

DEVELOP OUR WORKFORCE HOW ARE WE DOING?

April 2017 – June 2017:

Leadership Opportunities for Teachers

A careers fair was held on 24th & 25th March at the Transport Interchange in Galashiels for teachers who are considering the next step in their leadership journey. With a number of headteacher and depute headteacher opportunities at both primary and secondary level, SBC was keen to attract dedicated and enthusiastic professionals, focused on high quality teaching and learning in order to make a difference for our young people. Candidates were given the chance to speak in depth to existing heads and senior managers to find out more about what it is like to be a leader within SBC and the strategic plan that is in place to support all learners. SBC is

committed to ensuring that all children and young people in the Scottish Borders are given the best possible opportunities in life in terms of academic achievement, vocational experience and social and emotional development. In order to maximise interest, the event was supported by a package of publicity including a press release, a news story on SBC's website, a week long radio campaign and advertisements in local press and Times Education Supplement (TESS). Since the event, vacancies have closed for in excess of **20 headteacher and depute headteacher roles** in the Scottish Borders, attracting over **100 applicants**.

MAKE THE NEXT STEP IN YOUR LEADERSHIP JOURNEY IN THE SCOTTISH BORDERS

We have fantastic young people and ambitious staff - the Scottish Borders is your perfect leadership destination.

We have a large number of leadership opportunities across our education provision. We want strong leaders who are focused on high quality teaching and learning in order to make a difference for our young people.

Come along and find out about leadership opportunities at our open days and discover what Scottish Borders Council can do for your career:

FRIDAY 24 MARCH - 2-4PM
SATURDAY 25 MARCH - 10AM-2PM
GALASHIELS INTERCHANGE (next to train station)
STIRLING STREET, GALASHIELS TD1 1BW

The Scottish Borders has the perfect balance of town and country life, as well as being only an hour's train ride away from the city following the opening of the Borders Railway.

Come along and speak to us about what it is really like to live, work and learn in the Borders.



Carolyn Driscoll
Headteacher
Philiphaugh
Community School

Find out more at: www.scotborders.gov.uk



- benefits • communication • staff development • flexibility • benefits • communication • staff development •

Our performance during Q1 2017/18



SBC ABSENCE RATE *

Awaiting information, see note below

WORK OPPORTUNITIES

47

work opportunities are being supported by SBC through our **"Work Opportunities Policy"** as of June 2017

(down from 59 in Q1 16/17)



NOTE

The implementation of SBC's new Business World System (Finance, HR, Procurement) has led to a delay in the availability of certain statistics for this quarters report. This is expected to be resolved before the Q2 report.

APPRENTICESHIPS

32

apprentices are **employed with SBC** as of June 2017

(down from 42 in Q1 16/17)

APPRENTICESHIPS

65.6% male

34.4% female

across various departments such as Human Resources, Engineering, Finance

New Head for Hawick High School

When there was a vacancy for a new headteacher at Hawick High School recently, the pupils took the initiative, got involved and highlighted the vacancy, the school and Hawick in a **Youtube news** bulletin. With now over 1400 views the bulletin helped raise the focus of the opportunity available. There were 11 applicants for this key role and the successful candidate, Vicky Porteous, will take up post from August 17.



<https://youtu.be/SrHjwQvZeM>



Priority 6: Developing our Workforce – Executive Quarterly PIs

Short Name	Trend Chart	Value	Commentary	Status against Target	Managed By												
Percentage of Working Days Lost - Council Average	<p>CP06-P14P What % of working days are lost due to absence?</p> <table border="1"> <thead> <tr> <th>Quarter</th> <th>Value (%)</th> </tr> </thead> <tbody> <tr> <td>Q4 2016/16</td> <td>4.1%</td> </tr> <tr> <td>Q1 2016/17</td> <td>4.1%</td> </tr> <tr> <td>Q2 2016/17</td> <td>4.2%</td> </tr> <tr> <td>Q3 2016/17</td> <td>3.8%</td> </tr> </tbody> </table>	Quarter	Value (%)	Q4 2016/16	4.1%	Q1 2016/17	4.1%	Q2 2016/17	4.2%	Q3 2016/17	3.8%		<p>The implementation of SBC’s new Business World System (Finance, HR, Procurement) has led to a delay in the availability of certain statistics for this quarters report. This is expected to be resolved before the Q2 report.</p>		Ian Angus		
Quarter	Value (%)																
Q4 2016/16	4.1%																
Q1 2016/17	4.1%																
Q2 2016/17	4.2%																
Q3 2016/17	3.8%																
CP06-P45 Work Opportunities Scheme - Current Total Work Opportunities (incl. ESS supported employees)	<p>CP06-P45P How many people do we currently employ through our Work Opportunities Scheme? (CP06-P45P)</p> <table border="1"> <thead> <tr> <th>Quarter</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Q1 2016/17</td> <td>59</td> </tr> <tr> <td>Q2 2016/17</td> <td>51</td> </tr> <tr> <td>Q3 2016/17</td> <td>52</td> </tr> <tr> <td>Q4 2016/17</td> <td>50</td> </tr> <tr> <td>Q1 2017/18</td> <td>47</td> </tr> </tbody> </table>	Quarter	Value	Q1 2016/17	59	Q2 2016/17	51	Q3 2016/17	52	Q4 2016/17	50	Q1 2017/18	47	47	<p>Observations: There are currently 47 opportunities being provided within SBC through the Work Opportunities Policy.</p>		Cathie Fancy
Quarter	Value																
Q1 2016/17	59																
Q2 2016/17	51																
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Appendix 1: Scottish Borders Council Executive Committee – Quarterly Public Performance Report, August 2017 (Q1 2017/18)

Short Name	Trend Chart	Value	Commentary	Status against Target	Managed By																																				
CP06-P31 Work Opportunities Scheme - Current Employability Fund Posts	<p>Executive - Supported Employment excl. ESS</p> <table border="1"> <thead> <tr> <th>Quarter</th> <th>CP06-P31P</th> <th>CP06-P32P</th> <th>CP06-P37P</th> </tr> </thead> <tbody> <tr> <td>Q1 2016/17</td> <td>1</td> <td>9</td> <td>42</td> </tr> <tr> <td>Q2 2016/17</td> <td>1</td> <td>7</td> <td>36</td> </tr> <tr> <td>Q3 2016/17</td> <td>0</td> <td>10</td> <td>36</td> </tr> <tr> <td>Q4 2016/17</td> <td>0</td> <td>3</td> <td>36</td> </tr> <tr> <td>Q1 2017/18</td> <td>0</td> <td>0</td> <td>32</td> </tr> </tbody> </table>	Quarter	CP06-P31P	CP06-P32P	CP06-P37P	Q1 2016/17	1	9	42	Q2 2016/17	1	7	36	Q3 2016/17	0	10	36	Q4 2016/17	0	3	36	Q1 2017/18	0	0	32	0	Observations: There are currently 0 people in Employability Fund posts within SBC.		Cathie Fancy												
Quarter		CP06-P31P	CP06-P32P	CP06-P37P																																					
Q1 2016/17		1	9	42																																					
Q2 2016/17		1	7	36																																					
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Q1 2017/18	0	0	32																																						
CP06-P32 Work Opportunities Scheme - Current Student Placements	12	Observations: Students continue to look for work experience within SBC during the summer break and throughout the year as part of their studies.		Cathie Fancy																																					
CP06-P37 Work Opportunities Scheme - Current Modern Apprentices employed within SBC	32	Observations: There are currently 21 Male and 11 female Modern Apprentices within SBC. There are a number of SBC Modern Apprenticeship opportunities currently being considered and planned for the coming months. We have seen many MA's secure paid employment in the SBC department where they have completed their MA.		Cathie Fancy																																					
CP06-P44 Work Opportunities Scheme - Current Other SBC opportunities	<p>CP06-P44P How many other work opportunities do we currently have? (CP06-P44P)</p> <table border="1"> <thead> <tr> <th>Quarter</th> <th>Quarters</th> <th>Target (Quarters)</th> <th>Family Group (previous yr) - Av.</th> <th>SBC (previous yr) - Av.</th> <th>Scotland (previous yr) - Av.</th> </tr> </thead> <tbody> <tr> <td>Q1 2016/17</td> <td>1</td> <td>1</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Q2 2016/17</td> <td>1</td> <td>1</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Q3 2016/17</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Q4 2016/17</td> <td>10</td> <td>10</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Q1 2017/18</td> <td>3</td> <td>3</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Quarter	Quarters	Target (Quarters)	Family Group (previous yr) - Av.	SBC (previous yr) - Av.	Scotland (previous yr) - Av.	Q1 2016/17	1	1	0	0	0	Q2 2016/17	1	1	0	0	0	Q3 2016/17	0	0	0	0	0	Q4 2016/17	10	10	0	0	0	Q1 2017/18	3	3	0	0	0	3	Observations: All 3 of these work opportunities are Work Experience positions within SBC.		Cathie Fancy
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