

DEPARTMENT OF EDUCATION AND CHILDREN
EDUCATION AND COUNCIL MEETING
HELD ON Friday 19th June 2015 at 10.00am

at
The Professional Development Centre, Santon Old School, Santon

Present	The Hon Tim Crookall, MHK Chairperson/Mr G Corkish, MLC / Mr John Gill / Mr Andrew Shipley / Mr Geoff Moorcroft
Council Members	Mr T Bennion, Dr P G S Allinson-Cook, Mr G Roberts, Mrs J Pendree, Mr R Bankes-Jones, Mrs T Martin, Mr R Turton, Mrs F Robinson, Mr R Smith, Mr S Bevan, Mrs B Brereton, Mrs G Skinner
Apologies	Professor R Barr, Chief Executive Officer Louise Strickett, Education and Children Council Member
In Attendance	Mr Richard Collister, Estates Director Mr David McClean – Drug and Alcohol Team Mrs Mal Keary – Education Officer
Minutes	Mrs Sharon Mincher – Senior Secretary – Department of Education and Children

AGENDA ITEMS

Item	Business
	The Minister welcomed Mr Andrew Shipley and Sharon Mincher to the meeting today. Mr Shipley will be taking over the post of Mr John Gill, who is retiring as Manager of Education and Children. Sharon has now been appointed as Senior Secretary for Department of Education and Children.
1.	Apologies for Absence
	These are noted above for the meeting today.
2.	Presentation by Mr R Collister (Estates Director on Estates Matters and Capital Projects – 10.00am)
	The Minister welcomed Mr Richard Collister (Estates Director). Mr Collister tabled Estates Briefing paper (attached) and talked through. RC noted the following points in regard to the briefing paper; <ul style="list-style-type: none"> • Investment-(Page 1) The briefing highlighted the significant investment which had taken place across the Estate in the last 10 years. This included St Ninian’s Lower School and a number of schemes at the College. RC reported that the Henry Bloom Noble new school is progressing well on site, for completion Summer 2016. • Capacity-(Page 2) RC reported that with our investment this has provided the Department with a Secondary capacity of 6,000 v current

roll of 5429 - spare capacity totals nearly 10%. With regard to Primary our permanent capacity is 7455 v a current roll of 6361 – circa 15% spare capacity. There are schools at capacity, others with spare capacity – the challenge is aligning spare capacity with demand.

- RC reported that a significant issue at the current time is that Out of Catchment currently stands at 1279 / 20% - more control / guidelines would be beneficial.
- **Capital Programme** - RC reported that the Capital Programme for the next 10 years and beyond is to meet demand and need. RC reported that an Accommodation Strategy Working Party has now been set up to establish how we can reduce pressure / make better utilisation of existing capacity, and help identify the development priorities for the future.
- **Minor Capital** (Page 3) RC outlined agreed works for this coming Financial Year 15/16. RC reported that due to pressures on the Department of Infrastructure overall budget, the Education Maintenance budget has been reduced again this year – needs close monitoring.
- **Direction of Travel (Secondary)** (Page 4) RC outlined development priorities into the future across the Secondary, Primary, College, Youth and Special Needs estates.

QUESTIONS AND ANSWERS

RS

Q. What are the proposals for the Senior Hostel on the Glencrutchery site for the further development of Further and Higher Education?

A. Funding has been approved to enable essential works to progress in this financial year, to stabilise the building. We ultimately wish to convert the building as part of our plan for the development of the site for HE use.

BB

Q. To what extent is the Department willing to spend money on Castle Rushen?

A. We have and will continue to invest in the improvement of facilities at CRHS; we are in parallel seeking Treasury support for the reintroduction of our redevelopment proposals into the Capital Budget 'pink book'.

BB-J

Q. Is St Thomas's in a similar position, as this is going to deteriorate significantly unless further investment is made?

A. No major expenditure is planned for this site while options are considered for the possible relocation of the school. Any essential maintenance work is of course undertaken.

SB

Q. Mention of music / drama/ performing arts centre development is welcomed – SB confirmed needed by school and community.

A. RC confirmed he will be discussing further with Annette Baker shortly, to develop an outline case for the scheme.

<p>R B-J</p>	<p>Q. NSW Post 16 collaboration - issues of collaborating; is there any way to ease accommodation issues? A. GM reported that Department / schools are aware of this and that the benefits from collaboration outweigh these issues/problems.</p> <p>Estates Briefing 190615.docx attached.</p> <p>RC left the meeting at 10.30am.</p> <p>Mr T Wild, attended the meeting at 10.30am.</p>	
<p>3. Legal Highs and Novel Psychoactive Substances – (10.30am)</p>		
<p>GC (Dept)</p> <p>JP</p>	<p>The Minister welcomed Mr David McClean and Mal Keary to the meeting today. Mr McClean is a Drug and Alcohol Team Professional and M Keary is an Education Officer. Mr McClean reported that issues have been brought up in the past in regard to 'Legal Highs' and what schools can do about these issues, and thought that today would be a good opportunity to briefly outline these issues to group members. DM reported that there are mainly 3 substances that are the topic of discussion;</p> <p>Synthetic Cannabis – <i>This is reported as being stronger than normal cannabis with stronger effects. The effects can be quite extreme and have increased agitation with many A & E attendances.</i></p> <p>Stimulative Drugs – <i>These mainly consist of powders and pills. There is easy access to these and are sold through different websites. DM reported that individuals obtain these in order to change mood/increase energy, but the consequences can involve serious health risks such as increased heart rate.</i></p> <p>Synthetic LSD- <i>These drugs are freely available in shops and over the internet and seem to be increasing in demand. Individuals will suffer from altered perception of every day on-goings and will have different thought processes such as hearing/seeing things that are negative.</i></p> <p>DM reported that although the synthetic drugs market seems to be growing and that the drug problem does not seem to be going away, the Drug and Alcohol Team know how to treat individuals suffering from the effects of Legal Highs, and that the team have a strong educational experience of identifying these effects. DM reported that there is a lot of information currently out there if needed that will explain these drugs in a more detailed way.</p> <p>QUESTIONS AND ANSWERS</p> <p>Q. In regard to school children taking these Legal Highs is this a trend that they are following, and are they taking this to look more 'fashionable'?</p> <p>A. DM reported that this is not really the case and that individuals taking Legal Highs are usually small groups who identify this as positive, and that they can also have family members who have a positive attitude to taking legal highs.</p> <p>Q. Is the problem easy to detect when individuals present themselves to you and do these drugs tend to be cheaper when buying online?</p>	

<p>TM</p> <p>JP</p> <p>RB-J</p> <p>RB-J</p> <p>C Member</p> <p>GM (Dept)</p>	<p>A. DM reported that the issue is that it is difficult to test these drugs as marketing is deceptive and that buying online encourages deals, ie the more you buy the cheaper it is.</p> <p>Q. In the UK most shops have been banned from selling Legal Highs and do we currently have any places/shops on the Island that sell these drugs? A. DM reported that the Island does not have anywhere to obtain these Legal Highs and that most buying/selling of these will be online or friend to friend.</p> <p>Q. Do you think that the word 'Legal' makes individuals/young children see this as not an issue and that they are more than entitled to try these drugs? A. DM reported that yes this is true and that unfortunately this gives off the wrong perceptions, making it seem as though Legal means safe. DM reported that Legal Highs may be just as dangerous or in some cases more dangerous than illegal drugs.</p> <p>Q. Is there an age profile of young adults currently taking Legal Highs? A. KM reported that because its classed as Legal we currently have a profile of young adults overdosing on Legal Highs.</p> <p>Q. I knew of an individual who had taken 'Legal Highs', but Police and other services did not seem to show a lot of interest in the situation and what do you do about this, if this is the case? A. DM reported that we need to put children/young adults in a position of making them aware that Legal does not mean Safe. KM reported that Paracetamol can be extremely dangerous and that overdoses of this are on the increase. KM reported that people don't realise that taking more than 4 Paracetamol tablets at any one time is really classed as an overdose.</p> <p>Q. Are all of these substances equally addictive? A. DM reported that in some ways they are, but DAT are able to deal with individuals who have developed a drug use or have a family member who is currently taking drugs. DM reported that DAT are happy to receive referrals and that individual rapport is positive within their team and that there are positive pathways that can be followed.</p> <p>Q. Newly appointed teachers may not be aware of 'Legal Highs' and 'Novel Psychoactive Substances' and does DAT carry out any pro-active work to make them aware of these? A. DM reported that they can provide general feedback to teachers/schools and that there are links available that provide information. Depending on work commitments, if a visit is required they can carry this out.</p> <p>With no further questions forwarded, The Minister thanked DM and KM for attending the meeting today and for providing group members with their feedback. DM and KM left the meeting at 11.00am.</p>	
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4.	Minutes of meeting held on Friday 21st March 2015	
	The Minutes of the last meeting held on Friday 21 st March 2015 were confirmed as a true and correct record of items discussed and were signed by the Minister.	
5.	Matters arising from the Minutes not shown elsewhere on the Agenda	
	<p>ICT College</p> <p>The Minister reported that he and Professor Ronald Barr continue to work with the College and that it is hoped that this will be up and running by September 2015.</p>	
	<p>Employability Co-ordinator</p> <p>The Minister confirmed that Mary Wilson has now taken over as Employability Co-ordinator.</p> <p>Lettings</p> <p>From the previous meeting held it was questioned that there might be issues with Lettings and where monies will go as one of the High Schools had been informed that all their lettings money for this year would be going to Department of Infrastructure.</p> <p>The Minister reported that this has been a complicated issue and that he has spoken to Mr Glen Shimmin in regard to this. The Minister reported that if the Department of Infrastructure is to be paid these monies this will have to be the case, but he will certainly look into this further and review.</p>	
BB	<p>Catering</p> <p>BB reported that she and other group members are very concerned about catering issues within a particular school and that the current issues are that the school is not promoting a healthy strategy. BB reported that the catering within this school cannot be classed as a healthy. BB reported that this needs to be dealt with sooner rather than later and she also reported that she has received feedback from staff and students that they are not happy with the current standards of catering. It has also been reported that an increase of students are going out at lunchtimes to obtain their lunch instead of staying within the canteen of their school due to lack of choice. BB reported that she is extremely concerned about the current issues and that these problems do not seem to be going anywhere or improving.</p> <p>GM reported that since catering has been transferred to Shared Services, this was carried out quite hurriedly and that glitches have occurred along the way. GM reported that secondary and primary schools have been urged to feedback information regard the catering for a future review.</p> <p>GS reported that catering has definitely not been the same or that any improvements are evident and that she is happy to take Tony Wild to the school in question to identify what the students/staff are currently purchasing on a daily basis.</p>	

	<p>Appointments Commission</p> <p>The Minister reported that the Education Bill will not go ahead within this Financial Year 15/16 so we need a solution to this.</p> <p>JG reported that he has met with the Appointments Commission who are extending the terms of office until November 2017.</p> <p>JG reported that current members should send an individual email to confirm extension of office. If any members wish to cease their membership they should do this by 3rd July 2015. JG reported that nobody will be appointed in place of any members who wish to cease their extension.</p>	
Action:	<p><i>The Education Council members were asked to advise the Minister by email if they wished to continue for a further 2 years in the event of Tynwald approving the Order at the July meeting.</i></p>	
6.	<p>Questions from Education Council Members</p>	
(i) a)	<p>Could the Department please make clear to the meeting its views of the purpose and value of the Education Council.</p>	
GR	<p>GR reported that he felt that he wasn't being used to this full capacity as an Education Council member and that nobody seems to give an indication of what it is that the council members should be carrying out.</p> <p>GR also reported that sometimes it can be a particular waste of resources.</p> <p>JP asked if GR had brought this up with the Department and if his feelings towards being an Education Council member were not very positive, had he thought about ceasing his membership? GR disputed this and confirmed that he thought that he carried out a good job as an Education Council member and that the schools he represents also felt the same way. It was agreed that issues/problems are resolved and reported that a lot of time is taken up with a number of things, but sometimes it's just too long between meetings to feedback any issues or receive any feedback from the Department.</p>	
b)	<p>Is the Department aware of the opinion of some members of the Council that it is a waste of time (Mr G Roberts)</p>	
RS	<p>TM reported that she can understand GR's concerns in regard to this and suggested whether the Council could meet on a regular basis in term time?</p> <p>The Minister confirmed that in his opinion all Education Council members did a very good job and queried whether there was something that he or other department members were not doing in order for any council members not to be happy with their responsibilities?</p> <p>RS Reported that a vast majority of group members felt the same way and that sometimes it seems as though the Department is 'Using us'? RS said he felt this way as sometimes things that were presented or discussed at the meeting(s) were forgotten about and never discussed or heard of again.</p>	

<p>RS</p> <p>TM</p>	<p>RS mentioned that the Council is very good, but that the link with the Department is very fragile and that sometimes it feels as though there is 'You and Us'.</p> <p>The Minister reported that he certainly did not want members to feel this way and that there seems to be two sides to this discussion currently going on. The Minister reported that he is unsure of the direction to take in regard to this as he felt that all council members were doing and carrying out their responsibilities in a positive way.</p> <p>RS reported that there is a lot of expertise at different levels amongst the council group members, but that he felt that this expertise is not being used to its full capacity. RS also stated that the members had never been asked about input into the Post 16 revision?</p> <p>TM asked The Minister if it was a good idea for group members to meet up more regularly (informally) just to catch up with feedback/information.</p> <p>The Minister reported that he feels that from group comments that there is a communication problem going on. The Minister reported that he would be happy to meet up, but that these meetings would be hard to class as 'informal catch-ups' as most information would need to be minuted. The other downfall would be the work commitments of other group members and whether or not they could attend more regular 'catch-ups'? TM reported that these could be held after work in various locations? Again, this would have to be a team agreement.</p> <p>Mr A Shipley left the meeting at 11.30am</p> <p>Mrs G Skinner & Mr Tony Wild left the meeting at 11.45am</p>	
<p>SB</p> <p>GM (Dept)</p>	<p>SB reported that information from Interviews that are attended need to be shared more with each other and that being involved is the whole importance of being a member of the Education Council.</p> <p>GM reported that the Department had no intention of being secretive to group members in anyway and that they were always open about information that involved the Education Council members. GM reported that the meeting always has an open agenda and that any issue can be discussed and your views will be looked at and responded to.</p>	
<p>(ii) a)</p>	<p>What is the future of the Education Council?</p>	
<p>RB-J</p>	<p>RB-J reported that previously Education Council members were allocated 2 Secondary and 2 Primary Schools, but that decisions were made to reduce this to 1 Secondary School.</p> <p>JG reported that the reason we went back to only 1 was due to time</p>	

	<p>consumption and that members have other work commitments.</p> <p>JG reported that we haven't moved onto the next stage of the Legislation and that things within legislation are moving slowly. JG reported that other issues within Government have taken priority.</p> <p>The Minister reported that these are points well made and that any decisions made are with the best intentions. The Minister also reported that he will ensure that all group members have the opportunity to discuss this further with full input on how to move forward. GM suggested adding communication issues the Department onto the next Agenda.</p>	
Action	<i>SM to add Communication Issues onto the Agenda for the November 2015 Education and Council Meeting.</i>	
b)	What, if anything, can the Department do to improve the number of suitably qualified applicants for Primary TLR posts and for Secondary posts in general? (Mr R Bankes-Jones)	
	<p>GM reported that recruitment of staff is top priority for the Department and that they take this very seriously. GM reported that candidates stand very well, but developing our staff professionally is top priority. Points of discussion noted;</p> <ul style="list-style-type: none"> • GM reported that the reviewed Leadership Management will develop a Leadership programme and that this will link in with projects that schools are carrying out. • Jan Gimbett has carried out a review on initial teacher training in secondary schools and the College is going to offer a Certificate in Education for teachers teaching 14-18 year olds. • GM reported that vacancies will be advertised widely and will be put on Job Train. This will provide valid information relating to posts to colleagues/past teachers living in the UK. • Funding for the cost of advertising posts has been paid for by the Department this also includes fees for colleagues attending recruitment fayres. • 'Golden Hellos' – GM reported that this is to attract off-island candidates and new recruits. This will provide a lump sum of £2,000 for recruits who have a permanent contract in a secondary school on the Island. This will also provide rent/mortgage payments for the first 2 terms after appointment. • Heather Christian has started a dialogue with colleagues about the number of applicants for TLR posts and will analyse these results. • Paul Craine will undertake a review of recruitment and retirement trends to identify reasons for leaving / reason for taking retirement? GM reported that PC will look very broadly into this and that the trends will be mainly focused on secondary schools. JP reported that there is also the need for the review to be within Primary Schools. 	

	<p>JP asked about Internet Advertising?</p> <p>GM reported that Guernsey and Jersey recruitment is not as positive as our internet advertising and that we have had some success in BBCI Player.</p>	
7.	Any Other Business	
SB	<p>SB reported that he has an issue with registered GP's in Ramsey currently charging £55.00 to parents for providing a pre-printed letter so that they can have extra time or support during the exams if they are unwell. SB reported that 10 cases have currently been noted and that these letters are to give the student extra time for taking an exam/attending important school conference etc due to ill health. SB and group members expressed their concern with this as it was felt that these letters should be free of charge as anybody claiming a sick note from their GP does not have to pay?</p> <p>Department and Council Group members agreed that it is not fair to charge parents for this, but unfortunately this is an individual GP decision and we do not have a coherent policy to overrule it.</p>	
	Date of Next Meeting	
	<p>With no further items to discuss, the meeting closed at 12.00 (noon)</p> <p>The next meeting is scheduled to take place on Friday 20th November 2015 at the Professional Development Centre at 10.00am.</p> <p>Before the Department and Education Council members left the meeting, The Minister and all group members expressed their thanks to John for organising and attending the Education Council meetings. The Minister thanked John for his continued feedback and support throughout his 13 years as Head of Legal and Administrative Services for the Department of Education and Children. All members wished John a happy and healthy retirement!</p>	