

ISLE OF MAN GOVERNMENT

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

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



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



As the Minister for Education, Sport and Culture I am inspired by the dedication and commitment of the Department's staff and indeed the engagement, creativity and sense of responsibility demonstrated by the children and young people, in our schools and UCM. It is the Department's responsibility to channel this energy, providing strategic direction that aligns with Our Island Plan - Isle of Man Government's commitment for a secure, vibrant, and sustainable future.

This Plan drives the delivery of lifelong learning opportunities for all, outlining the Department's actions for the next year, and summarising what has been achieved during the past 12 months.

I am pleased to be part of the new Skills Board to support skills development on the Island, uniting the private sector and the Isle of Man Government. This joint initiative aims to align the skills and qualifications of students, lifelong learners and employees with the workforce needs of existing and future employers, and the economy in the Isle of Man.

The Department empowers staff through collaborative decision-making and delivery of key projects via working groups. This creates development opportunities whether it be personal, within our schools or the wider organisation and it is most critically driven from within. Whilst this is self-evident across the Department it is emphasised within the development our self-improving schools model.

The above model of school development will be underpinned by the Quality Assurance Framework, ensuring schools know exactly where they are and this judgment will be evidenced and externally validated.

The Department continues to review core curriculum areas – English, maths and science. The objective being to provide a framework to guide curricular decisions in schools. This work is being undertaken in conjunction with the professional school leaders with whom we work.

We will ensure that we are progressive and any changes to the core curriculum deliver the right opportunities for all individuals. In addition, the Department will harness advancements in technology such as Artificial Intelligence. We need to see these advancements as an opportunity to enhance student's learning experiences and foster skills development. We will continue to promote independent research, curiosity, critical thinking and problem solving skills.

The Department is not only responsible for Education, but also Sport and Culture and it offers a variety of activities and venues for all the Island's community to enjoy. We ensure that all of our areas of responsibility are maximised for use for our students and wider Island community.

The VillaGaiety and Kensington Arts have already welcomed over 100,000 people of all ages between April and August this year. Nationally, the Isle of Man Arts Council has continued to encourage and support people to engage in our rich arts, culture and heritage and has awarded funding to community creative events and projects to date totaling approximately £148,000 in the current financial year. It has also continued to develop free opportunities to engage young people in the arts through subsidised events, projects and workshops.

We have increased the numbers of staff, children and young people engaging in Physical Activity programmes, with an increase of 15% of young people at MSR school holiday activities, compared to the previous year.

In line with our Youth Strategy, I hope to soon be in a position to announce the re-opening of the Ardwhallan Outdoor Learning Centre which will initially provide high-quality opportunities for children and young people to be positively engaged through adventure and problem-solving experiences, to improve their health and social wellbeing.

As Minister, I am committed to ensure openness, transparency and collaboration with a focus on creating a self-sustaining environment within which, all concerned can continue to improve and develop, enabling all learners to be part of a community that drives change and embraces new ways of working.

In striving for excellence, we will remain focused, forward-thinking, ensuring our education system meets future skills needs, with an aim of enabling everyone to achieve; enriching our community and ensuring the Isle of Man is an attractive place to live and work.

I am proud to lead this Department and outline our objectives in this annual plan.

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

Chief Officer's Introduction



This Department plan, through its alignment with the Island Plan, continues to offer clarity and a focused direction of travel for the future of the Department, thus ensuring the Department remains on track for the deliverables as set out within the 5 year Strategic Plan.

The previous year has been a positive year for all service areas within the Department and I am excited for what we will be able to achieve in the year ahead.

A new working time agreement for teachers brings further clarity to their roles. Whilst the implementation of further professional development opportunities will see a continual up-skilling for all those working across the Department, thereby improving individuals but also the service as a whole.

A renewed focus within the Culture Division will provide a clear path for further development driven and supported by the dedicated staff that work within the Division.

It is hoped this year a re-introduction of an outdoor education offer through our facility at Ardwhallan Outdoor Learning Centre. This will be operated within the highly successful Sport, Recreation and Youth Division, adding a successful outdoor education offer for the children and young people of the Island.

These are exciting times with a wealth of opportunity ahead of us. Whilst I accept there will be challenges on the way, I know with the continued belief and commitment of such a dedicated group of people who make up this Department, we will find the pathways by which we can all be successful.

Graham Kinrade

Chief 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 celebrate contemporary Island living. 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, be creative and engage with the vibrant community of the Isle of Man.

Our Areas of Responsibility

Island Schools and University College (UCM)

The Department is responsible for operating educational establishments throughout the Island and includes 32 primary schools, 5 secondary schools and UCM. These educational establishments play a pivotal role in our Isle of Man community. The Department's schools and 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) 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. Their 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, policy development 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.

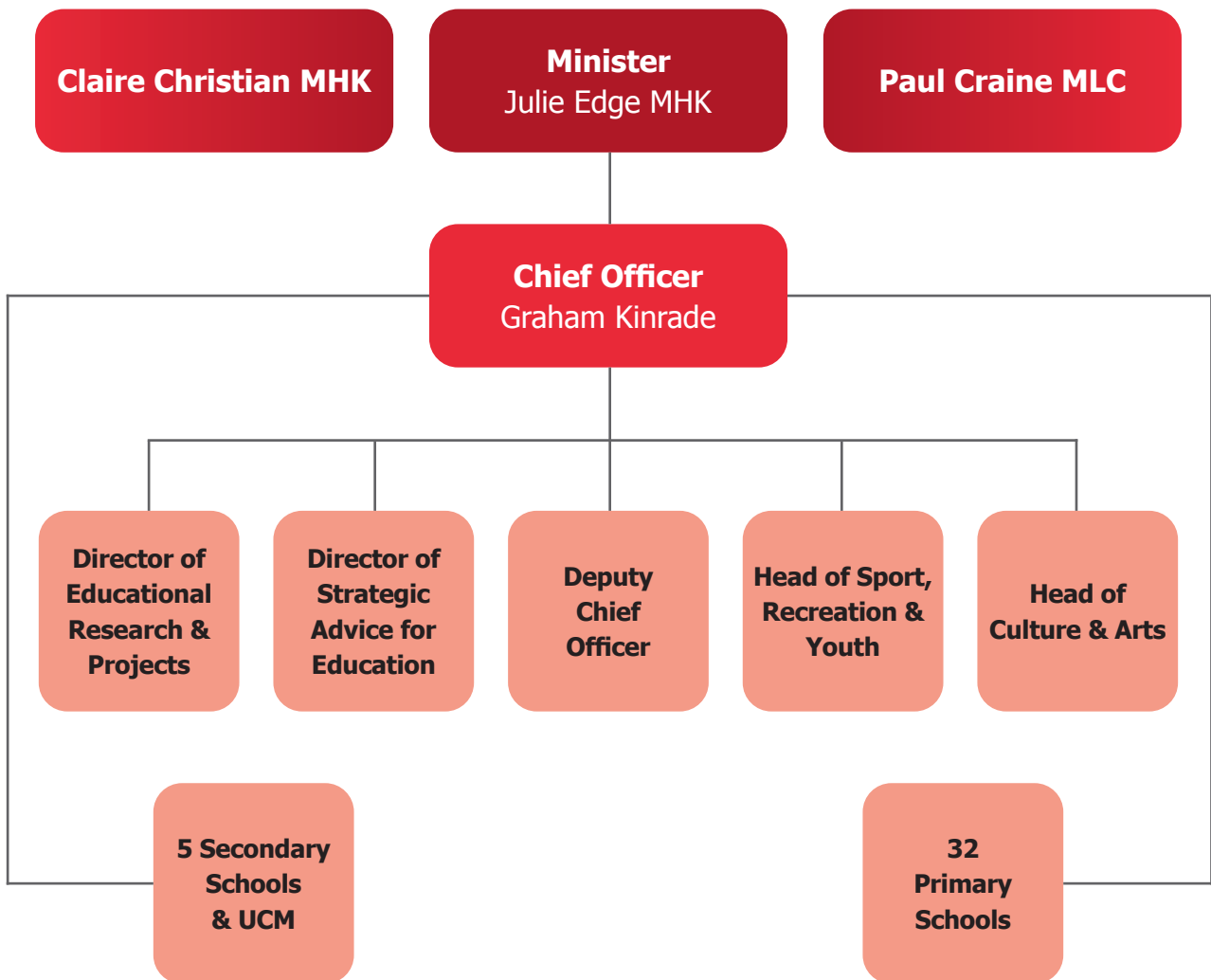
The Youth Service offers 'Somewhere to go, something to do, and someone to talk to' at 24 different locations each week. The venues include 6 purpose built stand-alone centres, purpose built community rooms within schools, community halls, and an Outdoor Education Centre including hostel accommodation. The Youth Service is open to all young people aged 8-18 and works with some up to the age of 25 when completing awards based work. Sessions can take place over 7 days of the week during and after school and up to 10pm on certain sessions. Some of the targeted provision includes specific LGBTQ+ groups, a young leader's programme, off island residential, and holiday activity programmes. The service also holds a license to deliver the Duke of Edinburgh award.

Culture Division

The Culture Division includes the VillaGaiety complex, Kensington Arts and the Arts Development Team, which supports the delivery of the Arts Council funding and strategy (National Development Strategy for Culture and the Arts 2017-2027). The Arts Development 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.

The Villa Marina and the Gaiety Theatre are the Island's flagship entertainment buildings offering a significant programme of live events, with the Royal Hall being the largest indoor performance space on the Isle of Man. Kensington Arts operates within the historic Douglas Art School building and provides accessible arts activities for young people, including music engagement project SoundCheck.

Our Structure



Our People: 2379

1,958

**Schools and Education
Support Services**

211
UCM

29
Policy, Strategy
& Governance

142
Sport,
Recreation &
Youth

39
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

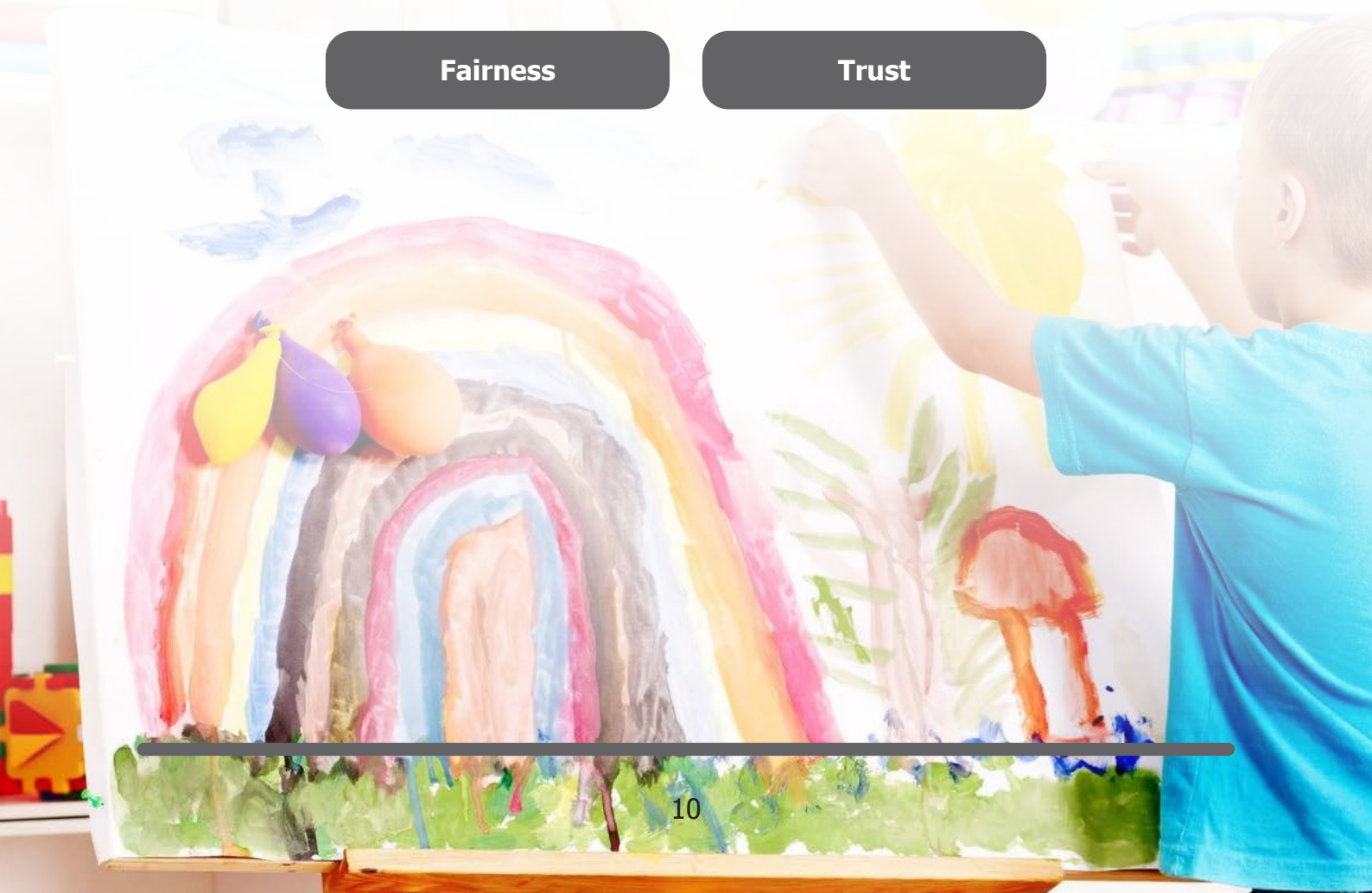
Respect

Integrity

Caring

Fairness

Trust



Our Areas for Action

**Curriculum,
learning and
achievement**



**Early
intervention**



Employability



**Health and
Wellbeing**



**Corporate
Responsibility**

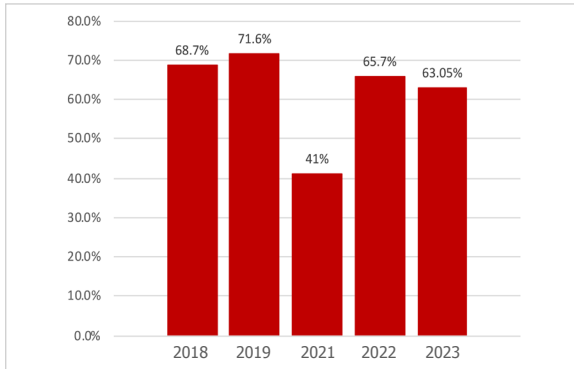


Student Attainment and Destinations Data

Specific school data will be available on each school's website from 1st October 2023.

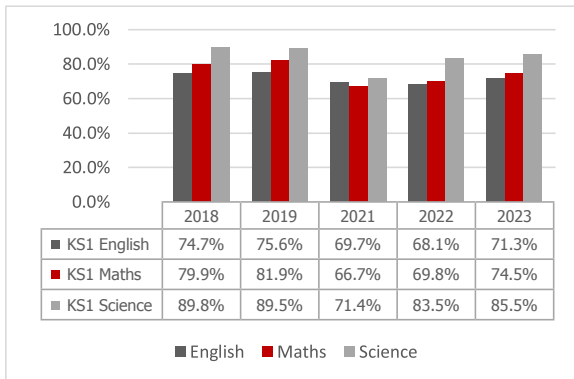
Foundation Stage (FS) – Good Level of Development reaching expected level

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



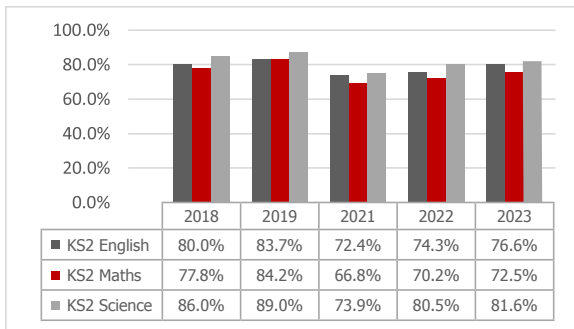
Key Stage (KS) 1 reaching expected level and above

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

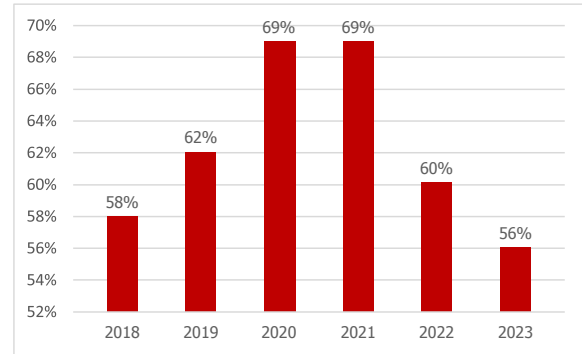


KS 2 reaching expected level and above

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



KS4 - 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.

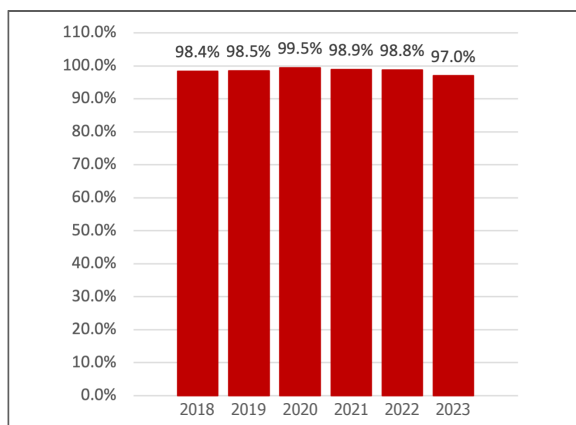
KS 4 - Comparisons with other jurisdictions

The results published are not comparable with the initial 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.

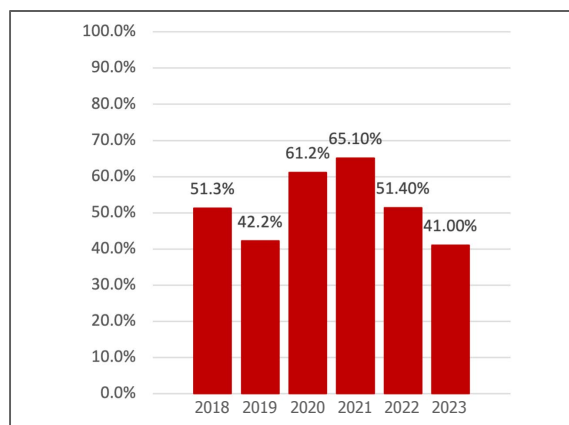
Across the UK, there are different types of qualification, ranging from 1-9 GCSEs, A*-G GCSEs, Scottish Nationals, and other courses, all with varying assessment frameworks and result weightings. Direct comparisons with individual countries are therefore not possible, as Isle of Man schools have chosen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

Student Attainment and Destinations Data continued

KS5 - Students Gaining Level 3 qualifications (% A*-E pass rate)



KS5 - 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 initial 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.

Please note that Level 1, 2 and 3 results in 2023 reflected a return to pre-pandemic grading processes by National and International Exam Boards. Grade boundaries set by Exam Boards meant that Summer 2023 results were expected to be lower than in 2020, 2021 and 2022 (when Exam Boards adopted extraordinary arrangements for assessment and/or grading due to Covid 19 impacts).

Destinations Data Overview

Year 11

Year 11 Summer	% in full time education in Schools	% in full time education in UCM	% Employed	% Unemployed	% Other	% Un-known/ Unconfirmed
2015	55.0%	30.0%	8.0%	3.0%	2.0%	2.0%
2016	54.4%	30.9%	6.7%	0.0%	5.9%	2.1%
2017	55.1%	28.4%	9.1%	1.5%	3.0%	2.9%
2018	54.5%	30.6%	11.0%	1.9%	1.2%	0.8%
2019	54.4%	31.9%	9.3%	1.3%	1.5%	1.6%
2020	58.5%	30.4%	7.1%	1.5%	0.9%	1.6%
2021	55.3%	30.5%	10.1%	2.4%	0.7%	1.0%
2022	52.3%	30.3%	11.9%	3.5%	0.6%	1.4%

Year 11 Destinations Data Summer 2023 will be collated at the end of the Autumn Term 2023 and published on the DESC Signposts website early in January 2024.

Student Attainment and Destinations Data continued

Destinations Data Overview continued

Year 13

Year 11	% University Place Off Island	% University Place UCM	% Employed/ Looking for Employment	% Other	% Returning to Year 14	% Unknown
2016	58.6 %	7.7 %	18.0 %	6.6 %	8.3 %	0.8 %
2017	63.1 %	5.2 %	18.9 %	5.5 %	6.8 %	0.5 %
2018	61.0%	5.6%	22.5%	4.5%	6.2%	0.2%
2019	55.5%	8.9%	24.6%	2.1%	6.8%	2.1%
2020	49.7%	8.4%	21.1%	4.3%	15.8%	0.7%
2021	45.7%	11.2%	26.2%	6.2%	10.2%	0.5%
2022	53.1%	4.2%	33.5%	2.8%	5.9%	0.5%

Year 13 Destinations Data Summer 2023 will be collated at the end of the Autumn Term 2023 and published on the DESC Signposts website early in January 2024.



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.

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 continue to 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 Progress over the past 12 months

The Department Plan 2022/23 was received by Tynwald in November 2022 and outlined in the Department Plan 2022/23 were a number of tasks to be undertaken (October 2022 – October 2023) and below is a summary of what has been achieved during the past 12 months.

KEY: IP – Island Plan

CLA - Curriculum, Learning & Achievement

Em – Employability

H&W - Health & Wellbeing

CR - Corporate Responsibility

Strategic Priority	Key Activity	Task undertaken To Achieve Key Activity	Outcome
IP	Outstanding lifelong learning and development opportunities for all	Continuous staff development plan in place by September 2022 with full implementation from September 2023.	Action plan in place to implement continuous staff development allowing for delivery of excellent education.
IP	Outstanding lifelong learning and development opportunities for all	Final Child Care Strategy submitted to Tynwald in July 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.	Childcare strategy in place and being delivered in accordance with the action plan, allowing for better opportunities and support for families and young children.
IP	Outstanding lifelong learning and development opportunities for all	Review metrics by December 2022 for recording destination data for Year 11 and Year 13 to provide a clearer picture of progression pathways going forward.	Everyone can access clear transition pathways for all phases of education and into employment.
IP	Outstanding lifelong learning and development opportunities for all	Development of a new UCM Strategy for the next 5 years which supports further and higher education and development for all.	New UCM Strategy in place and officially launched in June 2023.
IP	Outstanding lifelong learning and development opportunities for all	DESC Careers Team participation in, and lead on, different Careers Events.	Events such as Year 9 options processes, Higher Education Fair, DfE Graduate Fair etc. are supported by DESC Careers Team.
IP	Outstanding lifelong learning and development opportunities for all	Alignment of DESC Careers Education activities to common transversal skills language to support pupil understanding.	Careers and employability education opportunities are routinely developed around transversal skills language.

Strategic Priority	Key Activity	Task undertaken To Achieve Key Activity	Outcome
IP	Outstanding lifelong learning and development opportunities for all	The Work Experience offer from KS4 into Further Education and Higher Education reviewed within DESC.	Improvements made to work experience programme.
IP	An Island of Health and Wellbeing	Continue to support Active Travel Strategy and Implementation Plan, to encourage more children and young people to actively travel to school.	Pupils and teachers from across the Island schools contributed to a DOI survey in relation to the future of Active Travel. The findings of which could contribute to the Transport Strategy which is being led by the DOI.
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 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.
CLA	Work with leaders to identify effective learning, teaching, and assessment activities, to improve achievement and outcomes for all.	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 provided with guidance with regards to arranging alternative provision which has educational merit as part of their usual curriculum planning.
CLA	Work with leaders to identify effective learning, teaching, and assessment activities, to improve achievement and outcomes for all.	Chair and coordinate the delivery of the Manx Language Strategy 2022-2032, for year one.	Year one coordinated to ensure the areas of the Strategy which DESC are responsible for are delivered.
CLA	Develop and implement pathways for learners to support positive transitions and destinations.	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.
CLA	Develop and implement pathways for learners to support positive transitions and destinations.	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.
CLA	Develop and implement pathways for learners to support positive transitions and destinations.	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.

Strategic Priority	Key Activity	Task undertaken To Achieve Key Activity	Outcome
CLA	Raise awareness of climate change and sustainability in schools.	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.
CLA	Raise awareness of climate change and sustainability in schools.	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.
CLA	Raise awareness of climate change and sustainability in schools.	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.
CLA	Increase opportunities to access sport, youth, culture, music and arts in support of curriculum delivery and creative activities.	Develop the Duke of Edinburgh Award across the Island.	More young people achieving the Duke of Edinburgh award. Final year on year stats: 2021/22 = 165 awards 2022/23 = 192 awards This is an increase of 20% more awards achieved during this year.
CLA	Increase opportunities to access sport, youth, culture, music and arts in support of curriculum delivery and creative activities.	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 one level. 100% (10/10) of the final cohort of swimmers progressed one level. 40% progressed two levels and 20% passed their green. Overall for the year, 42 pupils participated in the programme with 72% progressing to a minimum of one level thus increasing their chances of achieving green by the end of school year 6.

Strategic Priority	Key Activity	Task undertaken To Achieve Key Activity	Outcome
CLA	Increase opportunities to access sport, youth, culture, music and arts in support of curriculum delivery and creative activities.	Partnership work with UCM to provide opportunities for students to gain sports coaching experience with Primary Schools.	<p>Ensure all students who require a work placement are catered for.</p> <p>Since September 2022 a cohort of 24 sports students from UCM have delivered 2215 coaching hours facilitating the Disability School Sports Programme as part of their learning. An increase of 15% for the same period last year.</p> <p>In addition, 2 UCM sports students have been on work placement with MSR and delivered 778.5 hours of sports coaching on MSR activities from September 2022 – July 2023.</p> <p>A group of 10 UCM students completed 120 hours school-based coaching with the MSR Community Coach team in May 2023 as part of their learning at UCM.</p>
CLA	Increase opportunities to access sport, youth, culture, music and arts in support of curriculum delivery and creative activities.	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.	<p>Theatre in Education group established at Kensington Arts.</p> <p>Gaiety Theatre tours developed and in place for schools.</p> <p>Maintained current music service provision delivered in schools.</p>
CLA	Increase opportunities to access sport, youth, culture, music and arts in support of curriculum delivery and creative activities.	Deliver a Coach Award Scheme for young people within School Year 11.	<p>Up to 50% of those on the programme become employees of MSR.</p> <p>13/13 completed all mandatory training for the programme with 9 (70%) completing the process to become MSR casual coaches.</p>
EI	Provide high quality professional development to our workforce at all levels, regarding early intervention and inclusion.	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 in the Island Plan actions.	Plan is shared with settings ready for selected schemes to be piloted within schools from September 2023.

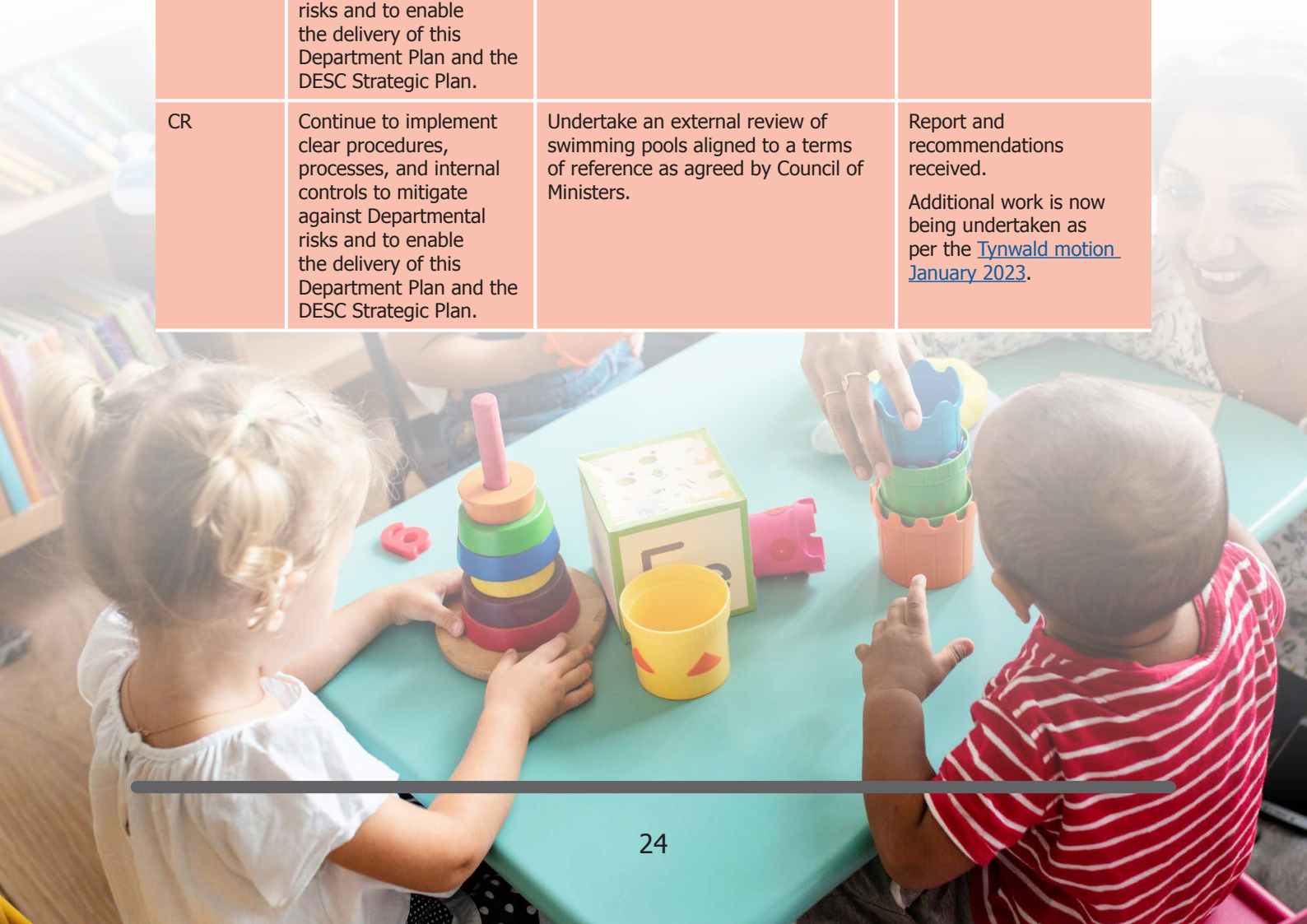
Strategic Priority	Key Activity	Task undertaken To Achieve Key Activity	Outcome
EI	Develop strategic partnerships with Government Departments and third sector organisations, to develop an effective early intervention provision which is fit for the future needs of society.	Assist with the delivery of a pilot Holiday and Food Activity Scheme.	Reviewed and assessed the effectiveness of the Holiday and Food Activity Scheme, with other Government agencies.
EI	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.	Work with strategic partners to develop an integrated early intervention provision plan, 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.	The integrated early intervention plan was submitted to the Trauma-informed Steering Group in March 2023. The lead officer for the group advised that new governance arrangements have been developed for implementation of a range of work streams and these will be aligned with other early intervention work streams (e.g. domestic abuse, suicide prevention, self-neglect etc.).
EI	Ensure equitable access to education, sport, culture, and arts for all individuals.	Review role of Youth Services within DESC and develop a Strategy.	Youth Strategy written and agreed by DESC, following stakeholder engagement.
EI	Ensure that funding for AEN follows a clear framework and process for the allocation of funding.	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.	Funding is allocated to schools in line with the framework.
EI	Ensure that funding for AEN follows a clear framework and process for the allocation of funding.	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 has replaced the current DFM model.
EI	Ensure that funding for AEN follows a clear framework and process for the allocation of funding.	Devise a universal AEN funding weighting.	AEN factor added to universal school funding formula.
Emp	Support further and higher education and development for all.	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. Intended output = 5% increase in FT enrolment numbers 2023.	Devised a curriculum strategy which identifies gaps, in consultation with sector leads, and enables progression from leisure/Level 1 through to Postgraduate study. FT enrolment commences August 2023. Applications up by 9%.

Strategic Priority	Key Activity	Task undertaken To Achieve Key Activity	Outcome
Emp	Isle of Man Careers framework in place with a view to supporting lifelong learning.	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.
Emp	Launch on-Island Initial Teacher Training for Secondary Schools.	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 has been carried out and it has been agreed to extend the pilot for one further year.
Emp	Enhance current apprenticeship training partnerships with employers, considering other learning options such as online learning.	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.
Emp	Enhance current apprenticeship training partnerships with employers, considering other learning options such as online learning.	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. New adult learning strategy including S2B and part time courses to be launched in September 2023.
Emp	Enhance current apprenticeship training partnerships with employers, considering other learning options such as online learning.	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. 70% of apprentices surveyed are accessing online portfolios. It is anticipated that most will be online by September 2023.
Emp	Participate in careers events to promote employment pathways.	Further develop links with employers, ensuring this is supportive of positive transition processes and education leaver destinations.	Careers Adviser (Employer Link) increased the number of direct DESC/ employer contacts compared to 2021 levels.
Emp	Participate in careers events to promote employment pathways.	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.

Strategic Priority	Key Activity	Task undertaken To Achieve Key Activity	Outcome
Emp	Participate in careers events to promote employment pathways.	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.
H&W	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.	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.
H&W	Review levels of emotional health and wellbeing to understand need and inform provision and training requirements.	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.	Secondary Schools have been provided with information and resources support pupils who present with mental health and wellbeing issues. This information can also be used by schools to support their School Improvement Plan. In relation to a wellbeing support programme pilot in some Primary schools, this will be explored further through the iThrive action as noted in the Department Plan for 2023/24.
H&W	Provide a diverse range of physical activity and sports opportunities to children, young people, adults, and our workforce.	Deliver an Island wide Activ8 Physical Activity Programme for DESC and Isle of Man Government staff.	Increased staff engagement and the number of employees accessing the scheme. Activ8 attendances have reached 5414, last year the comparable figure was 2655. The number of staff with the Activ8 subscription is currently 2220, last year the comparable figure was 1841.
H&W	Provide a diverse range of physical activity and sports opportunities to children, young people, adults, and our workforce.	Support Manx Care with health referral schemes to assist and help those adults with poor physical and mental health.	The number of Healthy4life and Activ4health referrals has reached 1071, surpassing the set target of 900.

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.	Expand School Holiday Activity Programmes led by Manx Sport & Recreation, and Youth.	<p>Increased the number of children and young people engaging in programmes.</p> <p>Attendances of 3910 young people at MSR school holiday activities during the period, an increase of 15% on the previous year (excluding summer holiday attendances).</p> <p>5244 attendances during the summer holidays 2022 on MSR activities.</p> <p>Attendance of 649 young people at holiday programmes delivered by Youth Service during the period (excluding summer holidays).</p> <p>Attendance of 836 during the summer holidays of 2022 on Youth Service activities.</p>
H&W	Enable participative arts activities which promote wellbeing and positive mental and physical health.	Accessible arts activities programme established in various educational settings as well as the Villa Marina Arcade and at Kensington Arts.	<p>Annual programme of activities agreed for delivery during 2022/23.</p> <p>Engagement evaluated and measured to enable development of planning in 2023/24.</p>
H&W	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.	<p>All recruitment processes 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.
CR	Update secondary legislation to ensure it supports our vision for the future.	Undertake a Catchment Area Review for the East.	Revised Catchment Order for the East in place.
CR	Update secondary legislation to ensure it supports our vision for the future.	Wider catchment area review to be undertaken.	Wider catchment area review undertaken. The Admissions Policy, the Out of Catchment Policy, School Catchment Area Order 2019 and Education (Admission Appeals) Regulations 2004, will now be updated in time for implementation from September 2024.

Strategic Priority	Key Activity	Task undertaken To Achieve Key Activity	Outcome
CR	Implement workforce development policies.	Implement a Mandatory Training Policy across DESC.	Policy regarding Mandatory Training is in place for central staff and being adhered to.
CR	Implement workforce development policies.	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.
CR	Implement workforce development policies.	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.
CR	Address other issues raised in the Beamans Review.	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 are due to be presented to the Council of Ministers for their consideration.
CR	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.	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 against as far as possible.
CR	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.	Undertake an external review of swimming pools aligned to a terms of reference as agreed by Council of Ministers.	Report and recommendations received. Additional work is now being undertaken as per the Tynwald motion January 2023 .



DESC Department Plan 2022/23 Outstanding Actions

2022/23 Outstanding Actions	Next Steps
Review of the current Vocational Training Scheme, to ensure it is fit for purpose.	Action ongoing and carried forward into 2023/24 Department Plan.
Undertake a review and deliver a new QA Framework for schools.	Action ongoing and carried forward into 2023/24 Department Plan.
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.	Action ongoing and carried forward into 2023/24 Department Plan.
Review of existing Apprenticeship scheme.	Action ongoing and carried forward into 2023/24 Department Plan.
Explore options for a consistent provision and process of assessing attainment in English across KS1 & 2 and how this will support transition into KS3.	Action ongoing and carried forward into 2023/24 Department Plan.
Re-open Ardwhallan and deliver an outdoor education programme.	Action ongoing and carried forward into 2023/24 Department Plan.
Implementation plan developed for the interim AEN Code, any required secondary legislation drafted, training needs identified and allocation of funding complete.	Action re-evaluated and included in the 2023/24 Department Plan – see SP7.
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.	Action re-evaluated and included in the 2023/24 Department Plan – see SP12.
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.	Action re-evaluated and included in the 2023/24 Department Plan – see SP12.
Support the implementation of the Relationship and Sex Education (RSE) advisory curriculum.	Action re-evaluated and included in the 2023/24 Department Plan – see SP13.
Implement wellbeing programme for staff and priorities identified by the Wellbeing group.	Action re-evaluated and included in the 2023/24 Department Plan – see SP14.
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.	Action ongoing and carried forward into 2023/24 Department Plan.
Review what management information and data is required, how it is collected, analysed and utilised for informed decision making.	Action ongoing and carried forward into 2023/24 Department Plan.
Progress the Education (Amendment) Bill to ensure it supports our vision for the future.	Action ongoing and carried forward into 2023/24 Department Plan.
Implement Childcare Strategy actions which relate to DESC.	Action ongoing and carried forward into 2023/24 Department Plan.

DESC Department Plan 2022/23

Outstanding Actions continued

Further review of Articles of Government, following the Governing Bodies and QA Review.	Action ongoing and carried forward into 2023/24 Department Plan.
<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>	Action ongoing and carried forward into 2023/24 Department Plan.
Deliver a full review into governing bodies of schools.	Action ongoing and carried forward into 2023/24 Department Plan.
Introduce Standard Operating Procedures (SOPs) centrally within DESC.	Action ongoing and carried forward into 2023/24 Department Plan.
Support the Department of Infrastructure's (DOI) review of school buildings and wider estate (strategic needs assessment and condition surveys).	Action ongoing and carried forward into 2023/24 Department Plan.

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	Status
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.	
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 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 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	
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	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.	Improvement Plan in place by December 2023.	Everyone can access clear transition pathways for all phases of education and into employment.	

Outstanding lifelong learning and development opportunities for all

What	How	We Will	By When	Long Term Outcome	Status
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.	<p>New QA framework in place by September 2022 with phased implementation of the framework across schools and services following this.</p> <p>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.</p>	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.	Revised modern curriculum created and implemented.	<p>Begin a review into the current core curriculum being offered into schools.</p> <p>Following review, create and implement a modern core curriculum across all schools.</p>	<p>Core curriculum to be created with staff by September 2025.</p> <p>Implementation of such curriculum by September 2026.</p>	Common core curriculum is in place for core subjects across all Island schools helping to ensure every child has access to excellent education.	

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'.

Outstanding lifelong learning and development opportunities for all

What	How	We Will	By When	Long Term Outcome	Status
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.	More people access rewarding training and employment both from on and off Island and employers access the skills they need to grow their businesses.	
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.	

An Island of Health and Wellbeing

What	How	We Will	By When	Long Term Outcome	Status
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.	

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
<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



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
<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
<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
<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>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

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
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. Develop a long term development plan to scope out future SPC provision.	Audit identifies immediate areas of need which are addressed. Medium term needs are clearly prioritised and action plan in place to address these. Long term development plan identifies models for future SPC provision with appropriate plans.	01/09/23	31/08/24

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
Capture current provision available to support learners who are vulnerable on transition at the end of compulsory education i.e. Year 11 onwards.	Information about current provision collated and shared with education leaders in order for them to understand what is currently available and inform future provision.	01/09/23	31/08/24
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.	Number of schools receiving and retaining accreditation.	01/10/23	01/09/24
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.	Percentage of service users (young people, parents, school leads) who perceive the young person's transition to be positive. Percentage of service users who identify the SADC role as a key aspect of increasing the likelihood of the transition being positive.	01/01/24	31/01/26

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
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
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

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 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
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
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
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
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
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
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
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

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
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
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

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
<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

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
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

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
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
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

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
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

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
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

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
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
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
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

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
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
Commission a Primary School Task and Finish group to support the implementation of the DESC Employability and Careers Framework across Primary schools.	Outcomes of the work of the group shared with education leaders.	01/09/23	31/08/24

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
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
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

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
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

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
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

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
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
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

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
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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
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

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
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
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
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

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
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
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
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

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
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
	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
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.	Audience Development plan reviewed and evaluated by September 2024.	01/09/23	30/09/24
Development of VillaGaiety and Kensington Arts Programming Strategies to achieve a balanced and representative programme of events and activities for the island community.	Programming Strategy established. Monthly collation and review of participant, visitor and customer numbers across all buildings.	01/09/23	31/09/24
Streamline and promote the application process for Arts Council funding to increase access and engagement.	Update of application portal, engagement events for applicants to meet Arts Development officers.	01/09/23	30/06/24

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
All recruitment processes to continue 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.	01/09/23	01/09/24
Review recruitment and retention data to assess policy effectiveness and determine any amendments required to those policies and processes.	Recruitment and retention policies and procedures are fit for the challenges which they are designed to address.	01/09/23	01/09/24

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
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

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.	01/10/23	01/03/24

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.	01/09/23	01/09/25

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
<p>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.</p>	The school meals service is reviewed and recommendations are submitted to DESC for consideration.	01/09/23	31/03/24

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
<p>Undertake a building utilisation review of the DESC school estate to understand capacity and inform decision making and any subsequent legislation.</p>	Building utilisation review undertaken and documented capacity in place for each school.	30/09/23	31/07/24
<p>Further review of Articles of Government, following the Governing Bodies and QA Review.</p>	Amendments made to the Articles of Government that relates to governing bodies and QA.	01/09/23	01/01/24
<p>Review and modernise the Department's secondary legislation to ensure it supports our vision for the future.</p>	Existing secondary legislation is reviewed and updated where necessary.	01/09/23	01/09/24

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
<p>Development of annual Department plans, monitoring mechanism and regular reporting in place.</p>	Actions are delivered in line with their project charters, on time, on budget and achieve their desired outcome.	01/08/23	31/08/24

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	01/07/23	31/12/23

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: Deliver a full review into governing bodies of schools.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date
<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>	Governing Bodies operate effectively and efficiently with the appropriate knowledge and skills.	01/09/23	31/01/24

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
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
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
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
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

Climate Change Action

In May 2019, the Chief Minister recognised a global climate emergency and the need for urgent climate action in the Isle of Man and a commitment was made for the Isle of Man to be “Net Zero Carbon” by 2050.

Since then, ‘climate change duties’ have been created by the Climate Change Act 2021.

Public bodies have a legal obligation under the Climate Change Act 2021, as follows:

- (1) A public body, in performing its duties, must act in the way that it considers best to contribute to —
 - (a) the meeting of the net zero emissions target by the net zero emissions target year;
 - (b) the meeting of any interim target;
 - (c) supporting the just transition principles and the climate justice principle;
 - (d) sustainable development, including the achievement of the United Nations sustainable development goals; and
 - (e) protecting and enhancing biodiversity, ecosystems and ecosystem services.

DESC has created a Climate Action Plan which will enable it to fulfil these obligations efficiently and monitor its progress. This Plan is a living document and will be reviewed and updated annually. This document and the aims noted below should be seen as a starting point and will be improved, expanded and refined as our knowledge, abilities and technology evolves.

The Action Plan will primarily focus on our Scope 1 carbon emissions (our directly generated emissions – buildings and vehicles) and our Scope 2 carbon emissions (indirectly generated emissions - purchased energy) and has the following aims to:

1. Identify and understand our emissions.
2. Reduce our energy and water consumption.
3. Reduce our waste and increase our recycling.
4. Adapt our buildings and operations to climate change.
5. Assess our operations for potential carbon savings.

Specific actions are included under each aim and a timetable of planned actions is included at the end of Action Plan.

DESC also plans to create a Climate Change and Sustainability Forum with members drawn from across the operational areas of DESC including schools and UCM. The purpose of this Forum is to coordinate the identification and management of Climate Change and Sustainability actions across DESC.

Financial Summary

Division	Gross Spend 2023/24 £'000	Income 2023/24 £'000	Net Spend 2023/24 £'000
Education – Primary, Secondary, UCM	90,167	3,842	86,325
Culture Division	3,579	2,450	1,129
Sport, Recreation & Youth Division	7,384	1,739	5,645
Policy, Strategy & Governance Division (inclusive of student awards and VTAS funding)	17,557	2,335	15,222
Education, Advice & Support Division	14,954	103	14,851
Quality Assurance & Inspection	163	-	163
Total	133,804	10,469	123,335



Detailed Financial Breakdown

Division	Category	£000
Primary Education	Employee Costs	33,985
	Infrastructure Costs	1,762
	Supplies & Services	594
	Primary Education Total	36,341
Secondary Education	Income	(2,258)
	Employee Costs	35,726
	Infrastructure Costs	1,600
	Transport Costs	1
	Supplies & Services	3,137
	Secondary Education Total	38,206
University College Isle of Man	Income	(1,584)
	Employee Costs	10,959
	Infrastructure Costs	787
	Transport Costs	2
	Supplies & Services	1,605
	Transfer Payments	9
	University College Isle of Man Total	11,778
Culture Division	Income	(2,450)
	Employee Costs	2,072
	Infrastructure Costs	443
	Supplies & Services	1,064
	Culture Division Total	1,129
Sport, Recreation & Youth Services	Income	(1,739)
	Employee Costs	4,051
	Infrastructure Costs	958
	Transport Costs	190
	Supplies & Services	374
	Transfer Payments	1,811
	Sport, Recreation & Youth Services Total	5,645
Policy, Strategy & Governance	Income	(2,335)
	Employee Costs	1,542
	Infrastructure Costs	(218)
	Transport Costs	21
	Supplies & Services	2,901
	Transfer Payments	13,311
	Policy, Strategy & Governance Total	15,222
Education Advice & Support	Income	(103)
	Employee Costs	10,964
	Infrastructure Costs	76
	Transport Costs	15
	Supplies & Services	505
	Transfer Payments	3,394
	Education Advice & Support Total	14,851
Quality Assurance & Inspection	Supplies & Services	163
	Quality Assurance & Inspection Total	163
	Total Pink Book Budget 2023-24	123,335

Closing Statement from Minister and Members

We are proud to support this Department plan, which includes actions from the Island Plan. The Department continues to be 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:

- Continuing to progress an Education (Amendment) Bill to ensure it supports our vision for the future.
- In conjunction with DfE, publishing a Workforce & Skills Strategy to guide the work of all key partners through the Skills Board;
- Developing Villa Gaiety and Kensington Arts Programming Strategies to achieve a balanced and representative programme of events and activities for the Island community;
- Delivering the Isle of Man Sport (Aid) Academy over 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;
- Reviewing the current core curriculum (English, maths and science) being offered into schools, in order to create and implement a modern core curriculum across all schools;
- Undertaking a review of the School Meals Service across primary and secondary schools;
- Undertaking a building utilisation review of the DESC school estate to understand capacity and inform decision making and any subsequent legislation;
- Developing guidance and associated pathways which clearly outline how schools can access resources and support for pupils requiring early intervention; and
- Creating a Climate Change and Sustainability Forum with members drawn from across the operational areas of DESC including schools and UCM, to coordinate the identification and management of Climate Change and Sustainability actions across DESC.

Closing Statement from Minister and Members continued

As a Department we need to continue 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

Claire Christian, MHK

Paul Craine, MLC

Minister and Members for Education, Sport and Culture





Isle of Man
Government

Reiltys Ellan Vannin