
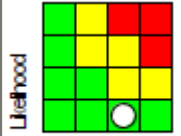
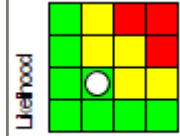


Appendix 2: Education Delivery Plan 2024/25 - Mid-year Progress


 Our communities

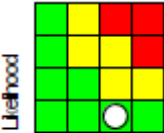
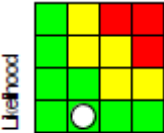
 Our neighbourhoods are safe, resilient and inclusive
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Action	Status	Progress	Due Date	Note	Owner
Place the human rights and needs of every child and young person at the centre of education		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e0e0e0; position: relative;"> 50% </div>	30-Jun-2025	Pilot projects complete in conjunction with outreach targeted eligible families. Implementation of 3-year attendance action plan. Develop UNCRC Ambassador programme in settings.	Claire Cusick


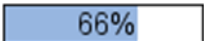

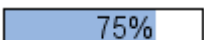
Risk	Description	Current Assessment	Target Assessment	Date Reviewed	Note	Owner
Failure to place the human rights and needs of every child and young person at the centre of education	This risk concerns the delivery of UNCRC and ensuring these are integral to the planning, experiences and supports we offer children, young people and their families.	 Likelihood Impact	 Likelihood Impact	08-Jan-2025	Plans are in place which will ensure we support our staff, children and young people to know what their rights are and how we can uphold them. Revised Equality Impact Assessment will ensure United Nations Convention Rights of the Child are considered key to change and improvement processes.	Claire Cusick

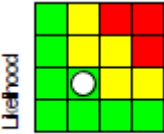
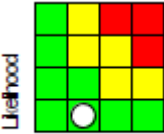
 Our residents' health and wellbeing remains a priority
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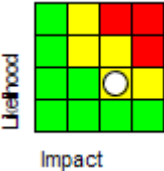
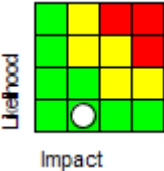
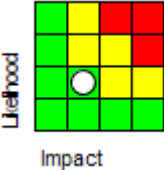
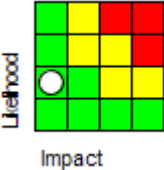
Action	Status	Progress	Due Date	Note	Owner
Improve children and young people's health and well being		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e0e0e0; position: relative;"> 42% </div>	30-Jun-2025	Health and wellbeing trackers in place in ELC settings. Approaches to support dysregulated behaviours developed. Evaluation of Child Protection procedures in establishments undertaken.	Claire Cusick

Risk	Description	Current Assessment	Target Assessment	Date Reviewed	Note	Owner
Failure to improve children and young people's health and wellbeing	This risk concerns our ability to develop curriculum, opportunities and supports in collaboration with key stakeholders which will meet the wellbeing needs of our children, young people and families.	 Likelihood Impact	 Likelihood Impact	08-Jan-2025	There are supports, systems and plans in place to mitigate against failure to deliver including a revised Violence & Aggression Policy, child protection processes and a Whole Family Well-being Strategy.	Claire Cusick; Steve Rivers

Ob Our residents are supported to increase life and learning skills

Action	Status	Progress	Due Date	Note	Owner
Close the attainment gap between the most and least disadvantaged children and young people			30-Jun-2025	Consistent approach to recording attendance established in ELC settings. Audit of play carried out across settings. Workstreams established to support local learning community development of WDC Competencies framework.	Julie McGrogan
Improve attainment, particularly in literacy and numeracy			30-Jun-2025	Analysis of ACEL and Senior Phase data complete, with actions identified with establishments. Programme of support for data leads delivered.	Julie McGrogan


Risk	Description	Current Assessment	Target Assessment	Date Reviewed	Note	Owner
Failure to narrow the attainment gap between the most and least disadvantaged children and young people	This risk concerns the delivery of the key areas within the Scottish Government Strategic Equity Fund. This risk concerns the delivery of approaches to address the equalities gap and those with protected characteristics. This risk concerns the delivery of approaches to address the poverty	 Likelihood Impact	 Likelihood Impact	08-Jan-2025	We have revised the Council's Improvement Framework to assist schools in self-evaluation. We have undertaken robust analysis of data to determine attainment gaps and targets for individuals, schools and departments. We have established a Data Leads network to ensure ownership of data at establishment	Claire Cusick

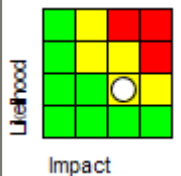
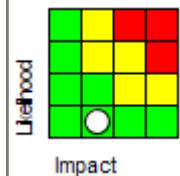
Risk	Description	Current Assessment	Target Assessment	Date Reviewed	Note	Owner
	related equity gap in all sectors. This risk concerns our ability to work successfully to collaboratively plan with a range of partners for successful delivery.				level.	
Failure to improve attainment, particularly in literacy and numeracy	This risk concerns the successful implementation of the four dimensions of the revised West Dunbartonshire Improvement Framework; 1. Collaborative Improvement 2. Enhanced Support 3. Enhanced Scrutiny and Support 4. Leadership Development. This risk concerns our ability to develop of the literacy and numeracy curriculum, opportunities and supports in collaboration with key stakeholders which will meet the needs of our children, young people and families.			08-Jan-2025	Our attainment in 2022/23 showed improved performance against our local and national targets for attainment. A robust improvement framework is in place, providing attainment reviews, improvement visits and leadership development.	Julie McGrogan
Challenges in implementing broad-ranging school improvement to raise attainment and achievement	This risk concerns delivering excellence and equity for children and young people. National and local indicators have been set to monitor progress with outcomes relating to attainment and achievement with a key focus on making progress to narrow the poverty related attainment gap. Scottish Equity funding devolved to local authorities aims to deliver on priorities between 2023-26. This			17-Dec-2024	An improvement action plan has been implemented in all schools and ELC since August 2024 focusing on school attainment / equity performance and focused improvement actions implemented to build on our improving performance.	Julie McGrogan

Risk	Description	Current Assessment	Target Assessment	Date Reviewed	Note	Owner
	funding will end in 2026.					

P Our Economy





Ob Our residents are supported to access employment and training opportunities




Action	Status	Progress	Due Date	Note	Owner
Improve skills and sustained, positive school leaver destinations for all young people		<div style="border: 1px solid black; width: 80px; height: 20px; background-color: #e0e0e0; position: relative;"><div style="background-color: #4f81bd; width: 35%; position: absolute; left: 0;"></div>35%</div>	30-Jun-2025	Targeted Operating Model delivered in Senior Phase, in partnership with Skills Development Scotland and DYW West. Evaluation of the impact of '#inspire' programme, with work to consider next phases of development.	Andrew Brown



Risk	Description	Current Assessment	Target Assessment	Date Reviewed	Note	Owner
Failure to improve skills and sustained, positive school leaver destinations for all young people	<p>This risk concerns the ability to expand course provision and revised learner pathways in the Senior Phase leading including for those young people with Additional Support Needs.</p> <p>This risk concerns our ability to work successfully to collaboratively plan with a range of partners for successful delivery.</p> <p>This risk concerns the development of a skills based approach to the curriculum within the BGE and Senior Phase.</p>			08-Jan-2025	We have worked with local partners, including businesses, to broaden the offer of courses and work placements for our young people in their senior phase. We have started work with our schools to explore opportunities for on-line learning and a shared approach to timetabling.	Andrew Brown; Julie McGrogan










 Our Council






 Our workforce is resilient and skilled where digital technology supports service delivery for our residents

Action	Status	Progress	Due Date	Note	Owner
Develop and implement wellbeing, employee engagement, equality, and learning and development plans to enable capabilities, improve resilience and promote a diverse workforce		<div style="width: 50%;"><div style="background-color: #4F81BD; height: 10px; width: 100%;"></div></div> 50%	31-Mar-2025	Leaders signposted to wellbeing supports available for all staff. Promotion of Early Career Teacher Network.	Andrew Brown
Develop and implement employee life cycle plans in line with the People First Strategy to attract and retain the workforce		<div style="width: 35%;"><div style="background-color: #4F81BD; height: 10px; width: 100%;"></div></div> 35%	31-Mar-2025	Review of current recruitment processes following annual staffing exercise.	Andrew Brown
Implement service review process including role design, use of new technology, and new ways of working to add resilience, address gaps, and establish opportunities for efficiencies		<div style="width: 66%;"><div style="background-color: #4F81BD; height: 10px; width: 100%;"></div></div> 66%	31-Mar-2025	Service review undertaken across administrative activities. Implementation of revised approaches to enrolment and eligibility for transport completed. Deployment of google drive resources to effectively share university material for student placements.	Andrew Brown
Develop and implement learning and development plans and development opportunities to improve capabilities and resilience within the workforce		<div style="width: 66%;"><div style="background-color: #4F81BD; height: 10px; width: 100%;"></div></div> 66%	31-Mar-2025	Level 1 single agency child protection training complete for SLT and Pastoral Care staff. Working in partnership with Police Scotland, PREVENT training delivered. Review of current professional learning offer completed, with development of multi-agency calendar of professional learning opportunities.	Andrew Brown

Action Status	
	Cancelled
	Overdue
	Not on track

	In Progress and on track
	Completed

PI Status		Long Term Trends		Short Term Trends	
	Target significantly missed		Improving		Improving
	Target narrowly missed		No change		No change
	Target met or exceeded		Declining		Declining

Risk Status	
	Alert
	High risk
	Warning
	OK
	Unknown