

**ANGUS COUNCIL PEOPLE DIRECTORATE**

**NOTE OF MEETING OF SLT HELD ON WEDNESDAY 04 NOVEMBER 2015,  
IN ROOM 1.3, ANGUS HOUSE AT 9.30AM**

**Present:** Margo Williamson, Rodger Hill, Elaine Hughes, Les Hutchinson, Kathryn Lindsay, Colin Nicol, Audrey Osborne, Pauline Stephen, Dawn Archibald & Susan Mathewson (minute taker)

**Apologies:** Tim Armstrong, George Bowie, Trish Torz

1	<p><b>Successes and Challenges</b></p>
	<p>The following Successes and Challenges were highlighted:</p> <p><b>Successes</b></p> <ul style="list-style-type: none"> <li>❖ 100% return for GTC Professional Update</li> <li>❖ First 2 Executive Showcases have been very successful</li> <li>❖ October HT meeting, Dave Gregory HGIOS4 very informative</li> <li>❖ Residential care staff continuing positive commitment</li> <li>❖ Forsters Roofing continuing commitment to DYW</li> <li>❖ Carnoustie Project trialling joint setting funding was highlighted</li> </ul> <p><b>Challenges</b></p> <ul style="list-style-type: none"> <li>❖ Ongoing challenges with recruiting and retaining residential care staff</li> <li>❖ Recruitment for the service overall</li> </ul>
2.1	<p><b>Review of Action Log of 21 October 2015</b></p>
	<p><b>Budget Setting</b> Now on Sharepoint.</p> <p><b>GIRFEC</b> TA to provide feedback from Head Teachers' meeting which was held at the end of October.</p> <p><b>Actions from Development Day</b> PS to speak to George Meechan re welfare demand on families RH has spoken to Craig Smith – preliminary findings are that, with a large amount of information, seeking best ways of gathering/collating the data Changes to Kinship Carers legislation – Welfare Rights</p> <p><b>Role and Remit of SLT Business Calendar</b></p>

Now overdue

<b>3</b>	<b>Committee Planning and Review</b>
<b>3.1</b>	<b>Children &amp; Learning</b> Forthcoming reports to be placed on Sharepoint were discussed. A final report on estate issues and information on Dundee City secondary schools from PS were possible additions. Further discussion around Sharepoint raised the issue of document version control and EH to discuss possible solutions with IT.  Papers for Kinship Care (Dec/Jan) and Corporate Parenting (Dec/Jan)
<b>4</b>	<b>Items from the Business Calendar</b>
<b>4.1</b>	<b>Roadshow arrangements</b> LH advised that arrangements were in hand. A provisional schedule had been drawn up and the dates for the Arbroath meetings were still to be confirmed. Publicising the road shows through Mini Matters etc was discussed and the possibility of arranging for a video of the presentations was also discussed. MW raised that schools be asked to release members of staff to attend the roadshows where possible.
<b>4.2</b>	<b>Inspection Handbook for joint inspection of services for children and young people</b> Carried forward to the next meeting.
<b>5</b>	<b>Feedback from meetings, topical matters, items for noting</b>
<b>5.1</b>	<b>National Improvement Framework</b> CN advised that standardised testing framework would be finalised in December. Support and guidance to be issued to schools/parents. All schools will have the information to share and feedback to be sought. There is a good connection with south points. There is also an ongoing requirement for CFE and SIMD data to be sent to Education Scotland. The final update to go to members in February. LH to begin preparation for implementation. PS advised that Beth Reader was on track with data collection.
<b>5.2</b>	<b>People Estate Planning Group</b> EH advised that the proposal to establish a group was progressing. Membership of the group was discussed with the possibility of including Head Teacher/QIO/trade union representation. Nominations from SLT to go to EH.
<b>5.3</b>	<b>Budget</b> MW advised that EMT meeting papers would be shared with SLT. Bigger savings are envisaged for forthcoming years and preparation to begin. We need to look at ways of better using budget – resources/buildings etc.

6	<p><b>Communication Items</b></p>
	<ul style="list-style-type: none"> <li>❖ Publish Success/Challenge notes</li> <li>❖ Roadshow arrangements</li> <li>❖ Estate Planning Group</li> <li>❖ All Council/All Members Group meeting in December</li> </ul>
7	<p><b>Creative conversation/urgent business</b></p>
	<p>MW welcomed Judith Lynch and Avril Spink to the group to discuss recruitment issues.</p> <p><b>Social Work and Health</b>  KL explained the difficulty in recruiting/retaining experienced social workers to the authority. Stating that travel costs and salaries were the main issues and also that disparities across LAs caused problems.</p> <p>Possible solutions including 'grow our own', market supplements/increase in salary levels, reducing number of temporary posts with permanent posts were discussed. Advertising and how Angus is portrayed to possible recruits was also looked at. MW asked if the DLITE programme (currently being used by Schools &amp; Learning) be adapted as another possible solution.</p> <p><b>Schools &amp; Learning</b>  PS advised that certain clusters are experiencing difficulty in recruiting/retaining teaching staff. Secondary schools have issues with subject specific recruitment. The possibility of a staged plan, encouraging teaching staff in other roles in the authority to go back into the classroom, was discussed. The DLITE programme was still in early stages. Other possible areas of interest to be looked at are: a review of seconded staff and present temporary arrangements.</p> <p>MW asked PS and KL to prepare a paper around the 'Angus Offer'. MW thanked Judith and Avril for their input to the discussion.</p> <p>The meeting closed at 12.05</p>

**Date of next meeting: 18 November 2015 @ 0930 – Kirriemuir Town Hall**