outcome of the Capital Plan review undertaken in February, 2021 and the subsequent re-phasing exercise carried out in July, 2021.

**254. SECONDARY SCHOOL STAFFWISE SURVEY - PROGRESS**

The Sub-Committee considered a report by the Executive Director, Education and Children's Services, providing an update on the progress made by the Directorate, specifically secondary schools, relating to the 'Staffwise' survey undertaken in January/February, 2019. The report followed on from a previous report on the survey presented at the Education and Children's Services Committee on 11th February, 2020.

**Decision**

The Sub-Committee:-

- (1) noted the progress made by Secondary Schools in progressing their improvement priorities identified through the 2019 Staffwise survey;
- (2) noted the additional priorities that had been progressed in Secondary Settings, in response to the COVID-19 pandemic; and
- (3)/

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- (3) acknowledged the Directorate's learning from 2019 and the next steps to improve approaches to the 'what next' sustainable improvement planning process.

The meeting adjourned at 12.25 p.m.

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The meeting reconvened at 12.35 p.m.

### 255. SWIMMING: OFFERING TO YOUNG PEOPLE

The Sub-Committee considered a report by the Executive Director, Education and Children's Services advising on the partnership approach to providing a range of Swimming opportunities offered to children and young people in Fife and suggested next steps.

#### Decision

The Sub-Committee:-

- (1) noted the approach to both universal and additional swimming provision offered to children and young people;
- (2) agreed to endorse the proposed next steps to continue to identify young people who identified as non-swimmers and to support a targeted approach to future provision; and
- (3) agreed to an additional recommendation - that a report would be brought back to the Sub-Committee (or its successor):-
  - (a) outlining provision made to ensure that all children leave primary school able to swim with confidence and keep safe in the water - including data on the number of children in Fife primary schools: how many were receiving school swimming lessons across each year group; and the capacity to provide swimming lessons - across both Fife Sports and Leisure Trust and school pools;
  - (b) specifying what was being done to close the gap on entering high school between those who could swim and those who could not; and
  - (c) providing full costings for the current provision of swimming across both primary and high school settings.

*Councillor Ferguson left the meeting during consideration of the above item.*

### 256. WALKED ROUTES TO SCHOOL ASSESSMENT POLICY – UPDATE ON PROGRAMME

The Sub-Committee considered a report by the Executive Director, Education and Children's Services providing an update on progress relating to implementation of the Walked Routes to Schools Assessment Policy, following elected member workshops in March, 2021 and January, 2022.

#### Decision/

**Decision**

The Sub-Committee agreed:-

- (1) to a postponement of the implementation of changes to existing route assessments until the impact of the Under 22 Travel Scheme had been assessed; and
- (2) an amended recommendation – ‘targeting the implementation of the policy from August, 2023 in light of recommendation (1) above’.

**257. EDUCATION & CHILDREN'S SERVICES SUB-COMMITTEE FORWARD WORK PROGRAMME**

The Sub-Committee considered the Education and Children's Services Sub-Committee Forward Work Programme.

**Decision**

The Sub-Committee noted the Education and Children's Services Sub-Committee Forward Work Programme, subject to amendment as necessary, which would be considered by the Sub-Committee (or its successor) as required.

**258. NOTICE OF MOTION**

In terms of Standing Order No. 8.1(1), the following Notice of Motion had been submitted:-

'Sub-Committee notes the decision of the Education and Children's Services Sub-Committee of 7th September, 2021 whereby Agenda Item 8 - 'Professional Learning and Leadership Strategy' - was agreed as follows:

**Recommendation(s)**

It is recommended that the Education and Children's Services Sub-Committee:

- (1) Reviews and comments on the progress made with the Professional Learning & Leadership Strategy since the report approved by the Education, Health and Social Care Scrutiny Committee in January, 2016.
- (2) Note the leadership models, as agreed in the Professional Learning and Leadership Strategy (2016) that have been progressed successfully over the last five years, and the intention to continue with the development and implementation of Leadership Models 2 and 3 to best meet the needs of school and local communities.

Sub-Committee also recognises that Leadership Models 2 and 3 are defined (Agenda Item 8 – Para. 1.2) as:

- Model 2 - School grouping model of leadership: a leadership team serving a group of schools brought together by key links e.g., community, cultural, school, partners, demographics.
- Model/

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- Model 3 - Learning journey model of leadership: a leadership team serving the learners' journey e.g., 0 – 5 or 0 – 12 or 0 – 18 years including children with additional support needs.

Sub-Committee is now invited to note the following:

- (1) That examples of Current Shared Leadership Arrangements (August 2021) are 20 permanent and 9 are temporary.
- (2) Also notes that all of these are a joint leadership model.
- (3) That there are no examples of shared leadership models – only joint headship.
- (4) No information was provided in the Sub-Committee papers that included proposals such as those being considered for the Waid Cluster Leadership Model.
- (5) The level of parental concern around such change to the school leadership model, including the impact on attainment and local leadership and the capacity of the changed model to deal with ongoing disruption to education due to the pandemic.
- (6) The Sub-Committee's concern that such significant changes to a longstanding leadership model are sufficiently robust to fulfil Fife Council's responsibilities on safeguarding, particularly during any transition period.

Sub-Committee requests that such proposed changes to the leadership model, in the East Neuk and across Fife, are halted until a full report, with evidence for any assumptions or conclusions, is provided on the short, medium and long term impact of the models and evidence to the Sub-Committee or its successor.'

Proposed by Councillor Kathleen Leslie  
Seconded by Councillor Dave Dempsey

### **Amendment**

Councillor Craik, seconded by Councillor Law moved as an amendment to delete the final paragraph of the Motion –

'Sub-Committee requests that such proposed changes to the leadership model, in the East Neuk and across Fife, are halted until a full report, with evidence for any assumptions or conclusions, is provided on the short, medium and long term impact of the models and evidence to the Sub-Committee or its successor.'

Replacing this with:

'Further notes that:

- (1) Further engagement is required in order to understand concerns and meaningfully inform the leadership strategy going forward.
- (2)

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- (2) Further consultation will be undertaken in the next academic session (2022/2023) on the leadership strategy that will contain more clarity and detail regarding a wider range of options for leadership of the Waid Cluster of schools.
- (3) The current leadership arrangements across the Waid Cluster will remain as they are for August 2022.

The Sub-Committee agrees to endorse this approach and requests a full report on future options and consultation to the Sub-Committee (or its successor) prior to this consultation being carried out.'

Councillor Leslie agreed to withdraw the last paragraph of the original Motion, replacing this with the proposed replacement paragraph, subject to an amendment to (1) above to read: 'Further engagement **with all stakeholders** is required in order to understand concerns and meaningfully inform the leadership strategy going forward.'

### **Decision**

The Sub-Committee agreed unanimously as follows:

The Sub-Committee noted the decision of the Education and Children's Services Sub-Committee of 7th September, 2021 whereby Agenda Item 8 - 'Professional Learning and Leadership Strategy' - was agreed as follows:

It is recommended that the Education and Children's Services Sub-Committee:

- (1) Reviews and comments on the progress made with the Professional Learning and Leadership Strategy since the report approved by the Education, Health and Social Care Scrutiny Committee in January, 2016.
- (2) Note the leadership models, as agreed in the Professional Learning and Leadership Strategy (2016) that have been progressed successfully over the last five years, and the intention to continue with the development and implementation of Leadership Models 2 and 3 to best meet the needs of school and local communities.

Sub-Committee also recognises that Leadership Models 2 and 3 are defined (Agenda Item 8 – Para. 1.2) as:

- Model 2 - School grouping model of leadership: a leadership team serving a group of schools brought together by key links e.g., community, cultural, school, partners, demographics.
- Model 3 - Learning journey model of leadership: a leadership team serving the learners' journey e.g., 0 – 5 or 0 – 12 or 0 – 18 years including children with additional support needs.

Sub-Committee is now invited to note the following:

- (1) That examples of Current Shared Leadership Arrangements (August 2021) are 20 permanent and 9 are temporary.
- (2)/



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- (2) Also notes that all of these are a joint leadership model.
- (3) That there are no examples of shared leadership models – only joint headship.
- (4) No information was provided in the Sub-Committee papers that included proposals such as those being considered for the Waid Cluster Leadership Model.
- (5) The level of parental concern around such change to the school leadership model, including the impact on attainment and local leadership and the capacity of the changed model to deal with ongoing disruption to education due to the pandemic.
- (6) The Sub-Committee's concern that such significant changes to a longstanding leadership model are sufficiently robust to fulfil Fife Council's responsibilities on safeguarding, particularly during any transition period.

The Sub-Committee further notes that:

- (1) Further engagement with all stakeholders is required in order to understand concerns and meaningfully inform the leadership strategy going forward.
- (2) Further consultation will be undertaken in the next academic session (2022/2023) on the leadership strategy that will contain more clarity and detail regarding a wider range of options for leadership of the Waid Cluster of schools.
- (3) The current leadership arrangements across the Waid Cluster will remain as they are for August, 2022.

The Sub-Committee agrees to endorse this approach and requests a full report on future options and consultation to the Sub-Committee (or its successor) prior to this consultation being carried out.

### **CONVENER'S VALEDICTORY COMMENTS**

As this was the last meeting of the Sub-Committee prior to the Local Government Elections in May 2022, the Convener reflected on its achievements, highlighting areas of work considered by the Sub-Committee and expressing his appreciation of: the contributions of all members and officers in supporting the work of the Sub-Committee, wishing them well in their future endeavours; and the inspired and continued resilience of teachers and young people during the pandemic.

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