



West Lothian
Council

EDUCATION POLICY DEVELOPMENT AND SCRUTINY PANEL

ACTIVE SCHOOLS PERFORMANCE MANAGEMENT REVIEW TERM 1 2013-14

REPORT BY HEAD OF EDUCATION (QUALITY ASSURANCE)

A. PURPOSE OF REPORT

To inform the Panel on the progress made during Term 1 of Academic year 2013-14.

B. RECOMMENDATION

To note the contents of the report.

C. SUMMARY OF IMPLICATIONS

I Council Values	Being honest, open and accountable Making best use of our resources Working in partnership
II Policy and Legal (including Strategic Environmental Assessment, Equality Issues, Health or Risk Assessment)	None
III Implications for Scheme of Delegations to Officers	None
IV Impact on performance and performance Indicators	None
V Relevance to Single Outcome Agreement	SOA 2 - We are better educated and have access to increased and better quality learning and employment opportunities. SOA 7 We live longer, healthier lives and have reduced health inequalities.
VI Resources - (Financial, Staffing and Property)	Annually £386,940 – sportscotland £150,000 – West Lothian Council

VII Consideration at PDSP	Underway
VIII Other consultations	West Lothian Council sportscotland

D. TERMS OF REPORT

1 Background

Active Schools West Lothian work together with organisations and individuals, including PE staff and Sports Development Officers, to provide a wide range of opportunities connected to physical education, school sport and club sport. Active Schools is a national programme delivered in partnership with **sportscotland**.

The national aims of Active Schools are:

- More and higher quality opportunities to participate in sport within schools.
- Building capacity through the recruitment, retention and development of a network of volunteers
- Motivating and inspiring children and young people to participate in sport.

2a Performance Management in Active Schools

Local (Covalent) and national (ASMO) monitoring for Active Schools during academic year 2012-13 indicated a dip in performance across several Key Performance Indicators (KPIs). Although this was explained due to the absence of 3 of the 11 Active Schools Coordinators (ASCs) as a result of maternity leave, it provided the impetus for a review of service provision to ensure outcomes would be met during academic session 2013-14.

Two planning days were undertaken during July and August 2013 with all Active Schools staff to review practices undertaken towards achieving service KPIs. Areas of strength and areas for development were identified utilising a Total Quality Management (TQM) approach leading to the identification of 5 key areas of work that would be highlighted within Individual Action Plans (IAP) for academic session 2013-14.

As KPIs are achieved through the combined actions of all ASCs, coordinators were asked to discuss and identify service targets that would provide a realistic increase in performance. This approach helped to provide an understanding for staff of how actions within individual cluster areas impact on higher level performance towards West Lothian's Single Outcome Agreement and also ensured staff members were engaged and motivated to achieve the agreed targets within KPIs.

These agreed targets were included in each of the 11 cluster area IAPs for 2013-14 to clarify individual performance measures and how these relate to service performance as a whole. An additional curricular monitoring system was also implemented during academic session 2013-14 to assist in the collection of robust data towards a continuously improving evidence-based service planning model.

2b Active Schools Performance Term 1 2013-14 vs Term 1 2012-13

As a result of the performance management review indicated above, Active Schools have recorded a significant improvement across national and local outcomes in comparison to Term 1 August – December 2012-13.

- Extracurricular sport and physical activity sessions for primary pupils and secondary students increased by 25% to 2,934.
 - Extracurricular participant sessions (activity sessions multiplied by the number of participants attending each session) increased by 30% to 51,041.
 - The number of distinct participants taking part in primary and secondary extracurricular activity increased by 34% to 4,143 pupils.
 - The number of volunteers delivering extracurricular activities for primary pupils and secondary students increased by 30% to 295.
 - The number of school-club links increased by 32% to 278, providing pathways for participation from schools to 45 sports clubs in West Lothian.
 - School staff participants attending opportunities within the Sport and Physical Education CPD calendar increased by 93% to 156.
 - Qualifications delivered to senior pupils within curricular time increased by 349% to 323.
 - Participant sessions for curricular sport and activity taster sessions increased by 18% to 18,293.
 - Participant sessions for pupils attending multi-school primary festivals or secondary School Sport Partnership events increased by 225% to 8,137.
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3 Additional Performance Management Activities

Active Schools work with other council services to plan, implement and deliver improved service provision for stakeholders. An example is the current partnership working with the Sport and Outdoor Education Service (Area Services) in developing a framework to manage the performance of the 60 casual coaches currently employed by West Lothian Council. The aims of the proposed Coach Development Scheme are to:

- Ensure that West Lothian Council is effectively monitoring, regulating and supporting coaches
- Encourage coaches to take ownership for continuing professional development of their coaching practice
- Provide a system for recognising and rewarding excellence within coaching
- Improve the recruitment and retention of coaching staff
- Encourage continued partnership working between Sports Development, Active Schools and **sportscotland**

This project is currently ongoing with a proposed implementation date of July/August 2014.

E. CONCLUSION

The information provided above demonstrates a significant improvement relating to the performance of the Active Schools team in comparison to the same period during 2012-13. The Active Schools team have delivered an improvement in service provision through a performance management approach and are currently working in partnership with other Service areas within West Lothian Council to deliver improvements in service provision for stakeholders.

F. BACKGROUND REFERENCES

None

Appendices/Attachments: None

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Tuesday 25 February 2014