

# ISLE OF MAN GOVERNMENT

## DEPARTMENT OF EDUCATION, SPORT AND CULTURE DEPARTMENT PLAN 2022 – 2023

RHEYNN YNSEE, SPOYRT AS CULTOOR  
PLAN YN RHEYNN 2022-2023



**Isle of Man**  
Government

*Reiltys Ellan Vannin*

### Our Island Plan:

Building A Secure,  
Vibrant And Sustainable  
Future For Our Island



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# Minister's Foreword



Becoming Minister for Education, Sport and Culture in October 2021, I quickly recognised and have been extremely impressed by the hard work and commitment of all staff across the Department and within our educational settings. All of our staff do an incredible job and deliver a fantastic service to our children and young people and their families, especially when faced with the disruption and fallout from the global pandemic.

This Plan directly supports the Isle of Man Government's vision of building a secure, vibrant and sustainable future for our Island by setting out a bold ambition to create and deliver lifelong learning and development opportunities for all. It outlines the Department's proposed actions for the next year, and summarises what has been achieved during the past 12 months.

I have the drive and determination to ensure there is equal access to early years education; as well as providing an outstanding education system with learning opportunities for all, ensuring development and reskilling opportunities at any stage or age.

As Minister, alongside the plans and achievements shared here, I will continue to embed a culture of openness, transparency, sharing and collaboration across the organisation focussing on creating a self-sustaining environment within which, all concerned can continue to improve and develop, enabling all learners to make continued progress through the implementation of our new Quality Assurance Framework supported by external validation/inspection. The purpose of an effective Quality Assurance Framework is to enable each school to develop its own capacity to continually self improve. Verification of this process will then be undertaken by an Independent body to ensure schools remain on a positive development cycle.

The Department fully supports the review of education funding and delivery which is to be carried out by the Cabinet Office, to ensure resourcing is focused into the right areas with the most positive impact.

The pandemic has shown us we can deliver learning through many models of delivery, but the importance of access to face to face learning is always at our core. At any age, the opportunity to progress and re-train will be made available through pathways.

We need to continue to develop collaborative and agile academic partnerships to ensure we are ready to meet the needs of our Islands' Economic Strategy and provide opportunities and options with the aim to be a Centre of Excellence.

The Department is vast with not only the responsibility for Education, but also Sport and Culture and it offers a variety of activities and venues for all the Island's community to enjoy.

In striving for excellence, we will focus on continuous improvement, be forward thinking to ensure our educational system is meeting future skills needs, with an aim of enabling everyone to achieve. Which will enrich the lives of our community and support the Island to be an attractive place to live and work, in line with the Island's Economic Strategy.

It is critical that the Department continues to forge strong relationships by working in partnership with other Government Departments, representatives of business, the third sector, recognised trade unions and members of the public, to be in the best position to ensure the Department is making its important contribution to our Isle of Man community.

I am proud to be able to support and lead this Department and set out our objectives in this plan, to be reported on annually.

**Hon. Julie Edge, MHK**  
**Minister for Education, Sport and Culture**



# Chief Executive's Introduction



There are 2,391 members of staff working across the Department, the focus of which remains upon those people, relationships and continually improving the culture.

The Department has an overall budget of £111.8 million. It is extremely diverse in terms of the services in which it delivers, everyone who works for the Department is committed to achieving our shared vision which is to *inspire, empower and provide learning, sporting and cultural opportunities that support all children, young people and adults.*

The past two years have presented the Isle of Man with some unimaginable challenges and the Department's response to the pandemic was hugely important in ensuring that those it serves continued to receive their education, undertake examinations, albeit it in a different way at times and ensure all services that the Department are responsible for were delivered. I would like to place on record my sincere thanks to everyone who worked so hard, supported our response and minimised disruption as much as was possible.

Out of challenging times come learning opportunities. The pandemic has allowed the Department to understand how it may deliver more flexible learning in the future and provide support to all children, young people and adults.

This Department Plan is aligned with the Island Plan and Government's Vision to build a secure, vibrant, and sustainable future for our Island nation. The Department is focussed upon providing outstanding lifelong learning and development opportunities for all. As outlined in this plan, there are a number of actions the Department is committed to undertaking in order to achieve this, as well as other activities it plans to undertake to achieve its core objectives and strategic priorities as outlined in the Department's Strategic Plan.

This plan highlights the work and the priorities currently identified, but, by the nature of what we do, some of these may change over time, however, it provides a clear direction of travel for the future of the Department.

**Graham Kinrade**  
**Chief Executive Officer**  
**Department of Education, Sport and Culture**

# About Us

## What we do

The Department of Education, Sport and Culture “the Department” is a large organisation which is firmly placed in the heart of the Island’s community.

As the Department’s name suggests, the organisation not only provides education services, it also incorporates Manx Sport and Recreation, who provide sport and physical activity facilities to all Island residents. The Youth Service offers open access to community-based clubs, projects and more specialist or targeted work, which involves activities that provide help, support, and bespoke learning opportunities, both inside and outside of the school environment, through links with external organisations.

Its remit also extends to the Island’s main entertainment complex at VillaGaiety, housing the iconic Gaiety Theatre, the Island’s largest venue at the Villa Marina and the Arts Development team which contributes to mental health and wellbeing, cognitive development and inclusiveness for all of our students and indirectly with the wider community.

The Department is proud to run an all-Island music service and it actively promotes Manx language and its unique history, heritage, and culture.



# About Us

## How we do it

The Isle of Man's education system has high standards of teaching and a strong appetite for sports and culture.

The curriculum content draws on the Island's unique geographical, cultural, and historic features. Schools have the freedom to deliver lessons in an imaginative way. The Island's 'Essentials for Learning' approach encourages the development of a well-rounded child by teaching through the 'six Rs' – readiness, relationships that are positive, resourcefulness, resilience, remembering skills and reflectiveness.

Manx Sport & Recreation is operationally responsible for the National Sports Centre, regional sports pitches, and Glencrutchery Road swimming pool. Its Sports Development Unit and Activ8 Team work closely with Government Departments, schools, and local sports associations, to deliver its strategic aim of 'more people, more active, more often'.

Isle of Man Sport, which is made up of representatives appointed by a Tynwald Order, is responsible for the distribution of funding to the Island's Governing Bodies of Sport, to assist with increasing participation in community sports clubs and developing volunteers, coaches, and officials in sport. In addition, it provides funding for the Isle of Man Sport Aid programme, to assist individuals with the potential to become high performance athletes.

Cultural identity gives us a sense of belonging and pride in our unique traditions and language and helps us welcome new cultures to our Island. Through engagement with the Isle of Man's cultural and natural heritage, including Manx language where possible and our UNESCO Biosphere status, pupils develop an enhanced understanding of their own country and the wider world.

Our cultural remit enhances the lives of our community by providing opportunities to enable individuals to develop to their full potential and participate in and attend arts and cultural events, either at one of our iconic venues or via the Arts Council funded initiatives – nearly every arts venue on the Isle of Man benefits from Arts Council support. Additionally, grass-roots arts activity provides every generation with the chance to express themselves, think creatively and be inspired by the natural beauty of the Isle of Man.



# Our Areas of Responsibility

## Island Schools and the UCM

The Department is responsible for operating educational establishments throughout the Island and includes 32 primary schools, 5 secondary schools and the University College (UCM). These educational establishments play a pivotal role in our Isle of Man community. The Department's schools and the UCM subscribe to an overarching approach to learning and curriculum which values high academic standards, and the development of a range of skills and capabilities vital for people to succeed in life.

## Education, Advice and Support Division

The Education, Advice and Support Division (EAS) was formed to provide a clear integrated support network, intended as a single point of referral for advice, guidance, and support for education.

Parts of this Division also maintain a range of specialist provision for children and young people with complex needs. The EAS team have a broad and rich level of experience in a range of fields across educational settings, including school practice/leadership, careers education and guidance, educational psychology, Additional Educational Needs, and safeguarding. Our core purpose is to support and drive the strategic goals of education on the Isle of Man, contributing to inspiring, empowering and providing learning opportunities that develop all children and young people.

## Policy, Strategy and Governance Division

The Policy, Strategy and Governance Division has responsibility for providing guidance and advice to the Department on policy and legislation matters, providing a wide range of administrative services, overseeing customer service, student awards, Vocational Training Assistance and Apprenticeships Schemes, primary school catering, estates, project delivery, business change programmes and monitoring Departmental performance and improvement.



# Our Areas of Responsibility

## Sport, Recreation and Youth Division

The Sport, Recreation and Youth Division has responsibility for the IOM Government's Sports facilities – the National Sports Centre, Regional Astro Pitches and Glencrutchery Swimming Pool. The Division also includes the Sports Development Unit who facilitate and provide Primary School Swimming and Sports coaching in schools, the Manx Youth Games, School Holiday Schemes and Sports Festivals. The Activ8 Team provide physical activity opportunities to staff throughout DESC and other Government Departments, in a bid to improve the health and well-being of the public sector workforce. IOM Sport is an independent committee which provides advice and expertise to the Department and is responsible for distributing lottery funding to local Governing Bodies of Sport on the Island, as well as providing grants and support services to high performance athletes.

The Youth Service offers 'Somewhere to go, something to do, and someone to talk to' from 24 different locations across the Island. These venues include six purpose built centres, and Outdoor Education Centre, purpose built sites within schools, and community buildings. The Youth Service is open access to all young people aged 8-18 and operates over six days per week until 10pm on certain evenings, targeted provision includes an active LGBTQ+ group and awards based work for developing youth workers. The service is one of two licence holders on the Island to deliver the Duke of Edinburgh Award which it hosts within all secondary schools and voluntary sector groups.

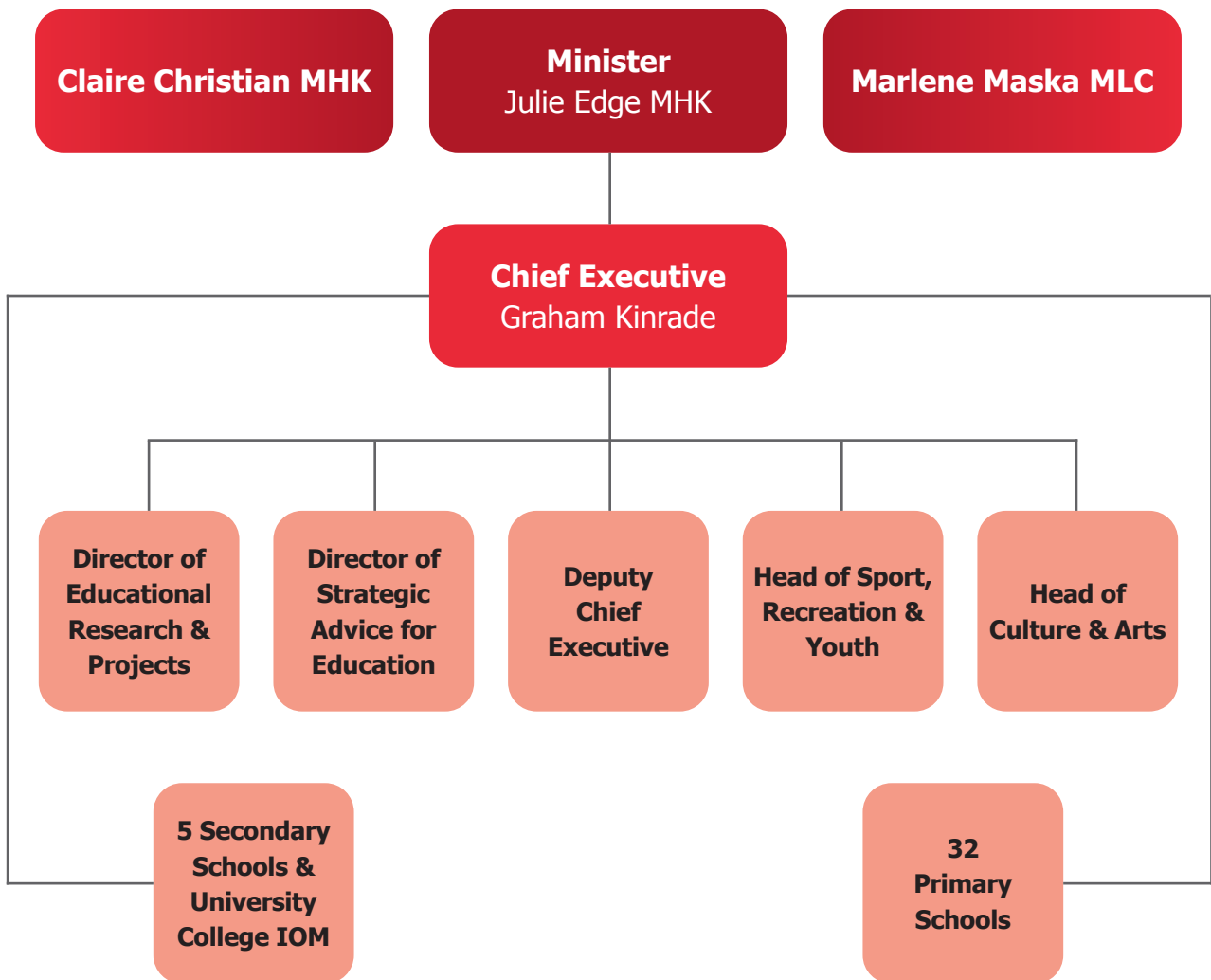
## Culture Division

The Culture Division includes the VillaGaiety complex, Kensington Arts and the Arts Team, which supports the delivery of the Arts Council funding and strategy (National Development Strategy for Culture and the Arts 2017-2027). The Arts Team also deliver arts engagement activities within DESC, often partnering with schools on arts projects, which support the curriculum. The Arts Council is a sponsored body of the Department and awards lottery funding for arts engagement activities and events, as well as supporting many of the Island's local arts venues and the Manx creative industries.

VillaGaiety provides unique and culturally significant venues and entertainment, with the Royal Hall being the largest indoor entertainment venue on the Isle of Man.

Kensington Arts operates within the historic Douglas Art School building and provides accessible arts activities for young people, including rock project SoundCheck.

# Our Structure



**Our People: 2391**

**1,938**

**Schools and Education  
Support Services**

**208**

**University  
College IOM**

**25**

**Policy, Strategy  
& Governance**

**178**

**Sport,  
Recreation &  
Youth**

**42**

**Culture  
& Arts**

# Our Shared Vision and Values

## Our Shared Vision

To inspire, empower and provide learning, sporting and cultural opportunities that support all children, young people and adults.

In striving for excellence, be a forward thinking, inclusive and nurturing organisation which enables everyone to achieve; enriching the lives of the community within the Isle of Man.

## Our Shared Values

Respect

Integrity

Caring

Fairness

Trust





# Our Areas for Action

**Curriculum,  
learning and  
achievement**



**Early  
intervention**



**Employability**



**Health and  
Wellbeing**



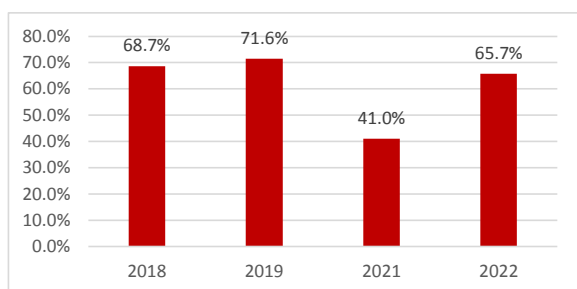
**Corporate  
Responsibility**



# Student Attainment Data

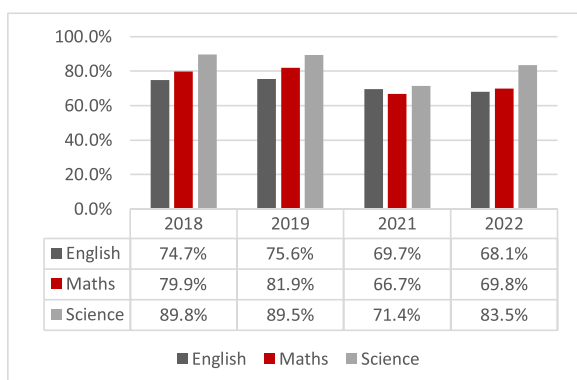
## Foundation Stage (FS) – Good Level of Development % reaching expected level

(\*2020 – No data collected in 2020 due to COVID-19)



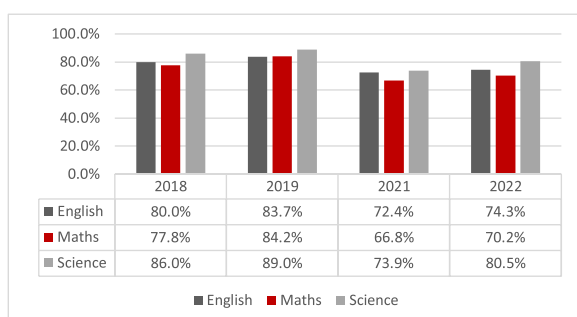
## Key Stage (KS) 1 - % reaching expected level and above

(\*2020 – No data collected in 2020 due to COVID-19)

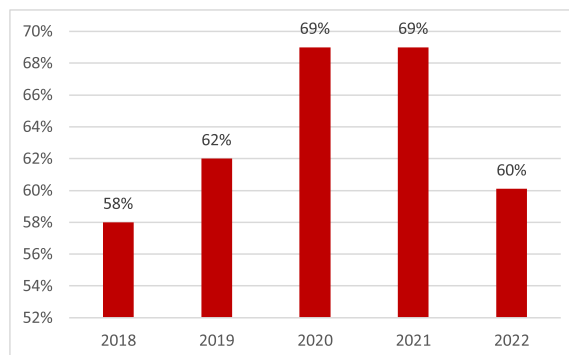


## KS 2 - % reaching expected level and above

(\*2020 – No data collected in 2020 due to COVID-19)



## KS4 - Percentage of Students Gaining 5+ Level 2 qualifications (Including English and Maths)



### KS4 Information

From 2018, Level 2 qualifications include iGCSEs, GCSEs, BTEC, SQA and other qualifications.

Not all of these qualifications are graded A\*-C. L2 = A\*-C or equivalent grades.

Following the cancellation of all external examinations during the summer of 2020 and 2021 due to the COVID-19 global pandemic, students were certificated by Awarding Bodies through Centre Assessed Grades.

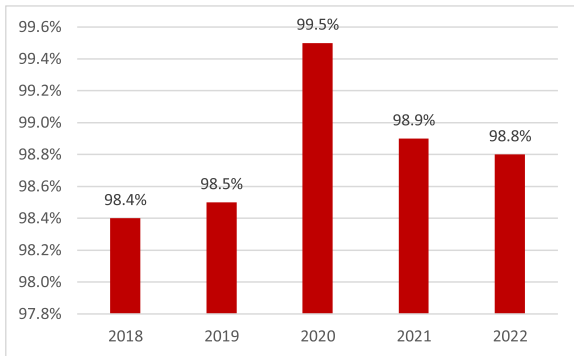
### KS 4 - Comparisons with other jurisdictions

The results published are not comparable with results released in the UK. The UK results include all exam entries, including those from pupils in the Isle of Man as well as UK selective schools, independent schools and further education colleges. The Isle of Man data relates solely to 16-year-olds who have completed Year 11 in the DESC's five secondary schools.

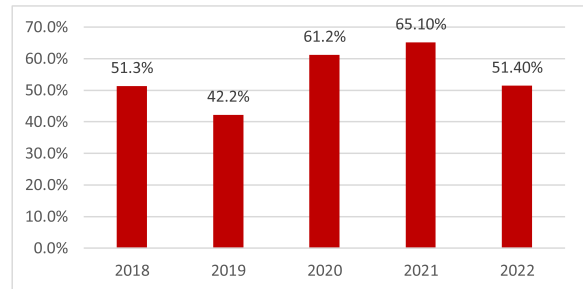
Across the UK, there are different types of qualification, ranging from 1-9 GCSEs, A\*-G GCSEs, Scottish Nationals, and other courses, all with varying assessment frameworks and result weightings. Direct comparisons with individual countries are therefore not possible, as Isle of Man schools have chosen a range of different L1 and 2 courses, ensuring the very best opportunities for our young people.

# Student Attainment Data continued

## KS5 - Percentage of Students Gaining Level 3 qualifications (% A\*-E pass rate)



## KS5 - Percentage of Students Gaining Level 3 qualifications (% A\*- B pass rate)



### KS 5 - Comparisons with other jurisdictions

It should be noted that the results for the Isle of Man are not directly comparable with the results published in other parts of the UK. The results from England, Wales and Northern Ireland relate to all entrants and include mature pupils and pupils in colleges and independent schools, whereas the Isle of Man data relates solely to 18 year olds in Government's five secondary schools.

# DESC Strategic Plan 2021 - 2026

The [Department's Strategic Plan](#) was laid before Tynwald in July 2021, and it seeks to establish a strong forward direction for the Department and makes clear its commitment to developing a more inclusive, collaborative, and open approach to its work.

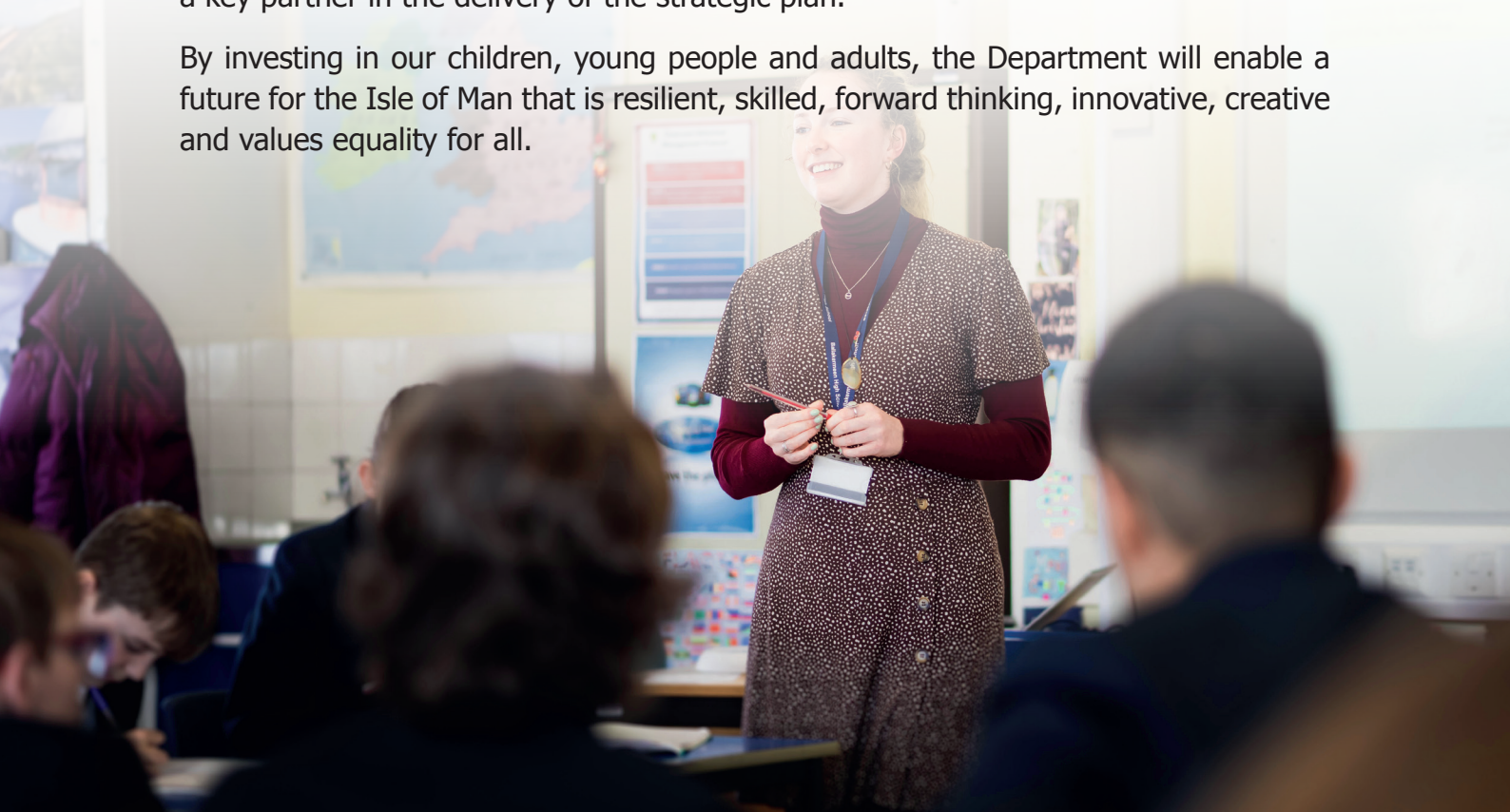
The plan is an ambitious commitment to improving outcomes for children, young people, and adults. It goes hand in hand with the pre-existing Strategies for [Culture](#), [Art](#) and [Sport](#) and should be read alongside them. It has also been updated to reflect the actions assigned to the Department contained within the Island Plan which was presented to Tynwald in January and June 2022.

In setting out its vision for the future, the Department seeks to enable all children, young people, and adults on the Isle of Man to achieve their own personal goals by offering an accessible, high-quality education, sport and culture provision that meets the needs for all.

By focusing on the people and the families we serve, the Department hopes to enrich the lives of individuals, help promote the common values of our Isle of Man community and support the economy by providing a highly motivated and skilled workforce.

The Department will also ensure that all our staff, who play a critical role in helping to deliver these outcomes, are given sufficient training and resources, and are valued as a key partner in the delivery of the strategic plan.

By investing in our children, young people and adults, the Department will enable a future for the Isle of Man that is resilient, skilled, forward thinking, innovative, creative and values equality for all.





# 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.

### A strong and diverse economy

What	How	We Will	By When	Long Term Outcome
Wages that allow for higher living standards in an economy where people are supported into work, opportunities exist for career progression and quality of life is maximised.	Review current education schemes and make any associated recommendations.	Review current Vocational Training Scheme, Pre-School Credit Scheme, and Student Awards, to ensure they are fit for purpose.	Schemes to be reviewed by December 2022, with implementation of new schemes by April 2023.	Education schemes are fit for purpose and applicable, and support is available.

### Outstanding lifelong learning and development opportunities for all

What	How	We Will	By When	Long Term Outcome
Every child has access to excellent education and childcare.	Provide rigorous quality assurance (QA) in schools and childcare using appropriate standards and independent inspections.	Undertake a review and deliver a new QA Framework for schools.	QA framework in place by September 2022 with phased implementation of the framework following this.  Inspection against such a QA framework for schools will commence from September 2023.	Assurance of quality in education provision and confidence that children are making good progress across all educational settings.
Every child has access to excellent education and childcare.	Continuous staff development plan in place by September 2022 which is consistent across Island teaching staff helping to ensure every child has access to excellent education.	Devise a Development Plan for teaching staff.	Continuous staff development plan in place by September 2022 with full implementation from September 2023.	Action plan to implement continuous staff development allowing for delivery of excellent education.

## Outstanding lifelong learning and development opportunities for all

What	How	We Will	By When	Long Term Outcome
Every child has access to excellent education and childcare.	Revived modern curriculum created and implemented.	Begin a review into the current core curriculum being offered into schools in order to create and implement a modern core curriculum across all schools.	Core curriculum to be created with staff by September 2025 and 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.
Children have the best possible start in life, including equal access to early years education.	Draft Child Care Strategy submitted to Tynwald by March 2022 with recommendations and delivery plan helping to ensure that children have the best possible start in life, including equal access to early years education.	Submit Final Strategy with delivery plan to Tynwald.	Final Strategy with delivery plan presented to Tynwald in July 2022.	Childcare strategy in place and being delivered in accordance with the action plan, allowing for better opportunities and support for families and young children.
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.	Improvement plan in place which includes clear transition pathways for all phases of education and into employment.	Review metrics for recording destination data for Year 11 and Year 13 to provide a clearer picture of progression pathways going forward. Develop a Careers Education Entitlement Offer of provision by means of an Improvement Plan, for each stage and age of education based around positive transition support.	Metrics Review completed by December 2022. Improvement Plan in place by December 2023.	Everyone can access clear transition pathways for all phases of education and into employment.
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.	Apprenticeship scheme review completed by December 2022 with implementation of new scheme by April 2023.	More people are able to secure and complete apprenticeships leading to more opportunities.

## Outstanding lifelong learning and development opportunities for all

What	How	We Will	By When	Long Term Outcome
Ensure education and training services are aligned to the technical, employability and interpersonal skills required for the future.	Continue ongoing support for training, internship, and higher education, with promotion of support through key community events and experiences (Positive Destinations).	<p>Development of a new UCM Strategy for the next 5 years - 2022-2027 which supports further and higher education and development for all.</p> <p>DESC Careers Team participation in, and lead on, different Careers Events.</p> <p>Alignment of DESC Careers Education activities to common transversal skills language to support pupil understanding.</p> <p>The Work Experience offer from KS4 into Further Education and Higher Education reviewed within DESC.</p>	<p>New UCM Strategy in place by July 2022.</p> <p>Employment and Skills 2022 planned, delivered and formally reviewed by April 2023.</p> <p>Other events such as Year 9 options processes, Higher Education Fair, DfE Graduate Fair etc. are supported by DESC Careers Team by July 2024.</p> <p>Careers and employability education opportunities are routinely developed around transversal skills language by July 2024.</p> <p>Improvements made to work experience programme by September 2023.</p>	Island residents have the qualifications and technical skills required to secure employment throughout their lives.

## An Island of Health and Wellbeing

What	How	We Will	By When	Long Term Outcome
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.	<p>Consider how sport and active recreational facilities can be supported.</p> <p>Encourage people to engage in our rich arts, culture and heritage.</p>	<p>Continue to support Active Travel Strategy and Implementation Plan, to encourage more children and young people to actively travel to school.</p> <p>Increase opportunities for participation to engage in arts and cultural activities delivered by DESC.</p>	September 2023	More people have an active and healthy lifestyle and enjoy the physical and mental health benefits this brings.

# 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.

## 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
Develop a new advisory digital/ICT curriculum for Keys Stages (KS) 1 to 3, which will include an online safety (Digital Citizenship) programme of study for KS1-5. This will be done in co-operation with school leaders and other key stakeholders.	A digital/ICT advisory curriculum implemented in schools by September 2023.	01/09/22	31/08/23

**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
Explore options for a consistent provision and process of assessing attainment in English across KS1 & 2 and how this will support transition into KS3. This task is linked to and is part of the wider curriculum review action noted above.	There is a consistent process for assessing attainment in English in KS1 & 2. Options for ensuring a consistent assessment process in English for KS2 transitioning into KS3 are developed.	01/08/22	31/08/23
The suggested thresholds and pathways identified by the year one Task and Finish Group will be reviewed and form the basis of guidance and procedures focused on increasing the engagement by students on modified timetables. This group will now build and develop standard pathways for accessing island-based educational provision, focused within school and to look at alternative provision if necessary.	Schools to be provided with guidance with regards to arranging alternative provision which has educational merit as part of their usual curriculum planning.	01/08/22	31/08/23
Chair and coordinate the delivery of the Manx Language Strategy 2022-2032, for year one.	Ensuring the areas of the Strategy which DESC are responsible for are delivered.	01/08/22	01/08/23



**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.**

<b>Tasks to be undertaken to achieve key activity:</b>	<b>Measurable Outcome</b>	<b>Start Date</b>	<b>End Date</b>
Pathways for students are developed and shared with schools showing paths for transitioning from Early Years (EY) to KS1, including partnership working.	Partnerships are developed between EY providers and Foundation Stage (FS) within schools.	01/09/22	31/08/23
Schools and UCM work together and with the DESC Careers Team to support the positive destinations of education leavers at the end of compulsory education, Further Education (FE) and Higher Education (HE).	A participation data measure is captured at the end of Autumn 2022 for the Summer 2022 cohort.	01/09/22	31/08/24
Clear pathways are in place for all DESC AEN services, including complex needs.	Clear AEN service pathways document created and shared with schools and UCM. This includes clear referral procedures and schools can use these.	01/09/22	31/08/23

**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.**

<b>Tasks to be undertaken to achieve key activity:</b>	<b>Measurable Outcome</b>	<b>Start Date</b>	<b>End Date</b>
Continue to raise awareness and understanding of climate change and sustainability at all stages of education, supported by initiatives such as Scoillyn Eco (IoM Eco Schools), the UNESCO Biosphere IoM Pledge and the UN Sustainable Development Goals.	Continue to provide schools with appropriate digital and physical resources to enable the teaching of climate change and sustainability.	01/09/22	31/08/23
Explore the potential for climate change and sustainability to be included as required content in a "revived modern curriculum", ensuring that all Island children learn about the causes and effects of climate change and the roles they can play in the Island's transition to a net zero society.	Be part of, and contribute to, curriculum review work stream and any associated project/task and finish groups, so as to promote climate change and sustainability content, as required.	01/09/22	31/08/23
Ensure learning is available that prepares students for employment in the low carbon economy of the future.	Produce learning resources and/or Scheme of Learning to distribute to schools, with support from the Environmental Educators group.	01/09/22	31/08/23

**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
Re-open Ardwhallan and deliver an outdoor education programme.	All Key Stage 2 children have the opportunity to develop educational outcomes in an outdoor environment.	01/09/22	31/07/23
Develop the Duke of Edinburgh Award across the Island.	More young people achieving the Duke of Edinburgh award.	01/09/22	31/07/23
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.	31/10/22	31/07/23
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.	01/09/22	31/07/23
Support schools arts/culture delivery by providing increased opportunities to engage with activities at Kensington Arts, VillaGaiety and within school settings including the music service.	Theatre in Education group established at Kensington Arts.	01/06/22	31/07/23
	Gaiety Theatre tours developed and in place for schools.	01/04/22	31/03/23
	Maintain current music service provision delivered in schools.	01/09/22	31/07/23
Deliver a Coach Award Scheme for young people within School Year 11.	Upto 50% of those on the programme become employees of MSR.	01/04/22	31/07/23

## 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
Three year plan to be drafted and implemented with regards to professional development linked to early intervention and inclusion. This task is linked to and is part of the Staff Development Plan action noted above.	Plan is shared with settings ready for selected schemes to be piloted within schools from September 2023.	01/09/22	31/08/23

**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
Work with strategic partners to develop an integrated early intervention provision, especially for mental and physical health and wellbeing, recognising the importance of Adverse Childhood Experiences. This will be done by DESC proactively working with other Government agencies to develop a framework for improving provision.	Framework in place which provides for an effective early intervention provision.	01/08/22	01/08/24
Assist with the delivery of a pilot Holiday and Food Activity Scheme.	Review and assess the effectiveness of the Holiday and Food Activity Scheme, with other Government agencies.	01/08/22	30/11/22

**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 the Additional Educational Needs (AEN) Code of Practice to direct how those with additional needs will be supported by schools and the Department. Incorporate into the AEN Code of Practice a framework where families can challenge the provision made for their child.**

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date
Interim AEN Code and Treasury business case to be submitted and approved ready for implementation from September 2023.	Interim AEN Code in place together with a detailed implementation plan.	01/09/22	01/09/23
Implementation plan developed for the interim AEN Code, any required secondary legislation drafted, training needs identified and allocation of funding complete.	The impact of education, inclusive of AEN Code support, for all learners will be evidenced through the QA process.	01/09/22	01/09/23
Instructions for Drafters will be produced and an Education (Amendment) Bill will be drafted and introduced into the Branches to implement the AEN Code's statutory elements. This Bill will allow for an independent tribunal provision and governance arrangements for additional needs.	Education (Amendment) Bill will include reference to the AEN Code enshrining this into Primary Legislation. Legal provision will be in place to allow for families to challenge the provision made for their child.	01/09/22	30/09/24

**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
Review role of Youth Services within DESC and develop a Strategy.	Strategy to be written and agreed by DESC, following stakeholder engagement.	01/05/22	31/03/23

**Strategic Priority: SP8. Ensure sufficient resources are available to enable early intervention support within a clear, consistent, and easily understood framework.**

**Key Activity: Ensure that funding for AEN follows a clear framework and process for the allocation of funding.**

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date
Subject to funding being received, in consultation with school leaders, develop an AEN funding framework and clarify governance around AEN funding and provision for schools.	Adequate funding is in place and allocated to schools in line with the framework.	01/09/22	01/09/23
Disaggregate current Devolved Financial Management (DFM) funding framework into additional needs (distributed as a clear universal funding element), and complex needs.	New Complex Needs funding framework replaces current DFM model.	01/09/22	01/09/23
Devise a universal AEN funding weighting.	AEN factor added to universal school funding formula.	01/09/22	01/09/23

## 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
Widen participation to further and higher education through development of clear curriculum pathways, from non-accredited programmes through to level 7, and review of barriers to education at all levels	Evaluate impact of fee policy and delivery models for English & Maths - with target 75% increase in learners achieving C or above.	01/10/22	30/06/23
	Devise a curriculum strategy which identifies gaps, in consultation with sector leads, and enables progression from leisure/Level 1 through to Postgraduate study. Intended output = 5% increase in FT enrolment numbers 2023.	08/11/22	30/09/23

**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
Develop a DESC Careers and Employability Framework based on current research and best practice that is supportive of lifelong learning approaches.	DESC Careers and Employability Framework is developed with, and shared widely across schools and UCM, following stakeholder engagement.	01/09/22	31/08/23



**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: Launch on-Island Initial Teacher Training for Secondary Schools.**

<b>Tasks to be undertaken to achieve key activity:</b>	<b>Measurable Outcome</b>	<b>Start Date</b>	<b>End Date</b>
Course for on-Island Initial Teacher Training for secondary teachers in shortage subjects launched. First cohort (maximum of five places) for pilot International Qualified Teacher Status (iQTS) project to commence from September 2022 for one year.	Pilot project for iQTS Scheme to be implemented and the cohort given access to the Scheme. Assessment of the success of the pilot to be carried out once complete.	01/09/22	31/07/23

**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.**

<b>Tasks to be undertaken to achieve key activity:</b>	<b>Measurable Outcome</b>	<b>Start Date</b>	<b>End Date</b>
Employer forums to be held to discuss possible enhancements to apprenticeship delivery including online delivery and work-based assessment.	Completion of 6 meetings with relevant employer groups to gather feedback.	01/05/22	31/01/23
Further develop Services 2 Business delivery model, including acquisition and analysis of employer feedback.	Completion of employer and apprentice surveys to evaluate delivery models and implementation of actions arising via Services 2 Business lead.	15/09/22	31/01/23
Further develop use of online portfolios and assessment, together with use of online qualifications to enhance delivery, where appropriate.	Increase use of online portfolios and/or assessment by 30% for existing apprenticeships.	01/09/22	04/07/23

**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.**

<b>Tasks to be undertaken to achieve key activity:</b>	<b>Measurable Outcome</b>	<b>Start Date</b>	<b>End Date</b>
Further develop links with employers, ensuring this is supportive of positive transition processes and education leaver destinations.	Careers Adviser (Employer Link) increases the number of direct DESC/employer contacts compared to 2021 levels.	01/09/22	01/09/23
Develop a portfolio of opportunities for employers to engage with education in different ways to support Careers and Employability Education in schools and UCM.	Portfolio of opportunities promoted on DESC Signposts website and triage system with one main point of contact for DESC developed.	01/09/22	01/09/24
Write an updated Work Experience Policy to support developments to work experience programme.	New DESC Work Experience Policy written with support from the DESC Policy Hub team.	01/08/22	31/07/23

**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.**

<b>Tasks to be undertaken to achieve key activity:</b>	<b>Measurable Outcome</b>	<b>Start Date</b>	<b>End Date</b>
Development of better partnership working between DESC, the Department for Enterprise (DfE), Treasury (Job Centre), Cabinet Office (Economic Affairs) and local Employer groups, to support the understanding of young people of different entry points into local sectors and job roles.	DESC is able to request specific Isle of Man employment sector information from other Government Departments and Employer groups.	01/10/22	01/09/23
	Options for Vocational and Technical Qualifications (VTQ) where there is significant reform is underway and explored with schools and UCM including upskilling/modules on green technology/craft skills relevant to energy conservation (e.g. BTEC Level 3).	01/10/22	01/02/23
At a strategic level, link this information and other local Labour Market Information and Intelligence (LMI), to the refinement of a broad, balanced curriculum offer available through Secondary schools and the UCM.	Good quality LMI, is used to support the fine tuning of the VTQ offer through schools and UCM.	01/09/22	01/10/24

## 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.**

<b>Tasks to be undertaken to achieve key activity:</b>	<b>Measurable Outcome</b>	<b>Start Date</b>	<b>End Date</b>
Work with Secondary schools to develop provision to respond to needs identified in the wellbeing survey of Secondary pupils.  Implement a pilot wellbeing support programme in some Primary schools. Work with these schools to develop provision to respond to needs identified.	Schools have in place appropriate provision to support pupils who present with mental health and wellbeing issues.	01/09/22	31/08/23

**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 implementation of the Relationship and Sex Education (RSE) advisory curriculum.**

<b>Tasks to be undertaken to achieve key activity:</b>	<b>Measurable Outcome</b>	<b>Start Date</b>	<b>End Date</b>
RSE advisory curriculum available to primary and secondary schools. Training programme in place to support the delivery of the RSE advisory curriculum.	RSE advisory curriculum implemented in the majority of schools in the first year.	01/09/22	31/08/23

**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.**

<b>Tasks to be undertaken to achieve key activity:</b>	<b>Measurable Outcome</b>	<b>Start Date</b>	<b>End Date</b>
Implement wellbeing programme for staff and priorities identified by the Wellbeing group.	Wellbeing programme in place for staff.	01/08/22	01/08/23
Provide an LGBTQ+ offer for young people on the Island via the Youth Service.	An LGBTQ+ support network in place with weekly activities to participate in via the Youth Service.	01/04/22	31/03/23

**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.**

<b>Tasks to be undertaken to achieve key activity:</b>	<b>Measurable Outcome</b>	<b>Start Date</b>	<b>End Date</b>
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.	01/04/22	31/03/23
Support Manx Care with health referral schemes to assist and help those adults with poor physical and mental health.	900 referrals on the scheme.	01/02/22	31/03/23
Expand School Holiday Activity Programmes led by Manx Sport & Recreation, and Youth.	Increase the number of children and young people engaging in programmes.	01/07/22	31/07/23

**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.**

<b>Tasks to be undertaken to achieve key activity:</b>	<b>Measurable Outcome</b>	<b>Start Date</b>	<b>End Date</b>
Accessible arts activities programme established in various educational settings as well as the Villa Marina Arcade and at Kensington Arts.	Annual programme of activities agreed for delivery during 2022/23.	01/04/22	31/03/23
	Engagement evaluated and measured to enable development of planning in 2023/24.	01/04/22	31/03/23

**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.**

<b>Tasks to be undertaken to achieve key activity:</b>	<b>Measurable Outcome</b>	<b>Start Date</b>	<b>End Date</b>
Audience Development plan agreed to diversify audiences and broaden access at VillaGaiety.	Development plan finalised by September 2022.	01/07/22	30/09/22
	Implementation of recommendations and actions from the development plan.	01/10/22	31/07/23
	Evaluation of development plan and audience profiling.	01/08/23	30/09/23
	Staff training and development to support customer service changes and equality of access to services.	01/07/22	31/03/23

**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.**

<b>Tasks to be undertaken to achieve key activity:</b>	<b>Measurable Outcome</b>	<b>Start Date</b>	<b>End Date</b>
All recruitment processes to include section on our vision and values. Development conversations with staff should link to the shared vision and values. Include vision and values on all email signatures, policy documentation, and display poster across all central settings to actively promote.	DESC's shared Vision and Values are enshrined and promoted throughout all policies, processes and procedures	01/09/22	01/09/23



## 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
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.	01/07/22	31/07/25

**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
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.	1/10/22	01/10/23

**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
<p>Consultation on principles to be completed and analysed.</p> <p>Draft instructions for legislative drafter.</p> <p>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.	01/04/22	01/09/24

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

**Key Activity: Implement Childcare Strategy actions which relate to DESC.**

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date
In conjunction with other Government Departments and key stakeholders, create an Action Plan to investigate and identify the best options to deliver on the actions and objectives identified in the Childcare Strategy.	Actions and objectives which relate to DESC are delivered.	01/07/22	31/07/26

**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
Undertake a Catchment Area Review for the East.	Revised Catchment Order for the East in place.	01/04/22	31/07/22
Wider catchment area review to be undertaken.	Revised Catchment Order in place for whole Island.	01/04/22	30/07/23
Further review of Articles of Government, following the Governing Bodies and QA Review.	Amendments made to the Articles of Government that relates to governing bodies and QA.	01/09/22	01/01/24

**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
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.	01/07/22	31/07/23

**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
<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>	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.	01/07/22	31/07/23

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

**Key Activity: Implement workforce development Policies.**

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date
Implement a Mandatory Training Policy across DESC.	Policy regarding Mandatory Training is in place and being adhered to by all DESC employees.	01/04/22	01/04/23
Relaunch the implementation of 3Cs (a framework to support positive personal development) for Civil Service staff across DESC.	A framework to support positive personal development is in place and is being utilised by Civil Service staff.	01/04/22	01/04/23
Launch the Professional Development Framework for teachers.	A framework to support positive personal development is in place and is being utilised by teaching staff from September 2022.	01/05/22	01/09/22

**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
<p>Review the Governing Bodies structure to ascertain how they should operate in the medium to long term and develop an implementation plan for their future recruitment and development.</p> <p>Conduct a skills audit of school Governors to inform what currently exists and what skills/ experience are required to fill any gaps.</p> <p>Undertake research of other jurisdiction's models which could potentially be implemented on Island.</p> <p>Consider mandatory training, payment of Governors etc.</p>	Governing Bodies operate effectively and efficiently with the appropriate knowledge and skills.	25/04/22	30/09/23

**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: Address other issues raised in the Beamans Review.**

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date
Consideration to be given as to whether the DESC looks to establish a Manx Education Board, as recommended in the Beamans review.	Manx Education Board proposals presented to the Council of Ministers for their consideration.	01/07/22	31/08/23

**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.**

<b>Tasks to be undertaken to achieve key activity:</b>	<b>Measurable Outcome</b>	<b>Start Date</b>	<b>End Date</b>
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.	01/07/22	31/07/23
Introduce Standard Operating Procedures (SOPs) centrally within DESC.	SOPs are in place to enable the smooth delivery of all routine operations.	01/07/22	31/07/23
Undertake an external review of swimming pools aligned to a terms of reference as agreed by Council of Ministers.	Report and recommendations received.	01/07/22	31/10/22
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.	01/09/22	30/09/23





# Our Progress over the past 12 months

The Department built its first Service Delivery Plan in July 2021, following the creation of the Strategic Plan 2021 - 2026. Outlined in the Service Delivery Plan for 2021/22 was a number of tasks to be undertaken (July 2021 – July 2022) and below is a summary of what has been achieved during the past 12 months.

KEY: CLA - Curriculum, Learning & Achievement, Em – Employability, H&W - Health & Wellbeing, CR - Corporate Responsibility

Strategic Priority	Key Activity	Task undertaken To Achieve Key Activity	Outcome
CLA	Review of Early Years Foundation Stage Curriculum (EYFS)	Set up working party to review of EYFS Curriculum and make recommendations for a new EYFS or an alternative Early Years Curriculum.	Agreement on Foundation Stage Curriculum to be adopted and implementation and training plan agreed.
CLA	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.	Improve standards of provision and education opportunities for pupils who don't access current provision.	Form a task and finish group to identify priorities and actions for setting up a suitable provision and that there is appropriate provision made for all pupils with clear thresholds of support and curriculum pathways identified.
CLA	Devise and commence implementation of a Literacy Development Plan, following the consultation which closed in May 2021	Literacy Development Plan in place and being implemented in accordance with the timeframe set out in the Plan.	Findings from the Literacy survey held in May 2021 and next steps are published on the Consultation Hub. Literacy Development Plan detailing the next steps is in place. Recommendations from the survey to form part of a wider review into literacy going forward.
CLA	Develop and enhance digital technologies to support learning and the delivery of services, to our community, encouraging critical thinking and online safety.	Develop a Digital Plan for Schools and UCM which focuses on hardware & platforms and produce a recommendation for technology hardware and platforms required for the future.	A digital plan exists and focuses on hardware and platforms to be used by schools and the UCM in the future.

Strategic Priority	Key Activity	Task undertaken To Achieve Key Activity	Outcome
CLA	Raise awareness of climate change and sustainability in schools.	<p>Raise awareness of climate science and climate action in schools and encourage change by the promotion of Continued Professional Development (CPD) in climate related topics.</p> <p>Utilising external environmental organisations to teach structured lessons on selected topics in schools.</p> <p>On island field trips to visit climate action projects that are being undertaken to reach the Islands climate goals.</p> <p>All schools to take part in UNESCO Biosphere week commencing 27 June 2022. The activities during this week will support the UNESCO Biosphere Pledge that all Island schools have signed up to.</p>	<p>Provided equivalent of 12 CPD training sessions through staff meetings, Leadership meetings, Global teacher training and further online provision.</p> <p>Enabled at least 30 secondary school sessions to be taught utilising external environmental organisations.</p> <p>Engaged all 5 secondary schools in fieldtrips to climate action sites.</p> <p>All schools celebrate their UNESCO Biosphere status through a menu of workshops and visits arranged by DEFA UNESCO Biosphere team and DESC's Environmental Educators group.</p>
CLA	Review and deliver a new Quality Assurance Framework for schools.	Task and Finish group established to undertake a review and deliver a new Quality Assurance Framework for schools. Implementation of Framework to be developed once Quality Assurance Framework is established.	A new Quality Assurance Framework for schools is in place and will be rolled out in a phased approach from September 2022.
CLA	Increase opportunities to access sport, youth, culture and arts in support of curriculum delivery and creative activities.	<p>Community Coach programme commenced in 25 Primary Schools.</p> <p>School swimming and target programme to assist children to achieve 'green award' commenced.</p> <p>Primary School Sports Programme of after school clubs and festivals commenced.</p>	<p>Improve engagement, quality and opportunities for children's involvement in sport.</p> <p>71% of KS2 children achieved green standard in swimming.</p> <p>Increase in the number of children attending after school sports clubs and joining community clubs. After School Club attendance increased by 121% on previous year, which was COVID impacted. 1579 pupils attended 6 sports festivals during the period, an increase of 155% on previous year.</p>

Strategic Priority	Key Activity	Task undertaken To Achieve Key Activity	Outcome
CLA	Increase opportunities to access sport, youth, culture and arts in support of curriculum delivery and creative activities.	<p>Specialist Provision Centre's sports programme linked to UCM BTEC Sports Coaching qualification commenced.</p> <p>Specialist Provision Centre's Sports festival programme commenced.</p> <p>Sports Leaders and Coach Award education and training programme commenced.</p> <p>Duke of Edinburgh (DoE) programme commenced.</p> <p>Bilingual signage introduced within the Villa Marina.</p> <p>Increase engagement with schools at the Youth Arts Centre.</p> <p>Artist talks for schools re: Ellyn exhibition and collaborative artist's book gifted to all secondary schools.</p>	<p>Increased availability and frequency of sessions for children with additional needs to participate in sport and physical activity. 2333 young people with disabilities took part in MSR activities. A 59% increase on 2020/21.</p> <p>253 young people with disabilities attended sports festivals.</p> <p>Increase in the number of voluntary hours of sports leadership delivered within the community and or school holiday activity programmes. 15 year 11's signed on for the MSR Coach Award. 12 completed the programme (80%) completing 828.65 hours of volunteering. 8 are currently signing on to be casual coaches (66%).</p> <p>Increase in the number of young people engaging in DoE.</p> <p>Signage in situ.</p> <p>Development of a Theatre in Education group during 22/23 as a new initiative for Kensington Arts offering free provision to schools.</p> <p>All Island secondary schools received at least 1 x artist talk and 1 x book.</p>
Em	Participate in careers events to promote employment pathways.	DESC to co-ordinate the Employment and Skills event in November 2021 and each DESC Division to be represented to promote various employment pathways.	<p>Planning Team in place to manage sign up of exhibitors.</p> <p>Media presence around event developed with Central Communications Team.</p> <p>Arrangements made with schools to attend and managed through school contacts and Employability Leads.</p> <p>Event evaluated and outcomes used for future planning.</p>

Strategic Priority	Key Activity	Task undertaken To Achieve Key Activity	Outcome
H&W	Review levels of emotional health and wellbeing to understand need and inform provision.	Deliver an LGBTQ+ youth provision across the Island via some youth centres.	LGBTQ+ provision offered in various youth centres.
H&W	Establish a shared vision and set of values that support the principles of a compassionate culture.	Establish a shared vision and set of values for DESC.	A Vision and Values consultation with all staff was carried out and completed in May 2021. The Vision and Values forms part of the DESC Strategic Plan.
H&W	Provide a diverse range of physical activity and sports opportunities to children, young people, adults, and our workforce.	<p>Produce and issue a Participation survey (Sport) and Youth Engagement survey to plan future provision.</p> <p>Develop the Manx Youth Games (MYG) initiative and deliver a successful Manx Youth Games annual event.</p> <p>Activ8 and exercise programme launched across DESC.</p> <p>Healthy4Life GP Referral Programme launched.</p>	<p>Survey conducted and action plan developed. 49% of KS2 pupils have attended after school sports clubs - 9% higher than the UK average.</p> <p>62% of KS2 pupils have attended a community sports club – 5% higher than the UK average.</p> <p>38% of KS2 pupils do 2 – 7 hours of physical activity per week – 16% higher than the UK average.</p> <p>34% of KS2 pupils do 7+ hours of physical activity per week – 9% lower than the UK average.</p> <p>38% of KS2 pupils have said that they have attended a Youth Club.</p> <p>1100 children participated in the MYG event. Over 300 volunteers/coaches delivered in excess of 50 training sessions every week from Jan through to May.</p> <p>Increased staff engagement in Activ8 classes and programmes.</p> <p>600 Referrals to be assisted. 20% to become swim and gym members.</p>



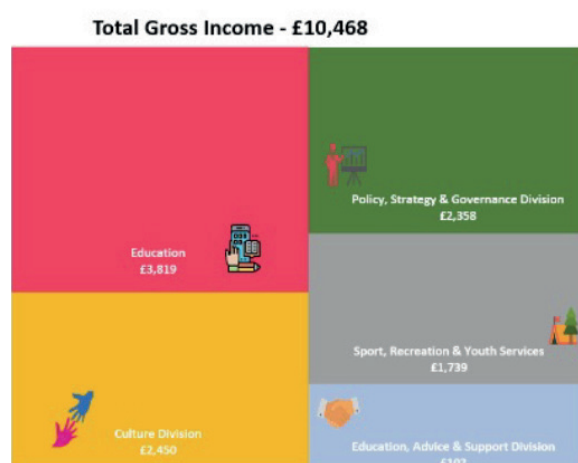
Strategic Priority	Key Activity	Task undertaken To Achieve Key Activity	Outcome
H&W	Provide a diverse range of physical activity and sports opportunities to children, young people, adults, and our workforce.	<p>IOM Sport funding review to prioritise participation, coaching and volunteering for club development</p> <p>Community Mental Health and Physical Activity Programme funded by Manx Care but delivered by Manx, Sport &amp; Recreation.</p> <p>Provide more opportunities for teenagers to engage in youth services, based on Youth Engagement survey results.</p> <p>Capital Programme of sports facility development to be finalised (linked to Island Games).</p>	<p>£250,000 allocated to sporting Governing Bodies for funding applications. 98% of initiatives submitted from 27 sports to IOM Sport were funded.</p> <p>£177,589 of allocated funding was claimed by sports, 130% increase on 20/21.</p> <p>£10,898 of disability specific funding claimed.</p> <p>300 referrals to be assisted.</p> <p>An increase in the number of teenagers attending youth services.</p> <p>Capital programme agreed by DESC and Treasury.</p>
H&W	Enable participative arts activities which promote wellbeing and positive mental and physical health.	<p>Develop a marketing and engagement plan for VillaGaiety.</p> <p>Develop an annual programme of accessible, participative events as part of Arts in the Arcade.</p> <p>In collaboration with the Arts Council and Culture Vannin, launch and deliver the second phase of the National Development Strategy for Culture and the Arts 2017-2027.</p>	<p>Increase in ticket sales and events attended by specific customer groups.</p> <p>Increase in number of events and footfall at the Arcade.</p> <p>Second phase strategy completed and published.</p>
CR	Work with Government Department's to deliver the Isle of Man Government Action Plan for Achieving Net Zero Emissions by 2050.	Active Travel Schools Plan to be launched in September 2021 – this links to the Isle of Man Government Action Plan for achieving Net Zero Emissions by 2050 (Action 6.3).	Active Travel plan in place for a number of schools
CR	Deliver the Department's Implementation Plan.	Tasks allocated to a group or individual and monitored. Review and report to be undertaken in January 2022. Following review, lay report to Tynwald in March 2022.	Projects are delivered in line with their project charters, on time, on budget and achieve their desired outcome.

Strategic Priority	Key Activity	Task undertaken To Achieve Key Activity	Outcome
CR	Create a central Policy Hub to strengthen effective policy development.	Review all polices, create a priority list of updating or creating by July 2022.  Create a central list of policies and provide access to all staff.  Implement Policy Framework for approval of all policies.	Policies are reviewed, are up to date and fit for purpose.  Policies are accessible to all staff.  Policy Framework for approval of all policies in place and being utilised.
CR	Implement clear procedures, processes, and internal controls to mitigate against Departmental risks and to enable the delivery of the DESC Strategic Plan.	DESC Senior Leadership Team Governance meeting established which reviews the DESC Risk Register monthly.  Contract Register to be established.	Departmental risks are monitored, reduced and mitigated against.  An up to date register of all current contracts is in place.
CR	Review current technology provision and ensure that it is readily available for the user requirements.	Technology review to commence for DESC central staff.	Technology is readily available for the user's requirements.
CR	Review Articles of Government.	Task and Finish group established to review Articles of Government.	Articles of Government are updated and fit for purpose.



# Financial Summary

Division <sup>1</sup>	Gross Spend 2022/23 £'000	Gross Income 2022/23 £'000
Education – Primary, Secondary, UCM	£79,073	£3,819
Culture Division	£3,410	£2,450
Sport, Recreation & Youth Division	£6,994	£1,739
Policy, Strategy & Governance Division (inclusive of student awards and VTAS funding)	£18,328	£2,358
Education, Advice & Support Division	£14,324	£102
Quality Assurance & Inspection	£157	-
<b>Total</b>	<b>£122,286</b>	<b>£10,468</b>



<sup>1</sup>Financial Breakdown provided at **Appendix 1**

# Closing Statement from Minister and Members

We are proud to support and present the first Department plan, as part of the Island Plan agreed earlier this year. The Department is committed to developing a more inclusive, collaborative, and open approach to its work.

There are some ambitious and clear goals set out in this plan. Key commitments include:

- Reviewing the current Vocational Training Scheme, Pre-School Credit Scheme, and Student Awards, to ensure they are fit for purpose;
- Undertaking a review and delivering a new QA Framework supported by external validation/inspection;
- Beginning a review into the current core curriculum being offered into schools, in order to create and implement a modern core curriculum across all schools;
- Developing a new UCM Strategy for the next 5 years - 2022-2027 which supports further and higher education and lifelong learning opportunities;
- Raising awareness of climate change and sustainability in schools and developing a plan for supporting sustainable infrastructure within our schools;
- Increasing opportunities to access sport, youth, culture, music and arts in support of curriculum delivery and creative activities;
- Reviewing levels of emotional health and wellbeing to understand need and inform provision; and
- Progressing an Education (Amendment) Bill to ensure it supports our vision for the future.

Now is the time to provide outstanding lifelong learning and development opportunities for all and give people of all ages the means and the confidence to develop or gain the skills they need so that they can achieve their full potential.

This plan allows us to present our objectives in a clear and measureable way, outlining the work planned to be undertaken by the Department in the future.

**Hon. Julie Edge, MHK**

**Hon. Claire Christian, MHK**

**Hon. Marlene Maska, MLC**

**Minister and Members for Education, Sport and Culture**

# Appendix 1 – Detailed Financial Breakdown

Division	Category	£000
Primary Education	EMPLOYEE COSTS	26,556
	INFRASTRUCTURE COSTS	1,166
	SUPPLIES & SERVICES	636
<b>Primary Education Total</b>		<b>28,358</b>
Secondary Education	EMPLOYEE COSTS	30,332
	INCOME	(2,235)
	INFRASTRUCTURE COSTS	1,528
	SUPPLIES & SERVICES	3,070
	TRANSPORT COSTS	159
<b>Secondary Education Total</b>		<b>32,854</b>
University College Isle of Man	EMPLOYEE COSTS	10,339
	INCOME	(1,584)
	INFRASTRUCTURE COSTS	760
	SUPPLIES & SERVICES	1,551
	TRANSFER PAYMENTS	9
	TRANSPORT COSTS	1
<b>University College Isle of Man</b>		<b>11,077</b>
Villa Gaiety Complex	EMPLOYEE COSTS	1,954
	INCOME	(2,450)
	INFRASTRUCTURE COSTS	428
	SUPPLIES & SERVICES	1,027
<b>Villa Gaiety Complex Total</b>		<b>960</b>
Sport, Recreation & Youth Services	EMPLOYEE COSTS	3,822
	INCOME	(1,739)
	INFRASTRUCTURE COSTS	926
	SUPPLIES & SERVICES	362
	REGIONAL POOL SUBVENTION	1,702
	TRANSPORT COSTS	183
<b>Sport, Recreation &amp; Youth Services Total</b>		<b>5,255</b>
Policy, Strategy & Governance	EMPLOYEE COSTS	4,275
	INCOME	(2,358)
	INFRASTRUCTURE COSTS	106
	SUPPLIES & SERVICES	2,728
	STUDENT AWARDS & VTAS	12,853
	TRANSPORT COSTS	20
<b>Policy, Strategy &amp; Governance Total</b>		<b>17,624</b>
Education Advice & Support	EMPLOYEE COSTS	12,212
	INCOME	(103)
	INFRASTRUCTURE COSTS	73
	SUPPLIES & SERVICES	539
	PRE SCHOOL CREDITS	2,796
<b>Education Advice &amp; Support Total</b>		<b>15,532</b>
Quality Assurance & Inspection	SUPPLIES & SERVICES	157
<b>Total Pink Book Budget - 22/23</b>		<b>111,817</b>



## Version Control

<b>Version</b>	<b>Author</b>	<b>Date</b>	<b>Notes/Changes</b>
V1.0	DESC	15/11/2022	Tynwald Received <a href="#">DESC Department Plan</a> .
V1.1	DESC	24/11/2022	<p>Image replaced on page 3.</p> <p>The two boxes which split out the numbers for schools and Education Support Services on page 8 have been removed however the headline figure remains the same.</p> <p>The trend lines displayed on the graphs contained on page 11 and 12 have been removed.</p> <p>Plan, as amended, published on the DESC website.</p>





**Isle of Man**  
**Government**

*Reiltys Ellan Vannin*