

ANGUS COUNCIL

CHILDREN AND LEARNING COMMITTEE – 18 MAY 2021

EDUCATION RECOVERY AND RESILIENCE UPDATE

REPORT BY KELLY MCINTOSH, DIRECTOR OF EDUCATION AND LIFELONG LEARNING

ABSTRACT

This report provides Committee with an update on the response and recovery process for early learning and childcare settings and schools in Angus. The previous update was presented to Children and Learning Committee in November 2020, report [282/20](#) refers.

1. RECOMMENDATION(S)

It is recommended that the Children and Learning Committee:

- (i) Notes the updates set out in Section 4 and Section 5 and requests that the Director of Education and Lifelong Learning prepares further updates as required.
- (ii) Approves the employment of circa 20FTE additional teachers and circa 10.5FTE additional support staff at an estimated cost of £1,171,000 and approves the delegation of Education Recovery Annex A and B funding to the Director of Education and Lifelong Learning to meet the costs.
- (iii) Approves the delegation of up to £1,258,000 Education Recovery grant funding to the Director of Education and Lifelong Learning for the planning of expenditure on additional staffing.
- (iv) Approves the delegation of up to £335,000 summer holiday activity grant funding to the Director of Education and Lifelong Learning.
- (v) Requests that the Director of Education and Lifelong Learning brings a report to a future committee outlining how the above monies have been deployed.
- (vi) Approves the delegation of up to £2,151,000 Education Logistics grant funding to the Director of Education and Lifelong Learning and notes the plans for expenditure, including the capitalisation of £35,000 to meet IT costs.
- (vii) Approves the delegation of up to £300,000 Education Recovery Annex A funding to the Director of Education and Lifelong Learning and notes the capitalisation of this funding to purchase Chromebooks and iPads to meet immediate need.

2. ALIGNMENT TO THE ANGUS LOCAL OUTCOMES IMPROVEMENT PLAN/CORPORATE PLAN

This report contributes to the following local outcomes contained within the **Angus Local Outcomes Improvement Plan** and **Locality Plans**:

- The best start in life for children
- Improved physical, mental and emotional health and wellbeing
- More opportunities for people to achieve success

The **Tayside Plan** for children young people and families 2017-20

- Reduce inequalities and disadvantage;
- Protect the most vulnerable from harm;
- Take the right action to prevent needs arising in the first place;
- Provide the right support to meet needs at the earliest appropriate time;
- Deliver individualised, proportionate and whole family-based support;

- Provide services which are experienced as integrated and consistent;
- Involve children, young people and parents in the design of services;
- Develop holistic services for children, parents and communities;
- Improve outcomes.

3. BACKGROUND

- 3.1 Angus Council schools resumed on a full-time basis for all children and young people Monday 17 August 2020. Our schools remained fully open for the duration of the Autumn and Winter Terms.
- 3.2 Due to increased concern regarding virus transmission levels, on Saturday 19 December 2020 the First Minister announced a second national lockdown to begin on Boxing Day. As part of these arrangements, it was confirmed that schools would reopen immediately after the Christmas holidays only for the children of key workers and other children as identified by Head Teachers. The school holiday period for all other children was extended to Monday 11 January 2021. Children and young people not attending school engaged in our remote learning offer.
- 3.3 Angus Council, as the Education Authority for the Angus area, has a number of statutory duties as regards education. These duties include: -
- Securing that there is made for their area adequate and efficient provision of school education,
 - To provide primary and secondary school provision for not less than 190 days a year,
 - To provide or secure the provision of free school meals to certain pupils,
 - To make adequate and efficient provision of additional support for pupils with additional support needs,
 - To secure that the mandatory amount (specified by the Scottish Ministers) of early learning and childcare is made available for each eligible child belonging to its area.

The Coronavirus Act 2020 provides the following in relation to schools and education:-

- A requirement on the operators of educational establishments to have regard to any advice relating to coronavirus from the Chief Medical Officer of the Scottish Administration or such other person as may be designated by the Scottish Ministers.
- The Scottish Ministers have the power to give directions in relation to access to educational establishments being restricted for a specified period (an "Educational Closure Direction").
- An Educational Closure Direction can relieve the operator of an educational establishment from the failure to comply with a legal obligation to the extent that the failure would be attributable to the Direction (such as the duties referred to in (i) to (v) above).
- An Educational Closure Direction may require the taking of actions in general terms, or require the taking of particular actions, that the Scottish Ministers consider reasonable and make such other provision as the Scottish Ministers consider appropriate.
- The Scottish Ministers have the power to give directions in relation to the continuing operation of an educational establishment for a specified period (an "Educational Continuity Direction").
- An Educational Continuity Direction can impose a wide range of requirements in relation to, for example, opening times for schools, the attendance at educational establishments of specified groups of people, prohibiting or restricting access to an educational establishment, requiring measures to ensure safe standards of hygiene and other measures to protect health be put in place and require the alteration of term dates, holiday dates or examination dates.
- An Educational Continuity Direction has effect until the end of the period specified in the direction or until revoked by the Scottish Ministers. If the Direction relieves a failure to comply with a legal requirement then it must be reviewed every 21 days.

Ten Educational Continuity Directions have been made by the Scottish Ministers. The tenth Direction came into effect on 13 March 2021 and expired on 02 April 2021. To date a further Direction has not been issued. On 06 April 2021 the Scottish Government confirmed that secondary school education would resume on a full-time basis following the Spring Holiday.

4. SCHOOL SESSION 2020-21

Second National Lockdown

- 4.1 On 19 December 2020 the First Minister announced that schools would open in January 2021 only for the attendance of the children of key workers and other children and young people deemed to be 'vulnerable'. All other children and young people were to remain at home and resume learning online from 11 January 2021.
- 4.2 Only those staff essential to the safe management of the building and required for the limited number of children in attendance were to attend at work. Any employee who was previously 'shielding' was directed to remain at home and not attend work.
- 4.3 The majority of Angus schools reopened on 07 January 2021 on the limited basis as set out above. A small number of rural primary schools did not open due to there being no demand for keyworker places or a requirement for other children to attend.
- 4.4 On average during the limited attendance period school attendance was as follows:
- Up to 15% of children attending Early Learning & Childcare (ELC)
 - Up to 15% of children attending primary school
 - Up to 5% of young people attending secondary school
- 4.5 On 22 February 2021 school resumed on a full-time basis for all children attending ELC and in P1-3. On the same date secondary schools began to invite limited numbers of Senior Phase young people to complete practical work essential for National Qualifications.
- 4.6 On 15 March 2021 all remaining P4-7 children returned to school on a full-time basis. From the same date, secondary schools also began to welcome all young people back for limited 'in-school' learning and teaching. 2 metre physical distancing was required in secondary school. All young people received some time in school each week up to the Spring Holidays. The senior phase remained a priority for attendance.
- 4.7 On 19 April 2021 all schools resumed on a full-time basis, with no physical distancing required. Employees and children and young people who were shielding were advised they could return to school from 26 April 2021. While physical distancing is not required in schools, a range of alternative safety mitigations are in place including enhanced cleaning, a focus on hygiene and adherence to protocols around self-isolation and testing in the event anyone develops Covid-19 symptoms.

Update on Early Learning and Childcare

- 4.8 Scottish Government confirmed in 2020 that as a result of the pandemic, the legislative requirement on local authorities to offer up to 1140 hours of funded ELC to all eligible children by August 2020 had been temporarily withdrawn. Following a review of the status of the expansion programme across Angus, it was agreed that Angus Council would offer the new funded entitlement to all eligible children from August 2020 as planned.
- 4.9 A full update on progress in the early years expansion programme is the subject of a separate report to this committee ([Agenda Item 9, Report 147/21](#)).
- 4.10 As a result of the second lockdown, additional financial support was required for private and voluntary providers and childminders on the Angus framework agreement for funded ELC. Funding was provided through two separate processes:
- The national Temporary Restrictions Fund, which was comprised of four-weekly payments in arrears for providers who were open or partially open during the restrictions. This fund was provided by Scottish Government and administered by local authorities.
 - Additional, local financial support provided by Angus Council. This was available to providers who were at risk of suffering financial loss due to the lockdown which may threaten their longer-term sustainability and which was not sufficiently offset by the Temporary Restrictions Fund. This local support was significantly reduced in comparison to the first lockdown, due to a change in the eligibility criteria for the national Coronavirus Job Retention Scheme which allowed providers to flexibly furlough some of their staff while remaining open to key worker

and vulnerable children, and at the same time continuing to receive their standard ELC funding for all children. This limited the council's direct support to a total of £6,500.

Update on Primary and Secondary Schools

- 4.11 The current school session began on 11 August 2020 for staff and 12 August 2020 for children and young people. Attendance was phased for the first week with all children and young people resuming school on a full-time basis from 17 August 2020.
- 4.12 Prior to the announcement of the second national lockdown, school attendance in Angus remained at a high level. Staff absence due to Covid-19 remained low. The latest attendance data for Angus can be viewed via the national dashboard: <https://public.tableau.com/profile/sq.eas.learninganalysis#!/vizhome/COVID19-SchoolsandChildcareInformation2021/Introduction>
- 4.13 There have been a total of 92 confirmed Covid-19 cases in Angus schools since the start of the session in August. Of these, 61 have been in children and 31 in staff. These cases have affected 25 schools out of 59. Officers from Angus Council meet fortnightly with colleagues from NHS Health Protection Team (HPT) to review cases and procedures. No concerns have been raised regarding the Covid-19 mitigations in place in our schools. In addition, officers liaise with colleagues across Tayside to share expertise and good practice. While in a few circumstances, there has been a requirement for full year groups to self-isolate, there have been no complete school closures due to Covid-19 cases.
- 4.14 We continue to meet requirements for schools in terms of health, safety and hygiene measures. Our risk assessment templates and other associated guidance documents are reviewed following each publication of updated national guidance. Risk assessments are issued to trade union representatives for consultation prior to finalising. We continue to meet Personal Protective Equipment (PPE) requirements for all schools. Bulk orders are submitted prior to the start of each term. An online ordering process is in place for any other requirements that arise during the term. Following an internal audit of corporate PPE arrangements, we have issued further guidance to schools regarding stock-taking measures for PPE. The latest financial implications arising from all aspects of hygiene and safety are set out in Section 7.
- 4.15 As noted in report 282/20 uptake of school meals was low in the Autumn term. Uptake recovered somewhat during the Winter Term, following the resumption of a 'hot bagged' meal service. During the limited attendance period from 7 January – 2 April 2021 we maintained a catering service for all children and young people attending school.
- 4.16 From November 2020 to April 2021, there have been 12 requests for home education. This compares with 14 requests for home education and 2 for flexi-education in the time period of November 2019 to April 2020.
- 4.17 Angus Educational Psychology Service has been providing support to parents and carers through a dedicated phoneline since the beginning of February 2021. Since its launch the service has received 22 calls from 21 parents, with some recurring issues such as anxiety (including the return to school following lockdown), social interaction, progress with learning, home learning (including online learning) and sleep. Parents/carers who received follow-up information by e-mail reported that they found the service helpful and would use it again, with the most useful aspect being able to talk about an issue with the psychologist and helped to identify strategies to improve a situation. In order to support the return to school of all children and young people, the EPS phoneline service will continue until the end of June 2021.

A leading digital mental health service 'Togetherall' has been commissioned to support 16-24yr olds in Angus since December 2020. So far there have been 30 registrations from an Angus postcode. Each registrant has, on average, logged on 3 times and spent 48 minutes using the service. 43% of usage has been in the evenings and at weekends. To date, courses accessed include improving sleep, managing stress and worry, and managing anger.

For the very small number of children and young people who have been shielding, there has been regular communication between school and home, resources supplied, as well as virtual meetings with key staff including Pupil Care and Support teachers, ASN teachers and specialist ASN staff, as appropriate to individual needs.

- 4.18 The Scottish Government has provided grant funding to support the mental health and emotional wellbeing of children, young people and their families impacted by the Covid-19 pandemic. The plans for supporting or extending services are detailed in the Covid Funding to Support Children report, being considered by Children and Learning Committee today ([Report 145/21](#)).

Senior Phase Attainment

- 4.19 In February 2021 INSIGHT, the national benchmarking tool, was updated. In previous years the ELL Directorate have presented a full report on the achievement of school leavers. For session 2019-2020 INSIGHT released a covid-19 statement advising that 'For 2020 the absence of external assessment information, and the Ministerial direction to award estimated grades, have led to a different pattern of attainment than we have seen in previous years. The results for 2020 should not be directly compared to those in previous years or future years. The 2020 Insight data cannot therefore be used to directly demonstrate subject, school or authority improvement compared with previous years. Care should also be taken when comparing attainment to the virtual comparator, or indeed when making comparisons across schools.'
- 4.20 Therefore it is not appropriate to report to committee as in previous years. ELL officers have used the data for session 2019-2020 to inform discussions with senior leadership teams around the preparation for the alternative certification model (ACM) which has been put in place by the SQA for session 2020-2021. A separate [report, 144/21](#), provides more information on the ACM.

Update on Additional Teachers and Support Staff

- 4.21 As noted in Report 179/20, authorisation has previously been granted for the recruitment of 40 additional teachers to support recovery. To date 22FTE additional primary teachers and 8.4FTE additional secondary teachers have been recruited and deployed to work with schools in Angus. These additional staff were deployed to add capacity to support progress in learning and to improve attainment in reading by promoting a council wide reading culture as well as targeted support. The focus upon reading is based upon a wide range of research which tells us that improvements in reading impact in children's performance across all areas of the curriculum as well as supporting good mental health. From August 2020 the additional teachers also supported the smooth running of our schools by providing short-term absence cover for teachers who were absent due to the need to self-isolate or for Covid testing. The latest financial update is set out in Section 7.
- 4.22 As previously agreed, a further 20.5FTE support staff have also been recruited through a mixture of additional posts and increased hours for existing posts. The latest financial update is set out in Section 7.

Update on Digital Learning and Teaching

- 4.23 Special Arrangements Committee on 23 June 2020 noted the repurposing of approximately £100,000 of TRIC funding to establish a small team of digital officers within the Angus Virtual School. Report [179/20](#) refers. The successful candidates took up post on 19 October 2020 and are funded up to June 2022. Officers have created an Angus home learning resource which includes resources for parents/carers enabling them to support learning at home. Digital Learning Officers have been working directly with schools and supporting their digital remote learning offer. This included in-service training on providing effective feedback to children and young people in a digital environment. Digital Officers have also worked with colleagues in AVS to evaluate schools' remote learning offer.
- 4.24 The e-Sgoil is part of the national e-learning offer, providing live interactive online classes using Microsoft Teams. The e-Sgoil significantly increased its national offer to schools during the national lockdown period. A regular programme of live learning activities has been developed, suitable for all children from Early Years to Senior Phase. An Easter Study Support School for S4-6 was available, providing live webinars for over 60 national courses. A separate Developing the Young Workforce (DYW) Live programme has also been developed, with the second phase scheduled to launch in April 2021. All courses are accessible to children and young people via Teams within the GLOW environment. Support through e-Sgoil also continues to be available for children and young people who are shielding or self-isolating.
- 4.25 The Tayside Regional Improvement Collaborative (TRIC) in partnership with West OS have created an online resource of over 1,600 recorded videos for learners and teachers across

Scotland. 15 teachers from Angus have contributed to the creation of this resource. The recorded lessons are free to all schools. A webinar was delivered to the National Parent Forum of Scotland to raise awareness of the resources to parents and carers. The available lessons provide support across all subject areas of the broad general education (BGE) and senior phase, as well as lessons for primary school children.

- 4.26 As previously reported, Angus Council received an initial grant of £517,000 to provide digital devices and connectivity support to eligible children and young people. All devices purchased through this initial funding stream were distributed to schools prior to the Christmas holidays. Following the announcement of the second national lockdown we surveyed all Angus schools to identify any additional need for digital devices to support remote learning. On 02 February 2021, formal notification was received of a £943,000 'Education Recovery' grant. A portion of this funding is identified for the further provision of digital devices. Utilising this grant, an additional 1000 Chromebooks and iPads have been purchased to meet the latest identified need. Around 800 devices have been received and distributed to schools. We are expecting the delivery of the final batch to be made in early May. There are some delays due to increased national demand on the supply chain. The details of the financial implications are noted in Section 7 below.

Update on Support to Children and Families

- 4.27 We continue to provide essential financial support to children and families. Scottish Government grant funding has been made available to enable the provision of free school meal direct payments during school holidays and lockdown-related closure periods. The grants received can be summarised as:
- £490,000 to provide free school meal payments during the March – June 2020 closure period
 - £427,000 to provide free school meal payments during the Summer, October, Christmas, February Mid-Term and Spring Holidays
 - £307,000 to provide free school meal payments during the January – March 2021 closure periods
- 4.28 Our monitoring data indicates that eligibility for free school meals has increased since the start of the pandemic. In February 2020 there were 1,567 eligible children and young people in P4-S6. Eligibility has increased to 1,872 as at 22 April 2021. More than 300 additional children and young people are living in an eligible household when compared with February 2020, an increase of 19.5%.
- 4.29 Two additional Winter and Spring 'Hardship' payments have been made, utilising additional grant funding from Scottish Government. These payments can be summarised as:
- 2506 £100 payments made to eligible children and young people in P1-S6 in December 2020 (total value, £250,600)
 - 2950 £100 payments made to eligible children and young people in ELC and P1-S6 in March 2021 (total value, £295,000).
- 4.30 Angus Council has received a further grant of £359,000 to address future financial need for families and residents experiencing hardship. As agreed by the Council's Grant Funding Subgroup, the full £359,000 fund has been allocated to Education and Lifelong Learning for expenditure. As agreed by the group, the funding will be utilised as follows:
- A £100 'Food & Fuel' payment was made to eligible families at the end of April 2021. The approximate cost of this was £254,000.
 - Discretionary grants of between £500 and £4,500 have been paid to 36 Angus schools. Allocations were determined by school roll and SIMD profile. The grants are to be spent on food provision (including the allocation of supermarket vouchers), breakfast clubs, or other items which would benefit children and families adversely affected by Covid-19. The approximate costs of this was £75,000.

5. THE WAY FORWARD

- 5.1 In December 2020 Scottish Government published 'Achieving Excellence and Equity, [2021 National Improvement Framework \(NIF\) and Improvement Plan](#). In January 2021 the Scottish Government published its [Equity Audit](#), focused on improving the understanding of the impact of Covid-19 and school building closures on children, and in particular those from socio-economically disadvantaged backgrounds. The audit identified five key themes:
- Health and Wellbeing Support

- Digital infrastructure and connectivity
- Support to parents/carers and families
- Teaching provision and the quality of learning
- Support for teachers and the wider workforce

5.2 The identified themes provide a framework for the focus of Education and Lifelong Learning’s plans for the way forward. As outlined elsewhere in this report, we are already taking steps to address these themes. As we progress towards session 2021-22, we remain committed to addressing the poverty related attainment gap.

5.3 As part of this planning, the Directorate is considering the most appropriate utilisation of Scottish Government grant funding, which is available for the provision of additional staff. The latest grant funds available are set out in the table below:

Grant Fund	Value of Allocation	Grant Terms
Education Recovery – Annex A (02 February)	£643,000 (The total grant is £943,000. As set out in 4.26 a portion of this grant has been utilised to purchase additional digital devices. The balance of £643,000 is to be directed to meet staffing costs.)	<ul style="list-style-type: none"> • To employ a variety of staff to meet the needs of children and young people in their local areas. This may include, for example, teachers, classroom support staff, facilities management staff, staff to support any wider rollout of testing initiatives to promote safety in school (if necessary and applicable), and administrative staff to relieve burdens on senior management teams. • For the provision of additional targeted support for those families at particular risk of hardship. It is expected that this will involve interventions which will directly support individuals and families to engage effectively with remote learning, particularly in situations where vulnerability and deprivation are factors. This could include provision for children with additional support for learning. This funding can also be used for additional or enhanced tutoring and mentoring programmes which help support vulnerable and disadvantaged children and young people, including those with care experience, and their families, to engage better with education.
Education Recovery – Annex B (02 February)	£528,000	As above.
Education Recovery (06 May 2021)	£1,258,000	<ul style="list-style-type: none"> • To employ a variety of school staff to meet the needs of children and young people in their local areas and ensure that levels of teaching and support staff in schools can be maintained in the 2021-22 academic year. This may include, for example, teachers, classroom support staff, facilities management staff, staff to support any wider rollout of testing initiatives to promote safety in school (if necessary and applicable), and administrative

		<p>staff to relieve burdens on senior management teams.</p> <ul style="list-style-type: none"> To employ early years practitioners to support the transition from ELC to primary school by, for example, embedding play-based pedagogy in early primary, supporting information sharing and organising transition activities.
TOTAL	£2,429,000	

- 5.4 Approval is sought to employ in the region of 20FTE additional teachers and 10.5FTE additional support staff at an estimated cost of £1,171,000. This additional staff resource will allow for identified groups of children and young people to receive small-group or individual support and tuition as required. Those children and young people thought to have been most disadvantaged during the period of learning at home will be identified. Part of this resource will be dedicated to working with children and young people who are care experienced and those who have very low levels of attendance. Education Recovery Grants Annex A and Annex B will be utilised to meet the cost of this additional resource. The financial implications are set out in section 7.
- 5.5 If levels of transmission of covid-19 continue to remain at current levels or further decrease then we anticipate that our schools will remain open on a full-time basis. This will ensure that these additional staff will not be required to cover staff absences due to the requirement to self-isolate, as happened often in session 2020-21. Our commitment is to employ improvement science methodology to measure the impact of the interventions put in place by these additional staff.
- 5.6 With regards the latest Education Recovery grant, confirmation of the grant conditions was received on 06 May 2021. The Director of Education will work in partnership with the Director of Children, Families and Justice, the Director of Communities and third sector organisations to consider how best this fund may be utilised to improve outcomes for our children, young people and families. The Director of Education will also consult the Convener of Children and Learning Committee regarding plans for expenditure. The Equity Audit recognises how a number of partners worked differently to support those families most in need during the pandemic and stresses the importance of the need to continue to provide support.
- 5.7 Approval is requested for these funds to be delegated to the Director of Education and Lifelong Learning for expenditure planning. This will enable any required recruitment exercise to take place well in advance of the start of next session in August 2021. An update paper will be brought to Children and Learning Committee in due course to inform Members of progress. The indicative financial implications are set out in Section 7 below.
- 5.8 On 30 April 2021, Angus Council was notified of an additional £335,000 for the targeted provision of holiday activities, working alongside local partners. The provision is aimed at children and young people most likely to be experiencing continued disadvantage. Approval is requested for these funds to be delegated to the Director of Education and Lifelong Learning for expenditure planning. To deliver this programme we will build on plans already in place for Holiday Food and Fun. The Director of Education will work in partnership with other directorates and third sector organisations to deliver the programme. An update paper will be brought back to Committee to inform members of progress.
- 5.9 The Equity Audit also highlighted the importance of a robust local authority approach to digital learning and teaching. As outlined in Section 4, the establishment of an Angus Digital Learning Team has already begun to make a positive impact and funding is secured to June 2022. The establishment of the team also aligns Angus Council more closely to the approaches of Dundee City and Perth & Kinross Councils. As noted, this resource will enhance our ability to collaborate across the TRIC and further improve outcomes. As we consolidate our planning beyond the immediate 'recovery' period we will be exploring options to enable the retention of a digital learning resource on a permanent basis. The December 2020 NIF update cites the need for continued professional learning to increase the confidence of teachers in using digital tools to enhance teaching and learning. Theme 5 in the Equity Audit, support for teachers and the wider workforce, outlined the need for digital skills to remain a focus of continuing professional learning opportunities available to staff.

6. PROPOSALS

- 6.1 It is recommended that the Children and Learning Committee notes the updates set out in Section 4 and Section 5 and requests that the Director of Education and Lifelong Learning prepares further updates as required.
- 6.2 It is recommended that the Children and Learning Committee approves the employment of circa 20FTE additional teachers and circa 10.5FTE additional support staff at an estimated cost of £1,171,000, and delegates Education Recovery Annex A and B funding to the Director of Education and Lifelong Learning to meet the costs.
- 6.3 It is recommended that the Children and Learning Committee approves the delegation of up to £1,258,000 Education Recovery grant funding to the Director of Education and Lifelong Learning for the planning of expenditure on additional staffing.
- 6.4 It is recommended that the Children and Learning Committee approves the delegation of £335,000 summer holiday activity grant funding to the Director of Education and Lifelong Learning.
- 6.5 It is recommended that the Children and Learning Committee requests that the Director of Education and Lifelong Learning brings an update report to a future meeting providing details of the deployment of the above monies.
- 6.6 It is recommended that the Children and Learning Committee approves the delegation of up to £2,151,000 Education Logistics Grant funding to the Director of Education and Lifelong Learning and notes the plans for expenditure. Details are set out in Section 7.4.
- 6.7 It is recommended that the Children and Learning Committee approves the delegation of up to £300,000 Education Recovery Annex A funding to the Director of Education and Lifelong Learning and notes the capitalisation of this funding to purchase Chromebooks and iPads to meet immediate digital need.

7. FINANCIAL IMPLICATIONS

- 7.1 The following table provides the latest financial position for a range of Education Directorate budget areas. All revenue costs noted in the table below are for the full 2020/21 academic session. Indicative costs for the session beginning August 2021 will be subject to separate consideration by Elected Members:

Budget Area	Updated Session 2020/21 Impact (Aug 20 – June 21)	Available Funding	Net Impact to Council
Recruitment of additional 30.4FTE teaching staff	£1,590,000	<p>Scottish Government – Education Recovery Grants (04 August 2020 and 02 September 2020) £1,592,090</p> <p>Budget Uplift – £2,000,000 (Report 187/20 refers)</p>	<p>Neutral – budget uplift off-set by grant funding.</p> <p>See also paragraph 7.2 below.</p>
Increased hours for support staff: 11.5 FTE	£182,341	<p>Scottish Government – Education Recovery Grants (04 August 2020 and 02 September 2020)</p> <p>£106,139</p> <p>Budget Uplift - £300,000 (Report 187/20 refers)</p>	<p>Budget uplift partially off-set by grant funding.</p> <p>See also paragraph 7.3 below.</p>
Additional secondary school support staff: 9FTE	£168,030		
Provision of hygiene and safety items in preparation for the start of session	£95,000	<p>ELL Budgets –</p> <p>£95,000</p>	Neutral – contained within existing budgets.
Provision of hygiene and safety items on an ongoing basis	£470,000	<p>Scottish Government – Education Logistics Grants (Sept 2020 and Feb 2021)</p> <p>£2,151,000</p> <p>Budget Uplift - £497,000 (Report 211/20, Appendix 9 refers)</p>	<p>Neutral – budget uplift off-set by grant funding.</p> <p>See also paragraph 7.4 below.</p>
Enhanced cleaning regime	£751,000		
Alterations to transport	£100,000	<p>Scottish Government – Education Logistics Grant (26 February 2021)</p> <p>£100,000</p> <p>Budget Uplift - £220,000 (Report 211/20, Appendix 9 refers).</p>	<p>Neutral – budget uplift off-set by grant funding</p> <p>See also paragraph 7.4 below.</p>

Free School Meals – Direct Payments	£1,224,000	Scottish Government Grant – £1,224,000 Budget Uplift - £717,000 (Report 211/20, Appendix 9 refers).	Neutral – budget uplift off-set by grant funding.
Winter and Spring Hardship Payments	£545,600	Scottish Government Grant – £545,600	Neutral – off-set by grant funding.
Addressing future financial need	£359,000	Scottish Government Grant – £359,000	Neutral – off-set by grant funding.
Additional Chromebooks and iPads	£300,000	Scottish Government – Education Recovery Grant (02 February 2021) £300,000	Neutral – off-set by grant funding
Digital Inclusion	£76,000	Scottish Government – Connecting Scotland (August 2020) £76,000 Budget Uplift - £76,000 (Report 211/20, Appendix 9 refers)	Neutral – budget uplift off-set by grant funding

7.2 The Angus Council meeting on 16 July 2020 ([Report 187/20 refers](#)) authorised a budget uplift of £2,000,000 from General Fund Contingency for the recruitment of up to 40 temporary teachers and the equivalent of 21FTE school support staff. Based on the actual FTE recruited, it is now estimated that the costs of recruiting additional teachers to support recovery for session 2020/21 will be off-set by Scottish Government grant funding. Estimates are based on an assumption that teachers are employed at the mid-point on the salary scale (£50,000 per annum). Any increased transmission of the virus leading to increased staff absence may necessitate additional temporary recruitment between now and June 2021. The remaining £408,000 of the £2m budget uplift has been utilised to meet the costs of salaries for 8FTE teachers already employed by Angus Council out with the base budget for 2020/21. As such, the full £2m uplift has been utilised.

7.3 The Angus Council meeting on 16 July 2020 (Report 187/20 refers) also authorised a budget uplift of £300,000 from General Fund Contingency for the recruitment of up to 21FTE school support staff. The cost of 11.5FTE additional SPSA hours and 9FTE secondary school SPSA posts is partially off-set by Scottish Government grant funding. The shortfall in this funding is addressed through the budget uplift.

7.4 The Angus Council meeting on 10 September 2020 authorised a budget uplift of £497,000 to meet the costs of additional cleaning for schools arising from Covid-19 (Report 211/20 – Appendix 9 refers). At the same meeting, a budget uplift of £220,000 was agreed to meet additional costs arising from changes to school transport.

Angus Council has been allocated £2,151,000 of ‘Education Logistics’ Scottish Government grant funding to meet these costs. The £717,000 budget uplift is off-set by this funding. £35,000 will be capitalised to meet the cost of providing Citrix licences to school-based staff, enabling remote access to SEEMiS and other systems during school closure periods. The balance of the remaining funding will be utilised to meet additional costs arising from cleaning, PPE and other logistics measures for session 2020/21 and 2021/22.

7.5 For information, the costs incurred in relation to providing financial support to eligible families are reported here. This includes Free School Meal direct payments, the Winter and Spring Payments, and addressing future financial need. The full costs are covered by Scottish Government grant funding.

- 7.6 As noted in Section 4.26, the cost of providing additional Chromebooks and iPads is met by Scottish Government grant funding. Up to £300,000 of Annex A funding will be capitalised for this purpose.
- 7.7 As detailed in paragraph 5.3 above, the Directorate Leadership Team is currently planning for staffing in Session 2021/22. £2,429,000 of Scottish Government grant funding will be utilised to meet these costs.
- 7.8 The costs of the summer holiday activity provision outlined in paragraph 5.8 are fully met by Scottish Government grant funding.
- 7.9 Should any of the assumptions and estimates move significantly such that costs can no longer be contained within additional grant funding or the revised budgets, the position will be reported to the Policy & Resources Committee for a decision on how any shortfall is proposed to be funded.
- 7.10 The following table provides an overall summary of revenue expenditure and projections for financial years 2020/21 and 2021/22. The table includes known costs and grants to date. All figures for 2021/22 are estimates and subject to change.

7.11

	2020/21		2021/22 (estimated)	
Total Expenditure		£4,871,000		£4,868,000
Grant Awarded	£6,524,152		£2,518,077	
Grant Funding Carry Forward	-£2,149,000	£4,375,152	£2,149,000	£4,667,077
Budget Uplift	£3,043,000		£767,000	
Returned Uplift	-£2,642,152	£400,848	-£566,077	£200,923
Existing Budgets		£95,000		N/A
TOTAL FUNDING FOR YEAR		£4,871,000		£4,868,000

8. CONSULTATION

- 8.1 The Director of Children, Families and Justice, The Director of Finance, the Director of HR, Digital Enablement, IT and Business Support, the Director of Infrastructure and the Director of Legal and Democratic Services were consulted in the preparation of this report.

9. EQUALITY IMPACT ASSESSMENT

- 9.1 An Equality Impact Assessment has been carried out and is attached.

NOTE: The background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) which were relied on to any material extent in preparing the above report are:

- Report 179/20 – Recovery and Resilience – Steps for Angus Schools
- Report 187/20 – Recovery and Resilience – Education Current and Indicative Costs
- Report 211/20 – Appendix 9
- Report 218/20 – Recovery and Resilience – Update on Education Recovery
- Report 282/20 – Education Recovery and Resilience Update
- The Education (Scotland) Act 1980
- The Coronavirus Act 2020
- [Educational Continuity Direction](#) – 13 March 2021
- [Equity Audit](#)
- [2021 National Improvement Framework \(NIF\) and Improvement Plan](#)

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