

ISLE OF MAN GOVERNMENT

DEPARTMENT OF EDUCATION, SPORT AND CULTURE DEPARTMENT PLAN 2023 – 2024

RHEYNN YNSEE, SPOYRT AS CULTOOR
PLAN YN RHEYNN 2023-2024

QUARTER 1 UPDATE - (NOVEMBER '23 – JANUARY '24)





Foreword

The purpose of this quarterly report (Q1: *November 2023 – January 2024*) is to be provide an update on progress made to date on the actions contained within the Department of Education, Sport and Culture's [Department Plan 2023 – 2024](#).

The Plan contains a number of actions; some of which are derived from the Island Plan and others which are derived from the Department's Strategic Plan.

Each quarter, the Department will produce a report on progress in order to ensure we continue to keep everyone updated.

Our Island Plan Strategic Priorities

Island Plan Objectives for which our Department is accountable

Our strategic priority outcomes are aligned with the Island Plan and Government's Vision to build a secure, vibrant, and sustainable future for our Island nation. This plan sets out in detail how we will deliver our priority outcomes, monitor and measure our success, and how we will ensure continuous improvement.

Please note any amendments made this quarter are highlighted in red, any deletions have been struck through, and commentary is included to provide reasoning for any changes and updates on progress.

■ Complete ■ On track ■ Risk to delivery ■ Not on track

A strong and diverse economy

What	How	We Will	By When	Long Term Outcome	Q1 Status	Commentary
Work with industry to provide a full range of opportunities for people.	Enhance current apprenticeship training partnerships with employers, considering other learning options such as online learning.	Review existing Apprenticeship scheme. Implement new Apprenticeship scheme.	Apprenticeship scheme review completed by December 2023 with implementation of new scheme by April 2024.	More people are able to secure and complete apprenticeships leading to more opportunities.		On track. Apprenticeship scheme and Vocational Training scheme reviewed and will go live from April 2024.
Recognise our diverse international workforce and the value that it brings to our economy.	In conjunction with DfE, deliver a Workforce and Skills strategy to Tynwald by March April 2024 which attracts people to the Island and supports those entering employment for the first time, changing employment or returning to the workforce.	Publish a workforce & skills strategy to guide the work of all key partners through the Skills Board.	Strategy presented to Tynwald in March April 2024.	More people access rewarding training and Employment both from on and off Island and employers access the skills they need to grow their businesses		There is likely to be a one month delay in submitting the Strategy to Tynwald whilst DESC/DfE seek industry feedback.

<p>Support residents throughout their lives with a diverse education service which is there for them whenever they need it, including learning, development and reskilling at any stage or age.</p>	<p>Improvement plan in place which includes clear transition pathways for all phases of education and into employment</p>	<p>Develop an Employability and Careers Education Entitlement Offer of provision by means of an Improvement Plan, for each stage and age of education based around positive transition support.</p>	<p>Improvement Plan in place by December 2023.</p>	<p>Everyone can access clear transition pathways for all phases of education and into employment.</p>	<p>Complete.</p> <p>Schools and UCM are responsible for their own improvement and development planning. In this area of provision these will be informed by the Employability and Careers Education Framework and associated Entitlement Offer Policy.</p> <p>Implementation of the Employability and Careers Education Framework and the Entitlement Offer Policy by schools and UCM is being supported through inclusion as an agenda item on relevant school/UCM middle and senior leader meetings to encourage sharing of positive practice by staff and to support improvement planning by individual settings.</p>
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Outstanding lifelong learning and development opportunities for all

What	How	We Will	By When	Long Term Outcome	Q1 Status	Commentary
Every child has access to excellent education and childcare.	Provide rigorous quality assurance (QA) in schools and childcare using appropriate standards and independent inspections ¹ .	Undertake a review and deliver a new QA Framework for schools.	New QA framework in place by September 2022 with phased implementation of the framework across schools and services following this. External Validation against the new Quality Assurance framework for schools and services will commence from September 2023 starting with a pilot approach within two phases with schools from the Task and Finish Group, before a full implementation during the final two years of the three-year programme across all schools and services from September 2024, following a review of both phases of the pilot approach.	Assurance of quality in education provision and confidence that children are making good progress across all educational settings.		On track.
Every child has access to excellent education and childcare.	Revised modern curriculum created and implemented.	Begin a review into the current core curriculum being offered into schools. Following review, create and implement a modern core curriculum across all schools.	Core curriculum to be created with staff by September 2025. Implementation of such curriculum by September 2026.	Common core curriculum is in place for core subjects across all Island schools helping to ensure every child has access to excellent education.		On track.

¹External Validation - within the Island Plan Inspection is referred to as part of the Quality Assurance model.

All schools, together with peripatetic services that operate with schools, are required to undertake on-going self-review and evaluation and this requirement is defined within the Articles of Government for schools, specifically within Articles 5, 6 and 7. This involves a programme of monitoring of all aspects of their own work and to reach judgements about the quality of that work.

This process will then be externally validated, on a three year programme which will be led by an external validation team, appointed by the Department. In undertaking this activity, the Department is exercising its responsibility (Clause 1(a) of Section 50 of the Education Act 2001) to 'cause inspections to be made of every school and college at such intervals and such standards as appear to it to be appropriate'.

What	How	We Will	By When	Long Term Outcome	Q1 Status	Commentary
Support residents throughout their lives with a diverse education service which is there for them whenever they need it, including learning, development and reskilling at any stage or age.	Research into the viability of developing niche educational and training campuses carried out in conjunction with DfE.	Research into the viability of developing niche educational and training campuses based on the Island's sector strengths in order to attract international students to the Island.	Research to be presented to the Skills Board by December 2023 December 2024	More people access rewarding training and employment both from on and off Island and employers access the skills they need to grow their businesses.		End date of action has been amended from December 2023 to December 2024 to allow for this joint action with DfE to remain on track.
Children have the best possible start in life, including equal access to early years education.	Childcare Strategy with delivery plan presented to Tynwald in July 2022.	Implement funded actions or actions which require no funding within Childcare Strategy which relate to DESC.	July 2025	Childcare strategy in place and being delivered in accordance with the action plan, allowing for better opportunities and support for families and young children.		Work continues with the papers associated with the Strategy. As announced in the 2024/25 budget, a total of £3m is being committed to support the initial rollout of the Childcare Strategy, with £35m available over five years.

An Island of Health and Wellbeing

What	How	We Will	By When	Long Term Outcome	Q1 Status	Commentary
Policies and services which mean that people can make healthy choices, in communities that are safe, and with infrastructure and design in towns and villages which promotes and supports health and wellbeing.	Encourage people nationally to engage in our rich arts, culture and heritage.	Develop a balanced programme of events and activities which are reflective of our Island community, and considers affordability and reach.	September 2024	More people have the opportunity to access live performance, develop their creativity and benefit from improved wellbeing and engagement with a vibrant community.		On track.

Our Priority Commitments for the next 12 months

The purpose of this section is to outline the Department's other key priorities, activities, and tasks to be undertaken in the next 12 months, in order to ensure that the Department's Strategic Plan continues to be delivered. It is important to note that any activities included in the sections above are not included in the table below, although are also considered strategic priorities for the Department.

Each task listed within this section is linked to the key activities contained within the Department's Strategic Plan, which in turn link to the strategic principles and priorities, which the Department is committed to implementing and achieving by 2026. Each task has a start and end date and has measurable outcomes.

Please note any amendments made this quarter are highlighted in red, any deletions have been struck through, and commentary is included to provide reasoning for any changes and updates on progress.

■ Complete ■ On track ■ Risk to delivery ■ Not on track

Strategic Principle: Curriculum, Learning and Achievement

Strategic Priority: SP1. Engage learners through personalised, collaborative, and integrated learning experiences for the digital generation.

Key Activity: Develop and enhance digital technologies to support learning and the delivery of services, to our community, encouraging critical thinking and online safety.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
<p>To review the effectiveness and update the E-Learning Pupil Access Subscription Service (EPASS) scheme.</p> <p>All devices to be returned for update and renewal.</p> <p>Terms of service will be updated within secondary schools to widen the scope of the project and set up a robust monitoring programme.</p> <p>To redistribute devices to schools as appropriate.</p> <p>To review the scope for extending to primary schools at the end of the school year.</p>	<p>All devices accounted for and updated to newer models.</p> <p>Clear methods of data collection with secondary schools demonstrates positive impact of the project.</p> <p>Completed review indicates scope for extending programme to beyond current model and to primary schools.</p>	01/09/23	31/08/24		<p>On track.</p> <p>Most devices have been collected and meetings have been held with leads in High Schools where devices are currently deployed. Also meeting between GTS and DESC to ensure process is as effective as possible. Possible Primaries identified but not yet approached.</p>

Strategic Priority: SP2. Enable settings to continually improve outcomes for all, through a combination of high-quality provision and high expectations.

Key Activity: Work with leaders to identify effective learning, teaching, and assessment activities, to improve achievement and outcomes for all.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
<p>Monitor and review the pilot English assessment framework across KS 1 and 2, and into KS 3.</p> <p>Monitor how it is supporting transition into KS 3.</p> <p>Review and adjust as necessary with all schools implementing assessment framework from September 2024.</p> <p>This task is linked to and is part of the wider curriculum review action noted above.</p>	<p>There is a consistent process for assessing attainment in English in KS1 & 2.</p> <p>Options for ensuring a consistent assessment process in English for KS2 transitioning into KS3 are developed.</p> <p>A final framework reflecting the findings of the pilot is in place in all schools from September 2024.</p> <p>All children in KS 1 and KS 2 are assessed against a common assessment framework in English from September 2024.</p>	01/08/23	31/08/24		Elements of the pilot framework for Writing will be reviewed based on feedback.
<p>Explore options for a consistent provision and process of assessing attainment for maths and science across KS 1 and 2, and into KS 3.</p> <p>Task and finish group formed to review and develop a provision framework and assessment framework for maths and science.</p> <p>This task is linked to and is part of the wider curriculum review action noted above.</p>	<p>Draft provision and assessment frameworks for maths and science are created and shared with schools.</p> <p>Recommendations from schools have informed draft provision and assessment frameworks in both maths and science ready for pilot implementation in September 2024.</p>	01/09/23	31/08/24		On track.
<p>Chair and coordinate the delivery of the Manx Language Strategy 2022-2032, for year two.</p>	<p>Ensuring the areas of the Strategy which DESC are responsible for are delivered.</p>	01/08/23	01/08/24		<p>On track.</p> <p>Report on year 1 of the strategy completed. New system for monitoring progress being developed and shared at Jeebin meeting on 19.2.24.</p>
<p>Further to the implementation of the New Development Matters Curriculum Guidance through a pilot project in 2022/23, set up a task and finish group to review assessment and data collection processes in the Foundation Stage.</p>	<p>Agreed assessment and data collection processes in place by May 2024.</p>	01/10/23	31/05/24		<p>On track.</p> <p>Meeting with Foundation Stage Assessment and Reporting Group held on 23.01.24. Initial agreement on assessment and reporting procedures agreed.</p>

Strategic Priority: SP2. Enable settings to continually improve outcomes for all, through a combination of high-quality provision and high expectations.

Key Activity: Review our current provision with a view to developing a curriculum which takes account of the needs of learners at all ages and stages, developing their skills in learning, life and work.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
<p>Carry out a survey and audit of Specialist Provision Centre (SPC) provision across all settings. Use these findings to triage immediate need and to prioritise medium term requirements.</p> <p>Develop a long term development plan to scope out future SPC provision.</p>	<p>Audit identifies immediate areas of need which are addressed.</p> <p>Medium term needs are clearly prioritised and action plan in place to address these.</p> <p>Long term development plan identifies models for future SPC provision with appropriate plans.</p>	01/09/23	31/08/24		<p>On track.</p> <p>Draft audit questionnaire to identify areas of need completed and will be shared with SPC Managers shortly.</p>

Strategic Priority: SP3. Support positive transitions across all phases of education and into employment pathways.

Key Activity: Develop and implement pathways for learners to support positive transitions and destinations.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
<p>Capture current provision available to support learners who are vulnerable on transition at the end of compulsory education i.e. Year 11 onwards.</p>	<p>Information about current provision collated and shared with education leaders in order for them to understand what is currently available and inform future provision.</p>	01/09/23	31/08/24		On track.
<p>Successful Talented Athlete Support Scheme (TASS) Accreditation, and reaccreditation going forward, for all DESC funded educational institutions to support dual career and successful transitions through sport.</p>	<p>Number of schools receiving and retaining accreditation.</p>	01/10/23	01/09/24		On track.
<p>Creation of a Student-Athlete Development Coordinator (SADC) role to work with identified student-athletes (and education / sporting institutions on and off Island) to support successful transitions and career decisions. Initial 3 year project with the aim of renewing every 3 years.</p>	<p>Percentage of service users (young people, parents, school leads) who perceive the young person's transition to be positive.</p> <p>Percentage of service users who identify the SADC role as a key aspect of increasing the likelihood of the transition being positive.</p>	01/01/24	31/01/26		The SADC is in post.

Strategic Priority: SP4. Support settings to develop responsible, respectful, active citizens who contribute positively to local, national (Manx) and global society.

Key Activity: Raise awareness of climate change and sustainability in schools.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
Provide two days training for the Global Teachers Award provided by DESC and the One World Centre.	Each attending primary and secondary teacher will achieve the Global Teacher accreditation.	01/09/23	19/07/24		Day one complete - 11.10.23 Day two planned 26.04.24.
Work with strategic stakeholders to support students with employment in the low carbon economy of the future.	Dropdown days made available for all year 9 students.	01/09/23	19/07/24		Planned for June 2024.

Strategic Priority: SP4. Support settings to develop responsible, respectful, active citizens who contribute positively to local, national (Manx) and global society.

Key Activity: Increase opportunities to access sport, youth, culture, music and arts in support of curriculum delivery and creative activities.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
Re-open the Outdoor Learning Centre (OLC) at Ardwhallan and deliver an outdoor education programme.	The OLC at Ardwhallan is reopened for use by schools and clubs to develop educational outcomes in an outdoor environment.	01/09/23	31/12/23		OLC Centre is open with on-site training. UCM groups, holiday clubs and KS3 pilot all commencing this term.
Develop the Duke of Edinburgh Award within the OLC.	To have in place accreditation for the OLC and an operating license.	01/09/23	31/03/24		On track. License pending, groups already established under OLC.
Deliver an after-school swim programme for year 5 students to assist them on their journey towards achieving their green standard.	Children on the after-school swim scheme progress at least 1 level.	31/10/23	31/07/24		On track.
Partnership work with UCM to provide opportunities for students to gain sports coaching experience with Primary Schools.	Ensure all students who require a work placement are catered for.	01/09/23	31/07/24		On track.
Support schools arts/culture delivery by providing increased opportunities to engage with activities at Kensington Arts.	Theatre in Education group maintained at Kensington Arts with further development of the programme. Arts Council support for schools to increase arts engagement through projects and visiting artists.	01/09/23	31/08/24		On track.
Support schools delivery by providing opportunities to engage with activities by the music service.	Maintain current music service provision delivered in schools.	01/09/23	31/08/24		Action to be removed from Department Plan as it relates to business as usual work of the Department.
Deliver a Coach Award Scheme for young people within School Year 11.	Up to 50% of those on the programme become employees of MSR.	01/04/23	31/07/24		On track.
Establish an area youth worker presence in 5 of the regional Youth Hubs around the Island who will coordinate and deliver activities to local families	5 weeks of holiday activities to be delivered in 5 different areas.	01/09/23	30/09/24		5 area youth workers in post and activities are being delivered in each area.

Develop and design a workforce development programme for the Youth and Sport Division.	Pilot a Young Leaders Award in a regional Youth Hub.	01/01/24	01/09/24		On track.
Explore the potential for a reference resource on Manx Politics aimed at school age voters.	Be a part of and contribute to the JPD secondary teachers history network meeting.	01/09/23	31/07/24		Completed - 12.10.23.
Work with strategic stakeholders to begin to audit and collate Manx Politics Education resources.	To meet with all strategic stakeholders during academic year 2023/24.	01/09/23	19/07/24		Completed - 31.10.23.

Strategic Principle: Early Intervention

Strategic Priority: SP5. Ensure that effective early intervention is available and is used to improve the lives of learners at risk of poor outcomes.

Key Activity: Provide high quality professional development to our workforce at all levels, regarding early intervention and inclusion.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
<p>To cascade the programme across the remaining cluster of schools that have demonstrated an interest and readiness to participate in the 'Raising Attainment with Wellbeing' (RAW) initiative.</p> <p>Bespoke Workshops: Throughout the year, specialised workshops to support the unique needs of schools in implementing RAW.</p> <p>This holistic approach will ensure that the initiative not only elevates academic achievement but also fosters an inclusive environment that prioritises well-being.</p>	Feedback mechanisms will be put in place to gather insights from the participating schools, ensuring continuous improvement.	01/09/23	31/07/24		On track.

Strategic Priority: SP6. Develop strategic partnerships with Government Departments and third sector organisations, to develop an effective early intervention provision which is fit for the future needs of society.

Key Activity: Work with strategic partners to develop an integrated early intervention provision, especially for mental health and wellbeing, recognising the importance of Adverse Childhood Experiences.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
Early Intervention Pilot Scheme for Key Stage 3 children delivered at the Outdoor Learning Centre.	Pilot scheme complete and delivery plan in place.	01/01/23	31/07/24		On track.

Strategic Priority: SP7. Ensure that the Department promotes and establishes a culture and ethos of inclusion, and that this is evident in its policies, provision, and practice.

Key Activity: Implementation of an Inclusive Education Policy to support those with personalised learning needs.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
Develop an ongoing Inclusive Education Policy, in collaboration with schools, as an initial step towards supporting those that require personalised learning provision.	An ongoing Inclusive Education Policy is implemented as far as practicable.	01/09/23	01/09/24		On track.
Implementation plan developed for the Inclusive Education Policy, training needs identified, allocation of funding complete and any required secondary legislation drafted.	Clear implementation plan developed with milestones for key actions.	01/09/23	01/09/24		On track. Development sessions have been completed with SENCOs and Specialist Provision Centre (SPC) managers. The feedback is being incorporated into the Inclusive Education Policy. Further meetings are planned to discuss the

					structure, content and function of the Personal Learning Plan (PLP).
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Strategic Priority: SP7. Ensure that the Department promotes and establishes a culture and ethos of inclusion, and that this is evident in its policies, provision, and practice.
Key Activity: Ensure equitable access to education, sport, culture, and arts for all individuals.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
Assess accessibility for all DESC sites and publish an Accessibility Strategy for schools. Consult with relevant DESC business areas regarding accessibility planning.	Accessibility Strategy for schools and is published with accessibility plans in place for all schools.	01/09/23	01/09/24		On track. The Accessibility Strategy has been published on the DESC website. Work continues on accessibility plans for schools.

Strategic Priority: SP8. Ensure sufficient resources are available to enable early intervention support within a clear, consistent, and easily understood framework.
Key Activity: Develop clear pathways for schools to access resources and support.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
Develop guidance and associated pathways which clearly outline how schools can access resources and support for pupils requiring early intervention.	Clear guidance and pathways are produced and available to schools.	01/09/23	01/09/24		On track. Draft guidance and a model have been developed and discussed with Headteachers. South Douglas Primary School cluster are exploring the possibility of piloting an Inclusion Partnership Network. Exceptional needs process has also been trialed and continues to be developed.

Strategic Principle: Employability

Strategic Priority: SP9. Develop and support new opportunities for individuals of all ages to engage in learning and develop their full potential and a culture of lifelong learning across the Isle of Man.

Key Activity: Support further and higher education and development for all.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
Review current Vocational Training Scheme to ensure it is fit for purpose. Scheme to be reviewed by December 2023, with implementation of new scheme by April 2024.	Vocational Training Scheme is fit for purpose and applicable, and support is available.	01/10/23	01/04/24		On track. Apprenticeship scheme and Vocational Training scheme reviewed and will go live from April 2024.
Support further and higher education and development for all by reviewing the current provision for Vocational Training and Apprenticeships, identifying gaps and planning for improvement.	Action plan for key improvements developed and costed.	01/10/23	31/08/24		On track.
Develop and implement an adult skills strategy, focused on widening access to lifelong learning, upskilling and retraining, in consultation with employers, generating the skills needed for businesses to grow.	Increase part time numbers for training by 100.	01/09/23	30/06/24		On track with new courses being promoted via regular employer events.

Strategic Priority: SP9. Develop and support new opportunities for individuals of all ages to engage in learning and develop their full potential and a culture of lifelong learning across the Isle of Man.

Key Activity: Isle of Man Careers framework in place with a view to supporting lifelong learning.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
Support Implementation of DESC Employability and Careers Framework.	Implementation of Framework included as standing item on relevant senior and middle leader meetings to enable shared improvement planning and good practice.	01/09/23	31/08/24		On track.
Commission a Primary School Task and Finish group to support the implementation of the DESC Employability and Careers Framework across Primary schools. Support the implementation of the DESC Employability and Careers Framework across Primary schools.	Outcomes of the work of the group shared with education leaders. Set up an area on Teams for Primary Headteachers to share practice around their implementation of the Employability and Careers Education Framework and Entitlement Offer Policy. Primary Headteachers to review progress of the implementation of this	01/09/23	31/08/24		Unable to recruit to this Task/Finish Group as planned. An alternative approach, as shown by the amendment to the action, is to support Primary Schools in implementing the Employability and Careers Education Framework and Entitlement Offer Policy as devised and

	<p>Framework and Entitlement Offer collaboratively as part of the agenda of one of their scheduled meetings.</p> <p>Key themes/areas for development identified to support individual setting improvement planning.</p>				approved by DESC SLT.
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Strategic Priority: SP10. Provide the opportunities to individuals to gain knowledge, skills and experiences that will enable their personal and professional development.

Key Activity: Enhance current apprenticeship training partnerships with employers, considering other learning options such as online learning.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
Develop and launch an e-platform to offer online and blended accredited and non-accredited courses across a broad range of skills areas, including support for English and maths.	100 learners to complete online course.	01/11/23	30/06/24 30/06/25		Based on current lead times, the end date has been amended. The project is currently at design review stage with GTS.
Review UCM's apprenticeship offer to widen access to apprenticeships in key shortage sectors.	Updated apprenticeship offer to be published and available.	01/09/23	30/06/24		New programmes in Early Years and L4 Business launched. Further planned.

Strategic Priority: SP11. Support key community and business events which promote and enhance skills and abilities and highlight employment opportunities.

Key Activity: Participate in careers events to promote employment pathways.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
UCM to increase engagement in community and business events, including widening of its events programme, attendance at other events and engagement with schools careers events.	Five more events to be added to UCM calendar.	01/09/23	30/06/24		Series of five employer events launched. In addition, increased engagement with school events is evident.

Strategic Priority: SP12. Establish strategic partnerships with Government Departments, employer organisations, and other sectors to support the development of employability skills.

Key Activity: Establish direct links between the Department and employers to support the further development of careers and employability education.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
Work with strategic partners to complete a skills provider analysis to evaluate the capacity and quality of skills providers on Island.	Skills provider analysis completed and provided to the Skills Board for their consideration.	01/09/23	31/08/24		On track.

Strategic Principle: Health and Wellbeing

Strategic Priority: SP13. Develop positive environments and a sense of belonging to enable children, young people, and adults to realise their aspirations (achieve their dreams) and live healthy, happy lives.

Key Activity: Review levels of emotional health and wellbeing to understand need and inform provision and training requirements.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
DESC will be part of the Steering Group responsible for developing and delivering the iThrive framework within education settings. This framework is managed by Manx Care and is part of the Mental Health Strategy led by the DHSC.	Schools to have a collaborative understanding of the Island's approach to mental health and wellbeing as detailed by the Island's Mental Health Strategy. Schools to be utilising the iThrive framework once successfully implemented.	01/09/23	01/09/24		Continuing to attend Steering Group. DESC contributions to the Strategy are on track.
DESC to contribute to the Island's Autism Strategy which is being developed by DHSC.	DESC to develop an action plan linked to the key objectives contained within the Island's Autism Strategy, which will look at training and education provision for children with autism who require bespoke personalised learning provision (i.e. a placement in an SPC).	01/09/23	01/09/24		On track.
DESC to contribute to the Island's Suicide Prevention Strategy which has been developed by Public Health.	DESC to develop an action plan linked to the key objectives of the Suicide Prevention Strategy which will look at the curriculum and targeted support in schools. Evidenced based school programmes will be explored, and implemented subject to additional funding. DESC to continue to be a key stakeholder in the delivery of the strategy and part of the multi-agency Suspected Suicide Rapid Response process.	01/09/23	01/09/24		Meetings with SNHS, RGS and QEII have been completed and the framework for mapping the school over has been discussed. A further meeting with Secondary Headteachers is planned.

Strategic Priority: SP13. Develop positive environments and a sense of belonging to enable children, young people, and adults to realise their aspirations (achieve their dreams) and live healthy, happy lives.

Key Activity: Support the re-implementation of the Relationship and Sex Education (RSE) advisory curriculum.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
RSE curriculum re-implemented in school from early 2024 following the creation of a co-constructed action plan with key stakeholders, focused on implementing recommendations from the RSE Review. Implementation of RSE curriculum is monitored and reviewed.	Recommendations from RSE Review are shared with key stakeholders. Key actions, as recommended, are implemented and appropriate guidance and support is in place. RSE curriculum is developed in schools via a collaborative approach. Regular reviews are carried out to measure outcomes.	01/09/23	31/08/24		On track.

Strategic Priority: SP14. Promote resilience amongst individuals and work to ensure they have the skills and knowledge to make positive lifestyle choices.

Key Activity: Continue to introduce systems, programmes and policies which proactively support the physical, emotional, mental health and wellbeing of children, young people, adults, and our workforce.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
Design and deliver a leadership development programme for Head Teachers and Deputy Head Teachers, as well as individuals aspiring to those roles, with a view to expanding further across DESC.	Leadership Development Programme is designed and delivered and the impact will be reviewed.	01/08/23	31/08/24		On track.
Design and deliver standalone sessions to support individual staff development across DESC.	Staff have engaged in tailored sessions which support their development.	01/08/23	31/08/24		On track.
Deliver the Isle of Man Sport (Aid) Academy every 2 years to parents and young people (targeting school years 9-11 in the main) aimed at developing the skills and behaviours required to thrive. Current cohort ends in 2025 with new cohort from 2025-27.	Number of young people & parents who consistently engage with the sessions each year.	01/08/23	31/12/24		On track.

Strategic Priority: SP15. Provide opportunities which promote and improve an individual's health and wellbeing through sport, physical activity, culture, and arts within our community.

Key Activity: Provide a diverse range of physical activity and sports opportunities to children, young people, adults, and our workforce.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
Deliver an Island wide Activ8 Physical Activity Programme for DESC and Isle of Man Government staff.	Increase staff engagement and number of employees accessing the scheme.	01/04/23	31/03/24		Good progress during January overall attendances 2,072 compared to December's 1,081. In final discussions with Cabinet Office and DfE to extend their current Activ8 agreements for a further 3 years.
Support Manx Care with health referral schemes to assist and help those adults with poor physical and mental health.	25% increase of referrals to the scheme.	01/04/23	31/03/24		On track. The Healthy4Life and Activ4health schemes received 140 referrals from health professionals across Manx Care during January.
Deliver School Holiday Activity Programmes led by Manx Sport, Recreation and Youth around the Island.	Continue delivery of programmes across the Island.	01/07/23	31/08/24		On track. Holiday activity programmes advertised and delivered across the Island.

Strategic Priority: SP15. Provide opportunities which promote and improve an individual's health and wellbeing through sport, physical activity, culture, and arts within our community.

Key Activity: Enable participative arts activities which promote wellbeing and positive mental and physical health.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
Accessible arts activities programme established in various educational settings as well as the Villa Marina Arcade and at Kensington Arts.	Annual programme of free events agreed for delivery during 2023/24.	01/09/23	31/08/24		On track.
	Engagement evaluated and measured to enable development of planning in 2024/25.	01/08/23	31/08/24		

Strategic Priority: SP15. Provide opportunities which promote and improve an individual’s health and wellbeing through sport, physical activity, culture, and arts within our community.

Key Activity: Broaden the appeal and provide equitable access to sporting, cultural and art events.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
<p>Carry out year two of the Audience Development plan to diversify audiences and broaden access at VillaGaiety by implementing achievable recommended actions from the plan.</p> <p>Development of VillaGaiety and Kensington Arts Programming Strategies to achieve a balanced and representative programme of events and activities for the island community.</p> <p>Streamline and promote the application process for Arts Council funding to increase access and engagement.</p>	<p>Audience Development plan reviewed and evaluated by September 2024.</p>	<p>01/09/23</p>	<p>30/09/24</p>	<p style="background-color: #00b050; color: white; text-align: center;">On track.</p>	<p>On track.</p>
	<p>Programming Strategy established. Monthly collation and review of participant, visitor and customer numbers across all buildings.</p>	<p>01/09/23</p>	<p>31/09/24</p>		
	<p>Update of application portal, engagement events for applicants to meet Arts Development officers.</p>	<p>01/09/23</p>	<p>30/06/24</p>		

Strategic Priority: SP16. Promote and establish a compassionate culture which values diversity and difference.

Key Activity: Now that we have established a shared vision and set of values that support the principles of a compassionate culture, align all policies to this and continue to promote across the organisation.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
<p>All recruitment processes to continue to include section on our vision and values.</p> <p>Development conversations with staff should link to the shared vision and values.</p> <p>Include vision and values on all email signatures, policy documentation, and display poster across all central settings to actively promote.</p>	DESC's shared Vision and Values are enshrined and promoted throughout all policies, processes and procedures.	01/09/23	01/09/24		On track.
<p>Review recruitment and retention data to assess policy effectiveness and determine any amendments required to those policies and processes.</p>	Recruitment and retention policies and procedures are fit for the challenges which they are designed to address.	01/09/23	01/09/24		On track.

Strategic Principle: Corporate Responsibility

Strategic Priority: SP17. Ensure that legislation, policies, and guidance support the delivery of our vision for the future.

Key Activity: Work with Government Department's to deliver the Isle of Man Government Action Plan for Achieving Net Zero Emissions by 2050.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
Continue to support the Department of Infrastructure's (DOI) review of possible energy saving options in order to reduce emissions for our buildings, such as the NSC, and securing of funding / progression of works.	More sustainable options going forward.	01/07/23	31/07/25		On track.

Strategic Priority: SP17. Ensure that legislation, policies, and guidance support the delivery of our vision for the future.

Key Activity: Strengthen effective management of information.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
Review what management information and data is required, how it is collected, analysed and utilised for informed decision making.	Management Information is utilised effectively and certain data is classed as 'open' and available to the public.	01/10/23	01/03/24		On track.

Strategic Priority: SP17. Ensure that legislation, policies, and guidance support the delivery of our vision for the future.

Key Activity: Progress the Education (Amendment) Bill to ensure it supports our vision for the future.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
<p>Consultation on principles to be completed and analysed.</p> <p>Draft instructions for legislative drafter. Draft Bill produced.</p> <p>Bill introduced into the Branches.</p> <p>Royal assent approval is received and Bill becomes law.</p>	Amendment Bill produced and progressed through legislative Branches.	01/09/23	01/09/25		Consultation has been drafted and is awaiting approval prior to launch. Drafting will commence when analysis of results has been concluded.

Strategic Plan: SP17. Ensure that legislation, policies, and guidance support the delivery of our vision for the future.

Key Activity: Undertake a review of the School Meals Service across primary and secondary schools.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
Via a task and finish group consisting of representatives from across Primary and Secondary schools, carry out a review of the school meals service and provide a written summary the review and its findings with recommendations.	The school meals service is reviewed and recommendations are submitted to DESC for consideration.	01/09/23	31/03/24		On track.

Strategic Plan: SP17. Ensure that legislation, policies, and guidance support the delivery of our vision for the future.

Key Activity: Update secondary legislation to ensure it supports our vision for the future.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
Undertake a building utilisation review of the DESC school estate to understand capacity and inform decision making and any subsequent legislation.	Building utilisation review undertaken and documented capacity in place for each school.	30/09/23	31/07/24		A lack of up-to-date floor plans has led to project delays together with current resources being diverted to support the team in SP2 undertaking the SPC review.
Further review of Articles of Government, following the Governing Bodies and QA Review.	Amendments made to the Articles of Government that relate to governing bodies and QA.	01/09/23	01/01/24 30/09/24		Draft Articles have been prepared - awaiting outcome of Task & Finish Group prior to progressing amended Articles. This outcome is now due at the end of September 2024.
Review and modernise the Department's secondary legislation to ensure it supports our vision for the future.	Existing secondary legislation is reviewed and updated where necessary.	01/09/23	01/09/24		The Policy hub have drafted a new Childcare Credit Scheme 2024 and the Education (Special Educational Needs) Regulations 2024 which are on track.

Strategic Priority: SP18. Drive high performance and accountability through transparency and good governance across the workforce.

Key Activity: Deliver the Department's Strategic Plan 2021 - 2026.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
Development of annual Department plans, monitoring mechanism and regular reporting in place.	Actions are delivered in line with their project charters, on time, on budget and achieve their desired outcome.	01/08/23	31/08/24		On track.

Strategic Priority: SP18. Drive high performance and accountability through transparency and good governance across the workforce.

Key Activity: Actively engage with the workforce to drive improvement in the way we deliver services.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
<p>In order to measure the success of the Implementation Plan, those staff who provided feedback to the Beamans review be invited to provide feedback to DESC on whether the measures put in place since January 2021 have improved relationships and the culture across the organisation.</p> <p>Carry out a wider staff survey in order to gain the views from all DESC staff and seek their suggestions as to what else can be done to restore and maintain good relationships across the organisation going forward.</p>	<p>Feedback received from our workforce and improvements made where possible. This feedback will also inform what else can be done to restore and maintain good relationships across the organisation going forward</p>	<p>01/07/23</p>	<p>31/12/23 31/07/24</p>	<p></p>	<p>End date extended to allow for action to be achieved.</p>

Strategic Priority: SP19. Align funding, control, responsibility, and accountability; ensuring that all Departmental settings can collaborate and access the support they need, when they need it.

Key Activity: Deliver a full review into governing bodies of schools.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
<p>Following the finalisation of the Governing Body Review implementation plan, the actions as outlined within the implementation plan will be undertaken between September 2023 and January 2024 by the Task and Finish Group.</p> <p>Working with the Policy Hub Team to amend the Articles and Instruments of Government to reflect the amendments that are required to implement the relevant changes.</p>	<p>Governing Bodies operate effectively and efficiently with the appropriate knowledge and skills.</p>	<p>01/09/23</p>	<p>31/01/24 30/09/24</p>	<p></p>	<p>Work is underway with the imminent advertisement of the Clerk to the Education, UCM Governing Body with oversight of all School Governing Bodies role which will put in place standardisation and consistency across all documentation, processes and procedures for the above.</p> <p>The Task and Finish Group are working with the current Education Council members to understand their role and responsibilities and are working on a proposal of a trial period of a new way of working, as such the date has been amended to September 2024 following the trial period.</p>

Strategic Priority: SP20. Manage and mitigate against the Department’s information, people, finance, and legal risks.

Key Activity: Continue to implement clear procedures, processes, and internal controls to mitigate against Departmental risks and to enable the delivery of this Department Plan and the DESC Strategic Plan.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q1 Status	Commentary
Monthly Risk Register meetings within Divisions and at Departmental Level to ensure risks are mitigated against as far as possible	Risks are managed and mitigated.	01/07/23	31/07/24		On track.
Introduce Standard Operating Procedures (SOPs) centrally within DESC.	SOPs are in place to enable the smooth delivery of all routine operations.	01/07/23	31/10/23		Action to be removed from Department Plan as it relates to business as usual work of the Department.
Provide a report on the future long term strategic plan of swimming pools as per the Tynwald Motion.	Report completed with recommendation for Tynwald to consider	01/04/23	31/12/23		The Report is currently on the Register for Business. DESC plan to return to Tynwald with an appropriate motion in June 2024, following further work being undertaken.
Continue to support the Department of Infrastructure’s (DOI) review of school buildings and wider estate (strategic needs assessment and condition surveys).	Review undertaken by the DOI and Strategic Needs Assessment in place.	01/09/23	30/04/24 31/07/25		Strategic Needs Assessment completed by DOI/DESC – awaiting Treasury response; some condition surveys completed 23/24 – surveys of further sites will continue in 2024/25 – hence amendment to end date of project.





Isle of Man
Government

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