



Department of Education, Sport and Culture

Department Financial Plan 2024/25

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1. EXECUTIVE SUMMARY

The Department (DESC) is comprised of 32 Primary Schools; 5 Secondary Schools; The University College; Student Awards financial support; Education Advice and Support, including children’s additional and special needs, early years support, primary school meals and peripatetic services such as Manx and Music; Sports and Youth, including The National Sports Centre, Youth services and clubs, sports development and financial support 3 regional swimming pools; The Villa Marina Gaiety Theatre complex; and a small team within the Chief Executive’s Office delivering policy and legislation and a number of statutory functions.

Underpinning the Island Plan is the DESC Strategic Plan 2021 – 2026 and Department Plan, with the shared vision to *inspire, empower and provide learning, sporting and cultural opportunities that support all children, young people and adults.*

From a financial perspective, DESC are experiencing significant financial pressures within the current financial year which will continue into 2024/25 estimated to be £10.2m in the current year (£133.6m full year cost). Provision for 2024 pay awards, estimated at 6% (6.5% teachers) requires £5.1m and non-pay inflation, at 3.5%, £1.3m. This means that a considerable amount of additional funding (£20m) will be required to meet the existing commitments needed for “business as usual”.

The Department Plan is aligned with the Island Plan and Government’s Vision to build a secure, vibrant, and sustainable future for our Island. Our main focus is on providing outstanding lifelong learning and development opportunities for all, and the plan contains 20 strategic priorities which will enable the Department to deliver against this commitment.

The Department’s financial plan has assessed a funding requirement for the 2024/25 financial year of **£157,935,000** representing an increase of **£34.25m**.

2. BACKGROUND

The Department has delivered a breakeven position for many years, however, £10m was required from reserves and Treasury contingency to achieve budget in 2022-23. The impact of pay awards across all groups of staff, high inflation and increasing numbers of children presenting with additional and complex needs has resulted in significantly increased costs both in the previous and current financial years. DESC is forecasting a **£10.2m** overspend for the 2023-24 financial year, resulting primarily from the aforementioned cost pressures and which the Department will be unable to avoid.

2.1 2022-23 Year End Position

The Department’s full year result for 2022/23 saw operational expenditure of £122.1m against a budget of £112.1m (this consisted the original budget of £111.8m, with an additional £0.3m for pre-school credit increases). Supplementary funding was required as follows:

- £7.5m pay awards above provision
- £1.7m energy costs
- £0.7m shortfall in income

2.2 2023-24 Full Year Forecast

The Department’s current full year forecast as at July 2023 is £133m, giving rise to an over spend of £10.2m. The over spend is driven by several key factors, notably:

Table 1

2023-24 Overspend Factors	£'000
Pay Award – Teachers	3,196
Pay Award – all other staff	2,552
Additional Education Needs staffing	1,500
Energy inflation	1,400
Shortfall in income	600
Other operational costs and initiatives	966
Total	10,214

The Department has a number of statutory obligations, principally the delivery of Primary and Secondary Education. The Department's commitment to meet the statutory obligations, and ensure that the educational attainment of the island's children is optimised, has resulted in a funding requirement for Teacher Pay for the 23/24 budget cycle of £2.7m (part year) based on the recent UK pay award agreement, there is also a unconsolidated teachers' pay award totalling approximately £1m which is currently being considered to resolve the 2022/23 pay awards negotiations.



2.2.1 Pay Awards 2023 (£5,748,000)

The budget uplift, applied to the 2023-24 budget of £5.4m (6%) in respect of the provision for current year pay awards, has been fully utilised to cover the significant shortfall in the cost of the 2022 awards. This has resulted in **no provision remaining, for 2023 pay awards.**

On 13th July the Schools Teachers' Review Body (STRB) recommended a pay award of 6.5% across all pay scales, which has been accepted in full by the UK Education Secretary.



Table 2

2023-24 Financial impact	2023-24 £'000	2024-25 FY £'000
Teachers Pay Award (6.5% - Sep 23 to Mar 24)	2,228	3,819
		
All Other Staff (6% - April 23 to Mar 24)	2,552	2,552
Total	5,748	6,371

2.2.2 Additional and Complex Needs Support (£1,500,000)

As of April 2020, there were a total of 2313 students on the Isle of Man who have been identified as having AEN, which equates to 22.1% of the school aged population. 4.4% of students have complex educational needs, of which 3% access mainstream education, with 1.4% accessing Specialist Provision Centres. This means, the educational provision for 20.6% (2157) of pupils with AEN is within a mainstream classroom.



2.2.3 Energy Costs (£1,400,000)

Energy costs have seen wholesale increases of up to 50% which gives rise to a cost pressure of £1.4m for 2023/24 based on the 2022/23 actual full year result with a 53% increase.

There is a desire to investigate the potential for the implementation of green energy generation such as solar energy, across the Department's school estate and the National Sports Centre (NSC). Cost of energy across schools and department building a £1.4m.

2.2.4 Under achievement of Income (£700,000)

Historically income budgets have been increased annually by 2% but in reality income has not been increased year on year and therefore over time the targets have become unachievable. Coupled with this, there has been a downward turn in the economic climate which means that the leisure services DESC provides through the MSR, Culture and UCM divisions, are not as affordable due to the public having less disposable income to spend therefore income cannot be maximised and targets are unachievable.

2.2.5 Other Costs*Table 3*

2023-24 Overspend – Other Costs	Expenditure £'000
SEN Specialist provision	480
Regional pools	180
Mental Health in Schools	117
Sound and Lighting equipment Villa Marina	98
Quality Assurance - teaching validation	50
Relocation of mobile	40
Total	966

2.2.5.1 Increased number of pupils that will require Specialist Provision Centre placements from September 2023

Over the past 4 years there has been an increase in both the number of pupils identified as having complex educational needs, as well as an increase in the complexity of those needs, which has led to a funding gap. Due to the increase in pupils requiring placements DESC have commenced expansion work at 5 existing primary SPCs along with the creation of a new SPC at Manor Park in order to provide sufficient capacity to accommodate these additional pupils from September 2023.

From September 2023, there is a projected net increase of 30 children that require SPC placements, including new arrivals on Island known to the Department, combined with an increase in the complexity of need. It is highly likely that additional places will be required during the school year for new arrivals not known at this point. In September, 11 pupils require 2:1 staffing due to challenging behaviour, with an additional 12 pupils with complex medical needs requiring a minimum of 1.5:1 / 2:1 staffing to meet their needs.

The implementation of a new QA and Validation Framework is an action contained within the Island Plan which received Tynwald approval.

The Department of Education, Sport and Culture with school leaders and other key stakeholders have developed a new QA and Validation Framework model, which is rigorous enough to lead to continual improvements of our Island schools and services, and ultimately improve the quality of education. Applying a QA framework to support school/service leaders and teachers within their roles, to build their knowledge and expertise and ensure that the education system is providing and delivering consistency, best practice and positive outcomes for the children, young people and adults utilising our service.

The Department has a responsibility to monitor and evaluate the work of schools, services and colleges linked to its statutory responsibilities (under Section 50 of the Education Act 2001) to undertake inspection of schools and colleges. It also supports the requirements placed on schools, by the Articles of Government, to keep under review and report on a number of aspects of the school including improvement.



2.2.5.6 Relocation of mobile from Scoill Jubilee to QEII

QEII require accommodation to provide personalised learning opportunities for students, as part of the school's new outreach provision. It is therefore proposed to relocate an available mobile classroom which is currently at Scoill yn Jubilee. The scheme to relocate the mobile is expected to cost **£40,000**.

3. OVERVIEW OF FUNDING ASSESSMENT

3.1 Summary

Table 4 – Additional Funding Required 2024-25

	Income £'000	Employee Costs £'000	Other Costs £'000	Total £'000	Total Required £'000
2023-24 Budget (Current year)	(10,468)	99,299	34,504	123,335	
2023-24 Forecast	(9,768)	107,999	35,304	133,535	
Surplus/(Deficit)	(700)	(8,700)	(800)	(10,200)	10,200
2024-25 Budget (2023-24 base)	(10,468)	99,299	34,504	123,335	
2023-24 Forecast	(9,768)	107,999	35,304	133,535	
Unconsolidated Teachers pay		(968)		(968)	
Full year Balance Teacher 2023 Pay (April to Aug)		1,591		1,591	
Increase in Specialist Provision Centre placements from Sept 2023 (Full Year)		823		823	
	0	1,446	0	1,446	1,446
	(9,768)	109,445	35,304	134,981	
Energy Inflation above 3.5% uplift			1,400	1,400	

<i>Reduce unachievable income targets</i>	700		700		
	700	0	1,400	2,100	2,100
	(9,068)	109,445	36,704	137,081	
<i>2024 Pay Provision</i>					
<i>Teacher/Lecturer (at 6.5%)</i>		2,375		2,375	
<i>Other pay groups (at 6%)</i>		2,762		2,762	
<i>2024 Non-pay inflation</i>			1,285	1,285	
	0	5,137	1,285	6,422	6,422
	(9,068)	114,582	37,989	143,503	
2024-25 Estimate	(9,068)	114,582	37,989	143,503	
	Surplus/(Deficit)	(1,400)	(15,283)	(3,485)	(20,168)
<u>New Areas of Expenditure</u>	Income	Employee Costs	Other Costs	Total	Total Required
3.3.1 Expansion of Learning and Skills Schemes			1,409		1,409
3.3.2 Adverse Childhood Experiences		141			141
3.3.3 Additional Educational Needs (AEN) Code		8,062	205		8,267
3.3.4 Complex needs – Specialist Provision Centres		1,272			1,272
3.3.5 In year pressures			700		700
3.3.6 Pre-school credit increase			160		160
3.3.7 Pre-school - children with Additional Needs		336	677		1,013
3.3.8 Mental Health Support in schools (Balance)			300		300
3.3.9 Provision of standardised Assessment			100		100
3.3.10 Glencrutchery Swimming Pool		35			35
3.3.11 Holiday Activity Scheme		67	63		130
3.3.12 Quality Assurance & Inspection Framework			64		64
3.3.13 Suicide Prevention Strategy		10	321		331
3.3.14 NSC Computer Software			60		60
3.3.15 Accessibility Audits			100		100
					14,082
Total Funding 2024-25					34,250,000
Childcare Strategy AP1, AP2, AP3 (submitted separately)					9,665,500

3.2 Legacy Overspend

	2023-24 Budget	2023-24 Forecast	* Adjust	2024 Base Budget	2024 Pay Provision	2024-25 Funding Required
Pay Award - Teacher & Lecturer	57,012	62,045	593	62,638	2,375	65,013
Pay Award - Other groups	41,539	45,206	823	46,029	2,762	48,791
Other employee costs	748	748		748	748	748
	99,299	107,999	1,416	109,415	5,885	114,552
* Adjustments to 2023-24 Forecast						
Remove 2023 Unconsolidated Award			<i>Teacher/Lecturer</i>	(998)		
Full year Balance Teacher 23 Pay (Apr - Aug)			<i>Teacher/Lecturer</i>	1,591		
Full year Balance Increase in SPC placements			<i>Other Pay Groups</i>	823		
				1,416		

3.3 New Expenditure

3.3.1 Expansion of Learning and Skills Schemes

In the Island Plan, the Government sets out its commitment to delivering a strong and diverse economy and outstanding lifelong learning and development opportunities for all. An action in the Island Plan is to review the Vocational Training Assistance Scheme (VTAS). In addition, the Department have committed to a review of the Skills Development Scheme (Apprenticeship Scheme).

Both schemes are designed to ensure the provision of systemic skills training and further education of an acceptable standard for both the present and future needs of the Island and to alleviate the financial burden placed upon employers engaged in the provision of systemic skills training. Funding on the Apprenticeships scheme has not been increased since 2007. The VTAS was transferred to the Department in 2017 and funding has not been increased on this scheme at least since then.

Such a review may need to consider, among other matters;-

- If the level of financial assistance offered by the schemes needs to be increased;
- If financial assistance should be increased for identified shortage sector/skills;
- If financial assistance should be increased for those on job seekers’ allowance, those who are care experienced or those who are registered disabled;
- If the scope of the current schemes (for example training above Level 5, training below Level 2) should be expanded;
- If the quality of on-the-job and off-the job training needs to Quality Assured in a more systematic manner and, if so, how such processes could be developed.

Extensive public consultation about both schemes has already been undertaken by the Department.

As of April 23-24 the annual budget for Apprenticeships was £1.4 but has been. The scheme is open to all employers on the Isle of Man provided that they are able to offer suitable training for apprentices to the satisfaction of the Department and this budget is allocated to applicants on a first come, first served basis

The VTAS scheme has an annual budget of £350,000. In line with the extensive developments in other jurisdictions (eg National Skills Fund, Adult Education Budget, Life time Skills Guarantee) and to better meet some of the improvements sought within the consultation, a significant modernisation and expansion of the schemes are required.

The Department has no direct control on the numbers of applications made to either scheme which are made on an ad-hoc basis by individuals and local employers. No active marketing or promotion takes place in relation of the schemes, other than at local skills and careers events, nor is any detailed management or demographic information recorded which might otherwise allow targeted future promotion of the scheme.

It is recognised that demand is difficult to predict, however estimated costs are set out below;

	Development Scheme (Apprenticeships)	Vocational Training Assistance Scheme	Additional Funding Required
65% Increase in payments (to equate to 8 x hrs at min wage)	██████	██████	
National interest payment	██████	██████	

3.3.3 Additional Educational Needs (AEN) Code of practice implementation

AEN refers to children and young people with needs which adversely affect access to the curriculum and who would be unable to benefit from provided school education without the provision of the additional support, regardless of the underlying cause of the need.

The AEN Code of Practice was included as part of the Education Bill 2020. When the Bill was withdrawn, in February 2021, the Minister for Education, Sport and Culture committed, in Tynwald, to still progress a Code to be used by schools and parents to ensure equality of educational provision to all children and young people.

The Code has been produced in collaboration and consultation with all key stakeholders including education, safeguarding and health professionals and following a public consultation on its key principles.

As of October 2022, there were a total of 2331 students on the Isle of Man who have been identified as having AEN, which equates to 21.1% of the school aged population.

The Department has carried out a gap analysis on a sample of schools to identify the AEN provision gap within schools and identified that an annual funding gap of £8.9m made up of staffing, external agency support and bespoke provision has been identified.

Other Jurisdictions - Many other jurisdictions, including the UK, Ireland, Scotland, Wales, Jersey and Guernsey have legislation and Codes of Practice benchmarking the support offered to pupils with additional and special educational needs within schools. The Code would bring the quality of the Island's education system in line with other jurisdictions.

The vast majority of English local authorities operate a graduated response to support schools to target their funding, allocation of resources and delegated schools grant, which includes universal and additional needs funding. The English graduated response also provides guidance for schools to access the local authority's Complex Needs grant. The UK Department for Education announced the biggest increase in school funding in a decade and increased high needs funding for councils to provide services for families and children with special educational needs and disabilities to more than £8bn in 2021 – an increase of nearly a quarter over two years.

Jersey is providing £11.6m additional, recurrent funding by 2024 based on their Education Reform Programme, underpinned by an independent funding review. This is designed to tackle the structural deficit in some school budgets and to release new investment across the school system to address identified gaps in provision. To meet a growing demand from children with special educational needs and disabilities. Jersey's draft Government Plan 2022-25 proposes an additional £678,000 in 2022, rising to £2.1 million in 2025, to tackle demographic pressures, including those relating to Special Educational Needs (SEN).

To implement the full AEN code will be at a cost of £8,861,875. The Department has allocated £800,000 to this in 23/24 which has been allocated from the additions to 23/24 budget. Therefore a **£8,062,000** is required to implement the code. In addition, there is an [REDACTED]

Total: £8,267,000 for delivery.

3.3.4 Complex needs provision– Specialist Provision Centres

The Department is forecasting an increase of 50% in the number of children requiring Complex Needs provision from the 23/24 academic year to 27/28, up from 228 to 344.

Additional recurring revenue funding of £480,300 for 2023/24 is required to enable staff requirements from September 2023.

For the financial years of 2024/25 and thereafter, an aggregating sum will be required, taking into consideration the fact that a financial year straddles two academic years. Therefore, to continue the provision from 2023/24, but also take into account further increases in SPC provision from September 2024, **£1,272,000** would be required for the full 2024/25 financial year.

Table 1: Primary SPC projected numbers to September 2027

Year	Recep'	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Primary Total
Feb-23	23	23	18	10	14	14	16	118
Sep-23	36	27	23	18	9	13	16	142
Sep-24	40	36	27	23	18	9	13	166
Sep-25	45	40	36	27	23	18	9	198
Sep-26	45	45	40	36	27	23	18	234
Sep-27	45	45	45	40	36	27	23	261

Table 2: Secondary and UCM SPC projected numbers to September 2027

Year	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12 (UCM)	Yr 13 (UCM)	Secondary Total
Feb-23	14	11	18	14	16	2	5	80
Sep-23	18	15	14	18	15	4	3	86
Sep-24	16	18	15	14	18	6	4	91
Sep-25	13	16	18	15	14	9	6	91
Sep-26	9	13	16	18	15	4	9	84
Sep-27	18	9	13	16	18	5	4	83

Table 3: Shows the overall increase in numbers of children attending primary and secondary SPCs and the increase year on year.

Year	Primary Total	Secondary Total	Total No. Children	Increase from Previous Year
Feb-23	118	80	198	-
Sep-23	142	86	228	+ 31
Sep-24	166	91	257	+ 29
Sep-25	198	91	289	+ 33
Sep-26	234	84	318	+ 29
Sep-27	261	83	344	+ 26

Projected Costs

The table below shows the costs based on the projected number of additional children requiring places in SPCs to 2027/2028

Year	Primary Total	Secondary Total	Total Children	Increase from Prior Yr	Apr-Aug Cost	Sept-Mar Cost	Budget Required
2022/23	118	80	198				-
2023/24	142	86	228	31			£480,319
2024/25	166	91	257	29			£1,272,227
2025/26	198	91	289	33			£2,104,630
2026/27	234	84	318	29			£2,926,910
2027/28	261	83	344	26			£3,662,575

As the numbers and complexity grows and therefore costs associated with delivering the services increases, the Department is committed to a review of Complex Needs Provision.

3.3.5 In year pressures

As the Department is a front line service, there are cases of unforeseen cost pressures that are unable to be predicted in a financial plan. The Department needs to ensure that it can be reactive and responsive to student needs and unforeseen costs throughout the financial year. These may include:

- In exceptional cases the Department finds that education cannot be provided for a pupil on island. In these cases specialist education placements need to be made in nearby jurisdictions;
- New diagnosis requires that Department to amend existing provision or create new provision;
- Education reviews and responsive activity which is a required to implement immediate changes.

Total: £700,000

3.3.6 Pre School Credits

In September 2012 pre-school credits were introduced to offer a credit to parents of each eligible child, to be used towards the cost of pre-school education during the academic year in which the child has their fourth birthday.

The current value of the universal credit is £4,166 which can be used towards the cost of a pre-school place with a registered pre-school provider or childminder. This amount was set in September 2022.

[REDACTED]

[REDACTED] As such as contingency measure if the business case looking at:-

Action Point 1 Aim: Childcare provision is affordable for all and Action Point 3 Working parents are not placed under financial strain as a result of childcare commitment and **submitted on 31-05-2023** and *Business case for Action Point 2 support children with Additional Educational Needs* **submitted 7-08-23** are not approved, the Department request a [REDACTED]

[REDACTED]

3.3.7 Pre-school Funding – Support for children with Additional Educational needs

Provide an inclusion fund to increase the value of the current Pre School credit to provide additional credit for children aged 3- 4 years that require bespoke provision arrangements to attend child day care

Age	Anticipated children	Cost of additional inclusion fund	Total cost of uplift
3 years 11 months up to 4 years 11 months	█	█	£652,288

PSAC Assessment and Support Team to provide support – not recommended in the business case so therefore if recommended option not accepted and option is do nothing – need the below to ensure equality of provision.

PSAC Assessment and Support Team			
Resource	Purpose	Cost (per FTE)	Total Cost
Teacher (3 FTE)	Assess and prepare bespoke programmes	█	█
Early Years SENCo	Assess and oversee outreach function		
2 x Level 3 SESO	Outreach function based to assess children and support, monitor and review the implementation of bespoke programmes		
AO 1 FTE	Administrative support for Inclusion Fund		
Increase secretary's hours 27.5 to 32.5	Secretarial support for managing outreach team and additional Referrals		
Total Cost			

Ongoing personnel cost of £335,883 would allow for a central PSAC support team to deliver targeted support package across all child day care providers and child minders as an outreach function based to assess children and support, monitor and review the implementation of bespoke programmes for children.

It is envisaged these post holders will deliver this function across child day care settings, however this will be allocated on a needs basis. It is proposed that a central staffing model that can target resource to meet the assessment and training needs, where necessary, across different areas of the Island would be more economical than applying staffing or blanket interventions across all child day care settings.

- Provide an inclusion fund which will provide funding for specialist equipment for children attending nurseries, playgroups or childminder settings. Total Cost █
- Adaptations to existing PSAC building - █

Costs		
Inclusion Fund to uplift pre-school credit	█	Recurring
PSAC Assessment/Support Team		Recurring
Specialist equipment and support fund		Recurring
Capital building adaptations		One-off
Total cost	£1,013,200	

█
 █
 █

As such the Department requests, as a contingency measure, funding to support children with additional needs, this bid is referenced in 3.3.6 and currently subject to approval.

Total £1,013,200

3.3.8 Mental Health Support in Schools

██
██ In order to successfully achieve this, integrated working is required to ensure that key principles and a clear delivery model is designed and embedded each service area.

██
However, until this is finalised and commissioned, the Department need to ensure that support is provided for all children and young people who are in schools and UCM.

Total: £300,000

3.3.9 Provision of standardised Assessment across the Isle of Man

In order to support the transition of pupils and the tracking of progress primary assessment will be reviewed and the introduction of standardised assessment will be introduced across primary school to support assessment in year 2 and 6 in the core subjects of English, Maths and science. The cost of this would need to be provided to primary schools.

Total: £100,000

3.3.10 Glencrutchery Swimming Pool (GSP) - Proposal for Expansion of Opening Hours

The site is currently open primarily for the delivery of the Disability School Swimming Programme which runs from 9.00am – 3.00pm Monday to Friday during Term Time only.

The Disability School Swimming programme currently provides a weekly 30 minute swimming lesson for approximately 110 children within the Specialist Provision Centres across the schools on the Island. There are currently 5 additional hirers who use the pool outside of this timetable.

As well as opening up more availability for external disability groups to hire the pool, it is also suggested that GSP could be used during weekends and evenings in order to expand the NSC Swim School provision. This would be specifically for children / adults that are unable to access group swimming lessons because of a disability or health condition. In order to provide an additional 13.5 hours of opening per week (over 40 weeks) an additional budget of **£30,240** would be required.

The above proposal excludes school holiday opening. If the pool was to remain open for some 'school holiday provision' for children with disabilities to access the pool (with a carer), a programme of 3 half day sessions during 12 weeks of the school holidays per year could be achieved with a further **£4,626** investment.

Total: £34,866

3.3.11 Holiday Activity Scheme

In 2022 the Youth Service took part in a pilot operated by the Cabinet Office that set out to offer Holiday Activities with food for all children eligible for free school meals during the school summer holiday period. The scheme known as 'HAF' (Holiday Activities with Food) accepted applications from third sector projects that wanted to offer HAF and receive a grant via the system. As the applications were limited the Youth Service were asked to bid for some of the funding and completed 7 applications which were awarded financial support to run via the schemes. The scheme in Peel was chosen as the 'model scheme' due to the history of providing holiday activities in this area. ██████████

████████████████████ therefore this will impact on future delivery from these centres.

Additional funding of **£130,000** would enable the Youth service to offer a free or reduced cost holiday activity schemes with food in all 5 of the Island hubs (Ramsey, Castletown, Peel, Onchan and Douglas) to children in receipt of free school meals during the School summer holidays.

Total: £130,000

3.3.12 Quality Assurance & Inspection Framework

The Department of Education, Sport and Culture with school leaders and other key stakeholders have developed a new QA and Validation Framework model, which is rigorous enough to lead to continual improvements of our Island schools and services, and ultimately improve the quality of education. Applying a QA framework to support school/service leaders and teachers within their roles, to build their knowledge and expertise and ensure that the education system is providing and delivering consistency, best practice and positive outcomes for the children, young people and adults utilising our service.

As will be noted, the implementation of a new QA and Validation Framework is an action contained within the Island Plan which received Tynwald approval, therefore the Department is required to undertake this action.

The Department has a responsibility to monitor and evaluate the work of schools, services and colleges linked to its statutory responsibilities (under Section 50 of the Education Act 2001) to undertake inspection of schools and colleges. It also supports the requirements placed on schools, by the Articles of Government, to keep under review and report on a number of aspects of the school including improvement.

All schools on the Isle of Man maintain an on-going process of Quality Assurance through school self-review and evaluation. Schools produce a summary document, which provides judgements for each section of the new Quality Assurance Framework together with a supporting commentary and supporting evidence. The process is integral to the school improvement planning cycle, and it is therefore critical that the judgements reached are reliable and based on a range of evidence.

The External Validation process is intended to provide an independent view of the reliability of the school's judgements within the new QA Framework. The Department is seeking to appoint an external organisation to lead a 3-year cycle of external validations.

The Department of Education, Sport and Culture, its schools and services regard the external validation and evaluation as an integral part of the school improvement process. It enables success to be identified and celebrated and good practice to be shared more widely, whilst also ensuring that areas for improvement are clearly identified and the support and resources are well focused and used efficiently to improve outcomes for all learners. The external validation methodology and the self-evaluation quality assurance criteria ensures clarity of expectations and supports a transparent approach to ongoing educational improvement across our Island.

The Department also retain the right to an initiate a special inspection of a school or service if an area of their work is identified as a cause for concern.

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

As such the total required for 24/25 is [REDACTED]

3.3.13 Suicide Prevention Strategy

The Suicide Prevention Strategy has been published by Public Health. DESC has been identified as a key stakeholder to promote resilience in young people and develop a preventative and early intervention approach.

The strategy aims to reduce the number of suicides in the Isle of Man by building partnerships across society, providing more support to anyone experiencing a crisis, and improving training for communities, businesses and individuals to help spot when someone is struggling. The starting point of this strategy is that suicide is preventable with the right support and services in place. Based on the global 'Zero suicide' ambition, it is a long-term vision that starts with helping young people to develop the skills and resilience to deal with future hardships.

There are 20 specific actions set out in the strategy, including to establish a network of people within our community who are dedicated to suicide prevention initiatives, and a review of personal, social, health and economic education in schools.

DESC has identified the following costs to achieve the actions outlined in the strategy:

- **Providing schools with access to evidence-based universal and targeted interventions**, as outlined by the Early Intervention Foundation and Education Endowment Foundation. Schools would be expected to complete a needs analysis and provide their implementation plan. These would be one-off payments to support the purchase of the materials and any associated training.

Primary cost [REDACTED] - (estimate based on the cost of PATHS whole school curriculum materials only).

Secondary costs [REDACTED] (estimate based on published average cost of approx. [REDACTED])
[REDACTED]

- **Staff training**

ASSIST Training [REDACTED] per teacher (2-day course not including release/cover costs)

Total cost - [REDACTED] (based on 50 staff across primary and secondary schools)

Targeted Interventions

Staff Training

Total

[REDACTED]
[REDACTED]
£331,000

3.3.14 Computer software system for the National Sports Centre

[REDACTED] and a procurement process has commenced to tender for a new 10 year contract. An expression of interest exercise

has identified that there will be an increase in the cost in Year 1 over and above the current budget allocated for the yearly licence fee.

[REDACTED]

3.3.15 Accessibility Audits

The Equality Act 2017 (EQA) states that every public authority must, in the exercise of its functions, have due regard under the Public Sector Equality Duty (PSED) to prevent discrimination, harassment or victimisation.

DESC has a statutory requirement under the EQA to produce and publish, on their website, an accessibility strategy for provided and maintained schools in accordance with Schedule 10 of the Act. One aspect of this strategy requires pupils to have access to the physical environment of the school building. To enable DESC to meet this statutory requirement, an accessibility audit will be conducted on every provided and maintained school on the Isle of Man.

DESC sought an appropriate accessibility audit course from an accredited organisation and rolled out training to 12 DESC personnel who currently work across the various Divisions including schools, sports and culture. The purpose of this was that DESC would be able to conduct accessibility audits not only for schools but for all properties across the Department to ensure that reasonable adjustments could be identified and recommendations brought forward. Rather than using external consultants which cost around [REDACTED] per property to carry out the audits. This training cost was [REDACTED] and this was viewed as a cost efficient method of enabling DESC to audit properties in line with the EQA, whilst upskilling the existing workforce. As a result of the audits, once they are undertaken, they will likely identify a need for each building, which may ultimately lead to a financial need (reasonable adjustments to the physical building).

Total Costs - £100,000

3.4 Cost Improvement Programme

The Chief Officer, and the Senior Management Team, have been proactive in driving the Department's Cost Improvement Programme and a number of initiatives are already underway.

The Department has a number of initiatives contained in the CIP that will be considered to deliver savings in the 24/25 financial year, however it is worth setting out the context of the Department's cost base first. Broadly, 81% of the Department's annual net expenditure budget is consumed by employee costs, with 63.4% of this in Primary and Secondary Education, a further 11.0% in UCM, and 16.4% in Education Advice & Support (which provides the education support staff in Primary and Secondary Education for children with Additional Educational Needs and Complex Needs). The remaining 9.2% is consumed by Policy, Strategy & Governance, VMGT and Sport, Recreation and Youth.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

4. SUMMARY OF EXPECTED BENEFITS

The Department is committed to delivering high quality education across the island’s schools and college, ensuring that all children have access to the curriculum regardless of need.

The benefits from sufficient funding are as follows:

- Pupils who experience social, emotional and/or behavioural issues receive the support they require;
- Early intervention leading to an improvement in overall attainment;
- Children in crisis will be provided the support they need;
- DESC would be able to support a child’s right to an inclusive education;
- Increased participation in an appropriate education and achieve suitable outcomes;
- Positive final destination when leaving school (e.g. further education or employment);
- Reduce the rates of young people vulnerable to criminality, schools safer environment for all children and staff, early intervention resulting in lower impact on other Departments.

Additional funding that is made available to the Department will deliver the above benefits and ensure that there is greater equity of provision and opportunities for all children and students. It will support the Department in ensuring that the island’s children will leave the education system as well rounded individuals, capable of achieving all that they can.

5. TOTAL FUNDING REQUEST

The below table summarises the total financial pressure the Department is forecasting in the 2023/24 financial year based on current assumptions regarding inflation continuing on the same trajectory and there being nil uplift from Treasury against 2022/23 budgets. This totals £6.27m. In addition to this, it is likely that the Department will also require either a drawdown from the Revenue Contingency Account or a supplementary vote in the region of £1.5m based on the June management accounts to meet above-budget expenditure. The breakdown of these figures is broken down on the following page.

Table 10 – Financial Pressure 2023-24 and 2024-25


	Income £'000	Employee Costs £'000	Other Costs £'000	Total £'000	Total Required £'000
2023-24 Budget (Current year)	(10,468)	99,299	34,504	123,335	
2023-24 Forecast	(9,768)	107,999	35,304	133,535	
Surplus/(Deficit)	(700)	(8,700)	(800)	(10,200)	10,200
2024-25 Budget (2023-24 base)	(10,468)	99,299	34,504	123,335	
2024-25 Estimate	(9,068)	114,582	37,989	143,503	
Surplus/(Deficit)	(1,400)	(15,283)	(3,485)	(20,168)	20,168
New Areas of Expenditure	Income	Employee Costs	Other Costs	Total	Total Requested
3.3.1 Expansion of Learning and Skills Schemes			1,409		1,409
3.3.2 Adverse Childhood Experiences		141			141
3.3.3 Additional Educational Needs (AEN) Code		8,062	205		8,267
3.3.4 Complex needs – Specialist Provision Centres		1,272			1,272
3.3.5 In year pressures			700		700
3.3.6 Pre-school credit increase			160		160
3.3.7 Pre-school - children with Additional Needs		336	677		1,013
3.3.8 Mental Health Support in schools (Balance)			300		300
3.3.9 Provision of standardised Assessment			100		100
3.3.10 Glencrutchery Swimming Pool		35			35
3.3.11 Holiday Activity Scheme		67	63		130
3.3.12 Quality Assurance & Inspection Framework			64		64
3.3.13 Suicide Prevention Strategy		10	321		331
3.3.14 NSC Computer Software			60		60
3.3.15 Accessibility Audits			100		100
					14,082
Total Additional Funding 2024-25					34,250,000
Budget Required 2024-25					157,935,000

6. APPROVALS


6.1 DESIGNATED FINANCE OFFICER:

Name:	
Title:	Senior Finance Business Partner / DFO
Date:	11 th September 2023
Signature:	
Comments:	

6.2 ACCOUNTABLE OFFICER:

Name:	Graham Kinrade
Title:	Chief Executive Officer
Date:	12/09/2023
Signature:	
Comments:	

6.3 MINISTER:

Name:	Julie Edge
Title:	Minister
Date:	12/09/2023
Signature:	
Comments:	