



**MINUTES OF THE MEETING OF THE
COUNCIL COMMITTEE FOR EDUCATION**

**TUESDAY 19 JUNE 2012
COUNCIL CHAMBER, TOWN HOUSE, HADDINGTON**

Committee Members Present:

Councillor S Akhtar (Convener)
Councillor M Libberton
Councillor A Forrest
Councillor J Goodfellow
Councillor J Caldwell
Councillor D Grant
Councillor J Gillies
Councillor W Innes
Councillor P McLennan
Councillor F McAllister
Councillor S Brown
Mr M McHugh
Ms G Gillan

Other Councillors Present:

Councillor J McMillan

Council Officials Present:

Mr D Ledingham, Executive Director (Services for People)
Ms M Ferguson, Corporate Legal Adviser
Ms J Ogden-Smith, Communications Officer
Ms J McCrea, Lead Officer, More Choices, More Chances (item 1 only)
Mr R Sinclair, Communications Officer

Clerk:

Ms S Birrell

Visitors Present:

Professor A Gilloran, Vice Principal, Queen Margaret University (item 1 only)
Mr R McCowan, Vice Principal, Jewel & Esk College (item 1 only)

Apologies:

Councillor MacKenzie
Councillor Veitch
Mrs M Goldsmith
Mr S Bunyan

1. HOSPITALITY AND TOURISM ACADEMY

The Executive Director (Services for People) had submitted a report regarding the development of the Hospitality and Tourism Academy developed in partnership with Queen Margaret University and Jewel and Esk College and to seek approval to explore the potential for expansion into other industry areas.

The Executive Director (Services for People), Don Ledingham, outlined that the initiative was an important element of the curriculum for excellence, the senior phase, and the equalities and lifelong learning agendas. The project had arisen in response to data collated on school leavers, for whom the second most popular destination was the Hospitality and Tourism sector. However, during careers advice interviews the industry was rarely chosen by pupils. The focus on Hospitality and Tourism via the academy would aim to make it a more attractive career.

The Lead Officer, More Choices, More Chances, Jacqui McCrea, added that because Hospitality and Tourism was a common but not considered desirable destination, school leavers were often securing entry level jobs and not progressing or remaining within the sector.

Mr Ledingham explained that although the project was currently seeking applicants from the three high schools in the west of East Lothian, in his view the initiative was at pilot stage, and we would hope to roll out to all East Lothian secondary schools in future years. The programme would run on Tuesday evenings and Friday afternoons and students would undertake work experience at weekends. Interviews had taken place at Queen Margaret University.

Ms McCrea reported that students had filled out a two page application form for the academy after hearing about the project at a special assembly and a visit by representatives from Queen Margaret University. Interviews had taken place at the university to allow applicants the opportunity to travel to a meeting, and to increase the profile of academy places.

Mr Ledingham introduced Professor Gilloran, inviting him to outline the development process.

The Vice Principal of Queen Margaret University, Alan Gilloran, thanked the Committee for the opportunity to present regarding the academy. The initiative was ground breaking in bringing together a university, a college, a Local Education Authority department, and employers, and all four partners had been instrumental in the development of the academy pilot, which would aim to raise aspirations of its students. Queen Margaret University had a reputation for hospitality, which extended to their campus in Singapore and links in India and Nepal. The academy would also help students to realise that university was an achievable goal, and helped to smooth out the perceived replication between S6, HNC, and first Year University education.

Ms McCrea commented that during the interview process they had been interested to note that there had been a wide range of applicants, but those with a more traditional academic background at higher level had not been as dynamic at interview as other applicants. The project would therefore aim to improve interview skills as part of the pilot.

The Director of Curriculum and Planning, Jewel & Esk College, Ray McCowan, spoke about employers who had been approached to support the project. Employers showing examples of best practice with recognisable, national, high level branding

had been selected, to raise the aspirations of young people, allow them to engage with good role models, and to utilise company names that would be recognisable to parents and teachers. Within these businesses there were progressive pathways which could lead young people to management level by their mid twenties. He added that the affect on the industry of these highly trained recruits would be felt locally and regionally but eventually it was hoped that the project would extend nationwide.

Councillor McMillan asked how the success of the academy would be measured, congratulating those involved in the project. Mr Ledingham responded that as there were 40-45 students involved in the pilot year they were hoping to create case studies relating to outcomes. Professor Gilloran added that there were certain metrics which could be utilised in relation to qualifications and progress, but agreed that the softer elements of success would be better measured using case studies.

Councillor Caldwell asked whether employers connected to the project would need to have an East Lothian connection, if it was anticipated that businesses would employ students, and if there was a link between the academy and school's work experience. Mr McCowan explained that size, scale and a breadth of choice were more important than locality to the East Lothian area, which could have placed restraint on the ambitions of the academy. The response from young people had been that if an opportunity was highly regarded, they were prepared to travel. He intimated that it was likely that employers would seek to recruit academy students, and that the industry was finding it difficult at present to employ young people of the right kind of calibre. Students would be prepared for the work-place by the end of the first year. Mr Ledingham stated that the work experience programme within schools was offered to S4 students, whereas the academy was targeted at S5 and above. Schools were using a variety of methods to tighten their focus on employability and careers.

Councillor Libberton welcomed the report, commenting that there were additional links within East Lothian that could be explored, and recommending that the image of the hospitality industry as low skilled, repetitive, and manual work would need adjusting. Mr Ledingham remarked that high profile businesses had been approached and local employers could broaden the view of the industry. Professor Gilloran explained that the academy's overall aim was to raise aspirations, particularly to show young people that the hospitality sector included opportunities in a wide range of jobs including IT, marketing, and finance. More employers would be invited to become involved with the academy as the project matured. Mr McCowan added that a Lothian based visitor attraction firm had expressed an interest in becoming involved with the initiative.

Mr Ledingham advised the Committee that House Call, a healthcare company, had approached the department regarding a similar, health care academy, based in Musselburgh Grammar. Ms McCrea added that House Call were interested in preparing young people for working with the company as new recruits had not been work ready at the point of employment. The concept of the Health Care academy was to integrate the House Call induction programme with work experience and other curriculum based work and to create a course to prepare young people for the Health Care Sector. Jewel and Esk Valley College were involved with the project, and it was hoped that NHS representatives could be included within the development of the academy.

Councillor McMillan asked whether the recommendations in the report could include a reference to working closely with Economic Development's economic strategy, in order to maintain the One Council approach. He also requested that a quarterly

report be brought back to the Council Committee for Education to update the Committee on the work of the academy.

In response to a further question from Councillor Libberton, Mr Ledingham explained that the funding for academies would be drawn partly from the More Choices, More Chances budget. If further funding was required, for example for the continuation of the Health Care academy project, reports would be brought to this Committee or a full meeting of the Council as appropriate. He added that the EIS had been involved in discussions to allow teaching staff had agreed to participate in the project.

The Convener noted her support for the project, agreeing that further progress reports would be involved in the future development of this programme.

Councillor McLennan noted his support for the initiative, thanking Mr Ledingham and Ms McCrea for their work on the project, and the representatives from Jewel & Esk Valley College and Queen Margaret University that had attended the meeting. He commented on the savings that had been made in other areas to allow for the academy set up costs, and added that he hoped there would be no cuts to the More Choices More Chances budget which could threaten the progress of the projects. Councillor Innes responded that there would be no changes to the budgetary arrangements until the financial year 2013/14.

Ms Gillan extended her thanks on behalf of EIS for the joint working between the unions and the Local Authority regarding the work of the academy project.

Decision

The Committee agreed to: -

- i. note the content of the report;
- ii. authorise the Executive Director to explore additional employability schemes to fit with the economic strategy;
- iii. to bring quarterly reports to the Council Committee for Education regarding progress on the academy; and
- iv. to work closely with Economic Development particularly with reference to their economic strategy.

2. LISTEN AND LEARN 2012

The Executive Director (Services for People) had submitted a report on the key themes arising from their series of Listen and Learn sessions held in three secondary schools in March and April 2012.

Mr Ledingham spoke to the report, which set out the commitment to engaging with young people. The information gathered was important in influencing policy, as there was a requirement on Local Authorities to take cognisance of young people's views.

Councillor Goodfellow asked if Members could be included in future Listen and Learn events alongside Executive Directors as stated. Mr Ledingham and the Communications Officer present at the meeting, Jane Ogden-Smith welcomed this suggestion.

Councillor Caldwell offered to bring local businesses to secondary schools to share experiences of their work with young people.

In response to questions from Councillor McMillan and Councillor Goodfellow, Ms Ogden-Smith informed the Committee that the timing of the interaction with young people was based on secondary school commitments such as exams and prelims. Information was fed back through the GIRFEC group to the Community Planning Partnership and via the Corporate Policy Manager. Information on how young people's views had been incorporated was fed back to young people within a publication called Listen and Learn which was sent to all school, during the following year's events on a rolling programme, and also via a letter sent to schools by Mr Ledingham

Councillor Grant asked why only three schools were mentioned in the report. Mr Ledingham confirmed that the other three secondary schools had not been able to participate in Listen and Learn 2012 due to constraints on their time.

The Convener indicated that the recommendations should be amended to include Elected Members for future years.

Decision

The Committee agreed to:

- i. note the content of the report;
- ii. ensure that the feedback from young people was used to shape future Education and Children's Wellbeing and Education policy and strategy making;
- iii. ensure that the feedback from young people was used to shape Council and Community Planning partners' policy and strategy making;
- iv. recommend that all Executive Directors and Elected Members participate in future Listen and Learn sessions; and
- v. recommend that feedback is provided to young people as to what impact their contribution has had in the shaping of policy and strategy in East Lothian.

3. HEAD TEACHER APPOINTMENTS

The Executive Director (Services for People) had submitted a report to inform the Committee of Head Teacher appointments made by the Appointments Sub-Committee.

Mr Ledingham thanked Members for their input to the recruitment process, and listed the appointments as outlined in the report. The Convener requested that the Committee noted their congratulations to the successful candidates and her personal thanks to Susan McNaught, who had ensured the smooth operation of the interviews.

Decision

The Committee agreed to note the undernoted appointments.

School	Appointee	Commencement Date	Previous Post and School
Elphinstone Primary School	Heather Williams	13 August 2012	Depute Head Teacher, Sanderson's Wynd Primary School
Law Primary School	Jill Wareham	13 August 2012	Head Teacher East Linton Primary School
Longniddry Primary School	Sheona Skinner	13 August 2012	Depute Head Teacher Law Primary School
Windygoul Primary School	Avril Wilson	To be confirmed	Balgreen Primary School, Edinburgh

4. SUMMARY OF PROCEEDINGS – EXEMPT INFORMATION

The Committee agreed to exclude the public from the following business containing exempt information by virtue of Paragraph 5 (information relating to the adoption, care, fostering or education of any particular child) of Schedule 7A to the Local Government (Scotland) Act 1973

Pupil Placement Sub-committee Minutes

The minutes of the Pupil Placement Sub-committee of 20 March 2012 were approved by the Committee.