

PERTH AND KINROSS COUNCIL

Lifelong Learning Committee

31 January 2022

REVIEW OF DEVOLVED SCHOOL MANAGEMENT

Report by Executive Director (Education and Children's Services)

(Report No. 22/21)

PURPOSE OF REPORT

This report proposes changes to the Perth and Kinross Council's Devolved School Management (DSM) Scheme as a result of Scottish Government revised National Framework and Guidelines. This required Councils to undertake a review of their current scheme in light of the revised [National Framework and Guidelines](#) and produce a revised DSM Scheme by April 2022.

1. BACKGROUND/MAIN ISSUES

1.1 National Context

1.2 Devolved School Management (DSM) was introduced in 1993 to enhance and improve the management of resources at school level. The DSM guidance was reviewed nationally in 2006 and again in 2012, taking account of the changing economic and financial climate for both local authorities and the Scottish Government. In June 2017, the Scottish Government consulted on changes to DSM as part of the wider 'Fair Funding to Achieve Excellence and Equity in Education' consultation.

1.3 As part of this consultation, it was agreed to consult on changes to the scheme to support the empowerment of Headteachers and the closing of the attainment gap. This consultation work was concluded in 2019.

1.4 The updated [2019 DSM Guidelines](#), sought to build and improve on the DSM Guidelines of 2012. One of the main changes in the new guidelines is that it identifies which areas are defined as expected, or as recommended, for inclusion within local authority schemes.

1.5 The Scottish Government initially stated that all local authorities should review their DSM Scheme by April 2021 to bring in line with the 2019 guidelines. Due to the COVID-19 pandemic, this date was extended to April 2022. This will mean new schemes will be used for budget and resource allocations to schools from April 2022.

Updated DSM Guidelines

1.6 The updated DSM principles, agreed by the Fair Funding Reference Group, and building on and enhancing the foundations and principles of the 2012 guidance, are:

- Subsidiarity and Empowerment;
- Collaboration;
- Accountability and Responsibility; and
- Clarity and Equity.

1.7 These principles reflect the National Framework aims of excellence through raising attainment and achieving equity. The principles also fully endorse those proposed in the Fair Funding consultation:

- Support excellence and equity;
- Be fair;
- Be simple, transparent and predictable; and
- Deliver value for money.

1.8 The Guidelines provided a framework to allow local authorities to populate a standard format which will introduce a level of consistency in how schemes are presented and support benchmarking. They also clarified what is expected and recommended in a local scheme and provided practical examples from local authorities.

1.9 These guidelines/framework were reviewed and compared to the current Perth and Kinross DSM Scheme and revisions were made as appropriate.

2. WORK TO DATE

2.1 Revised DSM Documentation

2.1.1 A short life working group met a number of times to review any revisions needed for the Perth and Kinross Council's DSM Scheme to comply with the new national DSM Guidelines. This working group was made up of senior leadership from a wide variety of schools, Council Officers from Education and Children's Services (ECS), Finance and Human Resources.

2.1.2 Meetings also took place with Dundee City Council and Angus Council (Tayside Regional Improvement Collaborative group) to ensure a similar approach across the neighbouring local authorities.

2.1.3 The Perth and Kinross Council DSM Scheme document has now been reviewed and revised. The revised DSM Scheme document is attached as Appendix A.

2.1.4 The existing Perth and Kinross Council DSM Scheme was found to be comprehensive and robust and therefore, only minimal changes to the revised scheme were required. The minimal changes are detailed below:

- Providing details of the DSM Scheme and Staffing Standards on the Councils website; and
- DSM carry forward percentage moved from 10% to 2.5% to align with the Councils Budget Flexibility Scheme.

2.2 Revised Primary/Secondary/All-through Schools Staffing Standards

2.2.1 As part of the DSM review, it was agreed to also review and revise the current primary and secondary and all-through schools Staffing Standard.

2.2.2 The Staffing Standards were reviewed in line with similar principles such as:

- Socio-economic factors;
- Transparency and fairness; and
- Flexibility for Headteachers.

2.2.3 Short life working groups were put in place, made up of senior leadership from a wide variety of schools, Council Officers from ECS, Finance and Human Resources.

2.2.4 The revised Staffing Standards are included within the DSM scheme as Appendix 2 (Primary), Appendix 3 (Secondary) and Appendix 4 (All-through school). These will be implemented from August 2022.

2.3 Ongoing review of DSM Scheme and Guidelines

2.3.1 The Perth and Kinross DSM Scheme will be reviewed every three years in line with national requirements. The DSM scheme will also be considered on an annual basis by the Joint Negotiating Committee for Teachers (JNCT) ahead of being issued to Headteachers for any changes due to Council Budget decisions.

2.4 Proposals

2.4.1 It is intended that the revised DSM Scheme will be implemented from 1 April 2022.

2.4.2 Briefings on the new DSM Scheme will be offered to Elected Members and Headteachers as part of their Development Programme.

3. CONCLUSION AND RECOMMENDATIONS

3.1 The revised Perth and Kinross DSM Scheme has been updated to reflect the new National Framework and Guidelines and support the principles of subsidiarity and empowerment, collaboration, accountability and responsibility, and clarity and equity.

3.2 A three-year review of the DSM Scheme and associated documents will ensure that it reflects current national policy and practice.

3.3 It is recommended that the Committee:

- (i) Approves the revised Perth and Kinross DSM Scheme as shown in Appendix A; and
- (ii) Notes the three-year review of the Perth and Kinross DSM Scheme.

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Approved

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1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

Strategic Implications	Yes/None
Community Plan/Single Outcome Agreement	Yes
Corporate Plan	Yes
Resource Implications	
Financial	No
Workforce	No
Asset Management (land, property, IST)	No
Assessments	
Equality Impact Assessment	Yes
Strategic Environmental Assessment	No
Sustainability (community, economic, environmental)	No
Legal and Governance	No
Risk	Yes
Consultation	
Internal	Yes
External	Yes
Communication	
Communications Plan	Yes

1. Strategic Implications

Community Plan/Single Outcome Agreement

1.1 The proposals in this report relate to the delivery of the Perth and Kinross Community Plan/Single Outcome Agreement in terms of the following priorities:

- (i) Giving every child the best start in life;
- (ii) Developing educated, responsible and informed citizens;
- (iii) Promoting a prosperous, inclusive and sustainable economy;
- (iv) Supporting people to lead independent, healthy and active lives; and
- (v) Creating a safe and sustainable place for future generations.

This report relates to Objective No. (i) and (ii).

Corporate Plan

1.2 This section sets out how the proposals relate to the achievement of the Council's Corporate Plan Objectives.

- (i) Giving every child the best start in life;
- (ii) Developing educated, responsible and informed citizens;
- (iii) Promoting a prosperous, inclusive and sustainable economy;
- (iv) Supporting people to lead independent, healthy and active lives; and
- (v) Creating a safe and sustainable place for future generations.

This report relates to Objective No. (i) and (ii).

1.3 The report also links to the Education & Children's Services Vision, Values and Priorities in respect of the following key Priority area:

- Learning and Achievement

2. Resource Implications

Financial

2.1 There are no financial implications to the Education & Children's Services Revenue Budget contained within the proposed changes to the Devolved School Management (DSM) Scheme.

Workforce

2.2 Not applicable.

Asset Management (land, property, IT)

2.3 Not applicable.

3. Assessments

Equality Impact Assessment

3.1 Under the Equality Act 2010, the Council is required to eliminate discrimination, advance equality of opportunity, and foster good relations between equality groups. Carrying out Equality Impact Assessments for plans and policies allows the Council to demonstrate that it is meeting these duties.

The proposals have been considered under the Corporate Equalities Impact Assessment process (EqIA) with the following outcome:

- (i) Assessed as **relevant** for the purposes of EqIA.

Strategic Environmental Assessment

3.2 The Environmental Assessment (Scotland) Act 2005 places a duty on the Council to identify and assess the environmental consequences of its proposals.

The proposals have been considered under the Act and no further action is required as it does not qualify as a PPS as defined by the Act and is therefore exempt.

Sustainability

3.3 Not applicable.

Legal and Governance

3.4 Education authorities are required to have a delegation scheme (known as Devolved School Management Scheme) under section 8 of the Standards in Scotland's Schools Act 2000. In terms of section 13 of the Standards in Scotland's Schools Act 2000, the education authority also requires to have regard to Scottish Government guidance issued in relation to delegation schemes. The proposals set out in this report ensure that the Council, as education authority, is complying with sections 8 and 13 of the Standards in Scotland's Schools Act 2000.

3.5 Not applicable.

Risk

3.6 Not applicable.

4. Consultation

Internal

4.1 The report was developed in collaboration with Heads of Service, Managers, Headteachers and staff across ECS. The Head of Legal and Governance Services has been consulted in the preparation of the new DSM Scheme for Perth and Kinross Council.

External

4.2 Professional Associations have been consulted in the preparation of this report.

5. Communication

5.1 The revised DSM Scheme and associated documentation will be communicated to Headteachers, Business Managers and staff associated with administration of the DSM Scheme by way of a Briefing Note following approval of the revised scheme by Lifelong Learning Committee. The revised scheme will be available on the Council's external facing website.

2. BACKGROUND PAPERS

2.1 No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above report.

3. APPENDICES

3.1 Appendix A – Devolved School management Scheme April 2022

- Appendix 1 - Early Learning and Childcare Staffing Standard
- Appendix 2 - Primary Staffing Standard
- Appendix 3 - Secondary Staffing Standard

- Appendix 4 - All Through Staffing Standard
- Appendix 5 - Special School Staffing Standard
- Appendix 6 - Additional Support Staffing Standard
- Appendix 7 – Devolved School Management Formula Calculations