



**REPORT TO: EDUCATION, CHILDREN'S AND LEISURE SERVICES
COMMITTEE ON 19 APRIL 2023**

**SUBJECT: REVIEW OF ADDITIONAL SUPPORT NEEDS SERVICES
(ACTION PLAN 2023-24)**

**BY: DEPUTE CHIEF EXECUTIVE (EDUCATION, COMMUNITIES AND
ORGANISATIONAL DEVELOPMENT)**

1. REASON FOR REPORT

- 1.1 To inform Committee of the prioritised Additional Support Needs (ASN) Services Action Plan (2023-24) to take forward the outcomes of the Review of Additional Support Needs (ASN) Services over the next 12-18 months as part of the Council's Improvement and Modernisation Programme.
- 1.2 This report is submitted to Committee in terms of Section III (D) (1) of the Council's Scheme of Administration relating to all the functions of the Council as an Education Authority.

2. RECOMMENDATION

2.1 It is recommended that the Committee:

- (i) reviews and notes the prioritised ASN Services Action Plan (2023-24);**
- (ii) agrees to receive regular updates on progress against the prioritised ASN Services Action Plan (2023-24);**
- (iii) agrees that Officers bring relevant papers back to Committee at the appropriate time, where identified actions within the Action Plan (2023-24) require a Committee decision; and**
- (iv) notes that the actions highlighted are a response to identified risks and barriers, and will provide the necessary support to enable schools and Early Learning and Childcare (ELC) settings to engage fully with longer term ASN improvement actions. Action plans that extend beyond this initial 12-18 month period will be the subject of future reports to this Committee.**

3. **BACKGROUND**

- 3.1 On 14 December 2022 Members received a report highlighting the background to and context for the Review of ASN Services and progress towards the implementation of the Review outcomes since the Business Case was approved on 11 August 2021 (para. 17 of the Minute refers).
- 3.2 Members noted progress and requested a further report to Committee outlining prioritised actions, including staff capacity to deliver. A prioritised ASN Services Action Plan (2023-24) has been agreed in consultation with staff across Education (including Head Teachers) and Education Resources & Communities and is included as **Appendix 1**.
- 3.3 The current risks and barriers to progress have informed the development of the prioritised ASN Services Action Plan and are included in **Appendix 1**. The risks include the increase in violence and aggression incidents; the continuing risk of out of area placement; and staff absence. The barriers include the operational workload in schools, in particular when planning for individual curricula; an inconsistent understanding across schools and ELC settings of support available within settings, central teams and partner organisations; and ASN staffing structures that do not reflect the current ASN needs profile. The intention is to prioritise actions that will mitigate risks and remove barriers, supporting ELC settings and schools to move towards a more stable platform from which longer terms actions leading to sustainable improvement can be delivered.
- 3.4 The actions and associated timelines take account of capacity within the teams to deliver against the six priorities. The priority actions will be progressed by staff working across the central ASN teams, including the additional temporary resource allocated through Improvement and Modernisation funding (7 ASN Associated School Groups (ASG) teachers and 2 ASN Trainers), in consultation with Education colleagues in the central team and in ELC settings and schools.
- 3.5 Members also requested a review of the management structure supporting ASN Services. A review of the management structure is underway and is included as a priority within the Action Plan. A draft Change Management Plan for the ASN Teams supporting ELC settings and schools will be brought to Committee for consideration later this year.
- 3.6 The measures that will be used to assess the impact of the priority actions (and future longer-term actions) are outlined in the Business Case for the ASN Review and include:
- Reduction in the number of violence & aggression incidents (linked to ASN).
 - Improved attendance rates for children and young people with ASN.
 - Improved staff wellbeing measures (including absence).
 - Number of children and young people with ASN educated within their own communities.
 - Improved planning for ASN needs within Education settings, from pre nursery through to transition to further/higher education.

4. SUMMARY OF IMPLICATIONS

(a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP))

This report supports the LOIP outcomes:

Building a better future for children and young people in Moray:

- A place where children and young people thrive;
- A place where they have a voice, have opportunities to learn and can get around;
- A place where they are able to reach their full potential

And the Aims of the Corporate Plan to:

- Provide opportunities where young people can achieve the potential to be the best they can be.

(b) Policy and Legal

There are no policy or legal implications arising directly from this report. The Council has a statutory duty to make adequate and efficient provision for the additional support required by each child or young person for whose school education it has responsibility for, in terms of the Education (Additional Support for Learning) (Scotland) Act 2004.

(c) Financial implications

There are no financial implications arising from this report. Any financial implications arising as actions within the Action Plan are progressed will be the subject of future reports to this Committee.

(d) Risk Implications

The strategic risks associated with the delivery of ASN Services are included in the Action Plan. Operational risks are now managed through the ASN Management Group, where operational data is reviewed on a regular basis, and actions agreed to mitigate risks within individual ELC settings and schools.

(e) Staffing Implications

There are no staffing implication arising from this report. Any staffing implications arising as actions within the Action Plan are progressed will be the subject of future reports to this Committee

(f) Property

There are no property implications arising directly from this report. Any property implications arising as actions within the Action Plan are progressed will be the subject of future reports to this Committee

(g) Equalities/Socio Economic Impact

The implementation of the prioritised actions within the ASN Services Action Plan (2023-24) will help ensure we can effectively meet the needs of all our children and young people with additional support needs in our schools and early year's settings both now and into the future.

(h) Climate Change and Biodiversity Impacts

There are no climate change or biodiversity issues arising directly from this report.

(i) Consultations

The Head of Education (Chief Education Officer), the Chief Financial Officer, Committee Services Officer, the Human Resources Manager and the Equal Opportunities Officer have been consulted on this report and their comments have been incorporated.

5. CONCLUSION

- 5.1 This report provides a prioritised ASN Services Action Plan (2023-24) that will ensure the outcomes of the Review of ASN Services are progressed in a timely and managed way. Members will receive regular progress updates on the identified actions, and Committee reports at an appropriate time on specific actions where a Committee decision is required to progress.**

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Background Papers:	
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