

# ISLE OF MAN GOVERNMENT

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

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

### QUARTER 4 UPDATE (AUG '23 – OCT '23)



**Isle of Man**  
Government

*Reiltys Ellan Vannin*

## Our Island Plan:

Building A Secure,  
Vibrant And Sustainable  
Future For Our Island



# Foreword

The purpose of this quarterly report (Q4: August 2023 – October 2023) is to be provide an update on progress made to date on the actions contained within the Department of Education, Sport and Culture's [Department Plan 2022 – 2023](#).

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

# Our Island Plan Strategic Priorities

## Island Plan Objectives for which our Department is accountable

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

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

■ Complete

■ On track

■ Risk to delivery

■ Not on track

### A strong and diverse economy

What	How	We Will	By When	Long Term Outcome	Q4 Status	Commentary
Wages that allow for higher living standards in an economy where people are supported into work, opportunities exist for career progression and quality of life is maximised.	Review current education schemes and make any associated recommendations.	Review current Vocational Training Scheme, Pre-School Credit Scheme, and Student Awards, to ensure they are fit for purpose.	Schemes to be reviewed by 31 <sup>st</sup> December 2023 with implementation of new schemes by 1 <sup>st</sup> April 2024.	Education schemes are fit for purpose and applicable, and support is available.		On track. Action ongoing and carried forward into 2023/24 Department Plan.

## Outstanding lifelong learning and development opportunities for all

What	How	We Will	By When	Long Term Outcome	Q4 Status	Commentary
Every child has access to excellent education and childcare.	Provide rigorous quality assurance (QA) in schools and childcare using appropriate standards and independent inspections.	Undertake a review and deliver a new QA Framework for schools.	QA framework in place by September 2022 with phased implementation of the framework following this.  Inspection against such a QA framework for schools will commence from September 2023.	Assurance of quality in education provision and confidence that children are making good progress across all educational settings.		On track. Action ongoing and carried forward into 2023/24 Department Plan.
Every child has access to excellent education and childcare.	Continuous staff development plan in place by September 2022 which is consistent across Island teaching staff helping to ensure every child has access to excellent education.	Devise a Development Plan for teaching staff.	Continuous staff development plan in place by September 2022 with full implementation from September 2023.	Action plan To implement continuous staff development allowing for delivery of excellent education.		Complete.
Every child has access to excellent education and childcare.	Revived modern curriculum created and implemented.	Begin a review into the current core curriculum being offered into schools in order to create and implement a modern core curriculum across all schools.	Core curriculum to be created with staff by September 2025 and implementation of such curriculum by September 2026.	Common core curriculum is in place for core subjects across all Island schools helping to ensure every child has access to excellent education.		On track. Action ongoing and carried forward into 2023/24 Department Plan.
Children have the best possible start in life, including equal access to early years education.	Draft Child Care Strategy submitted to Tynwald by March 2022 with Recommendations and delivery plan helping to ensure that children have the best possible start in life, including equal access to early years education.	Submit Final Strategy with delivery plan to Tynwald.	Final Strategy with delivery plan presented to Tynwald in July 2022.	Childcare strategy in place and being delivered in accordance with the action plan, allowing for better opportunities and support for families and young children.		Complete.



Support residents throughout their lives with a diverse education service which is there for them whenever they need it, including learning, development and reskilling at any stage or age.	Improvement plan in place which includes clear transition pathways for all phases of education and into employment.	Review metrics for recording destination data for Year 11 and Year 13 to provide a clearer picture of progression pathways going forward.  Develop a Careers Education Entitlement Offer of provision by means of an Improvement Plan, for each stage and age of education based around positive transition support.	Metrics Review completed by December 2022.  Improvement Plan in place by December 2023.	Everyone can access clear transition pathways for all phases of education and into employment.		Metrics review complete and destinations data will be captured for school leavers Summer 2023 at three points during the Summer/Autumn transition period to target support available and identify any trends and patterns.  Employability and Careers Education Provision Entitlement offer is complete and supported by DESC Policy and guidance.  Schools/UCM will develop improvement plans to support implementation of the Employability and Careers Entitlement offer Policy from September 2023.
Work with industry to provide a full range of opportunities for people.	Enhance current Apprenticeship training partnerships with employers, considering other learning options such as online learning.	Review existing Apprenticeship scheme.	Apprenticeship scheme review completed by 31 <sup>st</sup> December 2023 with implementation of new scheme by 1 <sup>st</sup> April 2024.	More people are able to secure and complete apprenticeships leading to more opportunities.		On track. Action ongoing and carried forward into 2023/24 Department Plan.
Ensure education and training services are aligned to the technical, employability and interpersonal skills required for the future.	Continue ongoing support for training, internship, and higher education, with promotion of support through key community events and experiences (Positive Destinations).	Development of a new UCM Strategy for the next 5 years - 2022-2027 which supports further and higher education and development for all.  DESC	New UCM Strategy in place by March 2023.  Employment and Skills 2022 planned, delivered and formally reviewed by April 2023.  Other events	Island residents have the qualifications and technical skills required to secure employment throughout their lives.		The UCM Strategy is complete.  Employment and Skills 2022 was planned, delivered and reviewed and is therefore complete.  DESC Careers team has supported different events

		Careers Team participation in, and lead on, different Careers Events.	such as Year 9 options processes, Higher Education Fair, DfE Graduate Fair etc. are supported by DESC Careers Team by July 2024.		such as sector specific events (Engineering and Maritime), UCM & School Employability Events, School Options evenings and other events and activities. This type of support is now business as usual and so this action is complete.
		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 by July 2024.		The DESC Employability and Careers Framework and Entitlement Offer Policy will ensure that the DESC common transversal lifelong learning skills language is used routinely to support the development of careers and employability provision in schools/UCM therefore this action is complete.
		The Work Experience offer from KS4 into Further Education and Higher Education reviewed within DESC.	Improvements made to work experience programme by September 2023.		The revised Schools Work Experience Policy was implemented from April 2023, and training has been provided to school and UCM staff to support their effective management of targeted work placements for students, in line with policy therefore this action is complete.

## An Island of Health and Wellbeing

What	How	We Will	By When	Long Term Outcome	Q4 Status	Commentary
Policies and services which mean that people can make healthy choices, in communities that are safe, and with infrastructure and design in towns and villages which promotes and supports health and wellbeing.	<p>Consider how sport and active recreational facilities can be supported.</p> <p>Encourage people to engage in our rich arts, culture and heritage.</p>	<p>Continue to support Active Travel Strategy and Implementation Plan, to encourage more children and young people to actively travel to school.</p> <p>Increase opportunities for participation to engage in arts and cultural activities delivered by DESC.</p>	September 2023	More people have an active and healthy lifestyle and enjoy the physical and mental health benefits this brings.		<p>Active Travel: Complete. 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.</p> <p>Culture Update: Action complete and a variation of this action carried over to the 2023/24 Department Plan.</p>



# Our Priority Commitments for the next 12 months

## Island Plan Objectives for which our Department is accountable

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

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

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

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

## Strategic Principle: Curriculum, Learning and Achievement

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

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

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q4 Status	Commentary
Develop a new advisory digital/ICT curriculum for Key Stages (KS) 1 to 3, which will include an online safety (Digital Citizenship) programme of study for KS1-5. This will be done in co-operation with school leaders and other key stakeholders.	A digital/ICT advisory curriculum implemented in schools by September 2023.	01/09/22	31/08/23		Complete.

**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	Q4 Status	Commentary
Explore options for a consistent provision and process of assessing attainment in English across KS1 & 2 and how this will support transition into KS3. This task is linked to and is part of the wider curriculum review action noted above.	There is a consistent process for assessing attainment in English in KS1 & 2. Options for ensuring a consistent assessment process in English for KS2 transitioning into KS3 are developed.	01/08/22	31/08/23		Draft English Frameworks including assessment Frameworks are with pilot schools – findings will be fed back to allow amendments to be made to documents.  This action will carry forward into the Department Plan 2023/24 which will allow for the monitoring and review of the English Framework pilot.
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. A working party will now build and develop standard pathways for accessing island- based educational provision, focused within school and to look at alternative provision if necessary.	Schools to be provided with guidance with regards to arranging alternative provision which has educational merit as part of their usual curriculum planning.	01/08/22	31/08/23		Complete.  Paper complete and submitted to SLT for approval.
Chair and coordinate the delivery of the Manx Language Strategy 2022-2032, for year one.	Ensuring the areas of the Strategy which DESC are responsible for are delivered.	01/08/22	01/08/23		DESC has chaired and coordinated the delivery of the Manx Language Strategy for Year One. This part of the action is complete. A report on the progress made within Year One of the Manx Language Strategy will be published in October 2023 by Jeebin.

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q4 Status	Commentary
Pathways for students are developed and shared with schools showing paths for transitioning from Early Years (EY) to KS1, including partnership working.	Partnerships are developed between EY providers and Foundation Stage (FS) within schools.	01/09/22	31/08/23		Complete.
Schools and UCM work together and with the DESC Careers Team to support the positive destinations of education leavers at the end of compulsory education, Further Education (FE) and Higher Education (HE).	A participation data measure is captured at the end of Autumn 2022 for the Summer 2022 cohort.	01/09/22	31/08/24		Complete.
Clear pathways are in place for all DESC AEN services, including complex needs.	Clear AEN service pathways document created and shared with schools and UCM. This includes clear referral procedures and schools can use these.	01/09/22	31/08/23		Complete.  Pathways shared with schools.

**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	Q4 Status	Commentary
Continue to raise awareness and understanding of climate change and sustainability at all stages of education, supported by initiatives such as Scoillyn Eco (IoM Eco Schools), the UNESCO Biosphere IoM Pledge and the UN Sustainable Development Goals.	Continue to provide schools with appropriate digital and physical resources to enable the teaching of climate change and sustainability.	01/09/22	31/08/23		Complete.  Work will continue to 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.	01/09/22	31/08/23		Complete.  Work will continue to 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.	01/09/22	31/08/23		Complete.  Work will continue to raise awareness of climate change and sustainability in schools.

**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	Q4 Status	Commentary
Re-open Ardwhallan and deliver an outdoor education programme.	The Outdoor Learning Centre at Ardwhallan is reopened for use by schools to develop educational outcomes in an outdoor environment.	01/09/22	<del>31/10/23</del> 31/12/23		On track for teacher training to take place before half term then reopen the Centre for self-led activities from November '23.
Develop the Duke of Edinburgh Award across the Island.	More young people achieving the Duke of Edinburgh award.	01/09/22	31/07/23		Complete. More awards achieved compared with 21/22.
Deliver an after-school swim programme for year 5 students to assist them on their journey towards achieving their green standard.	Children on the after-school swim scheme progress at least 1 level.	31/10/22	31/07/23		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.
(10/10) Partnership work with UCM to provide opportunities for students to gain sports coaching experience with Primary Schools.	Ensure all students who require a work placement are catered for.	01/09/22	31/07/23		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. 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. 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. An adult fitness coaching programme starts later this year in partnership with MSR
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>Maintain current music service provision delivered in schools.</p>	01/06/22	31/07/23		Complete.
		01/04/22	31/03/23		Complete.
		01/09/22	31/07/23		Complete.
Deliver a Coach Award Scheme for young people within School Year 11.	Up to 50% of those on the programme become employees of MSR.	01/04/22	31/07/23		13/13 completed all mandatory training for the programme with 9 (70%) completing the process to become MSR casual coaches.



## 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	Q4 Status	Commentary
Three year plan to be drafted and implemented with regards to professional development linked to early intervention and inclusion. This task is linked to and is part of the Staff Development Plan action noted above.	Plan is shared with settings ready for selected schemes to be piloted within schools from September 2023.	01/09/22	31/08/23		Complete.

**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 plan, 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	Q4 Status	Commentary
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.	Framework in place which provides for an effective early intervention provision.	01/08/22	01/08/24		Complete.
Assist with the delivery of a pilot Holiday and Food Activity Scheme.	Review and assess the effectiveness of the Holiday and Food Activity Scheme, with other Government agencies.	01/08/22	30/11/22		Complete.

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

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

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q4 Status	Commentary
Interim AEN Code and Treasury business case to be submitted and approved ready for implementation from September 2023.	Interim AEN Code in place together with a detailed implementation plan.	01/09/22	01/09/23		Complete. Funding for additional and complex needs has been rolled up into school budgets.
Implementation plan developed for the interim AEN Code, any required secondary legislation drafted, training needs identified and allocation of funding complete.	The impact of education, inclusive of AEN Code support, for all learners will be evidenced through the QA	01/09/22	01/09/23		An implementation plan for an Inclusive Education Policy is being developed which will include principles from AEN Code. Action re-

	process.				evaluated and included in the 2023/24 Department Plan.
Instructions for Drafters will be produced and an Education (Amendment) Bill will be drafted and introduced into the Branches to implement the AEN Code's statutory elements. This Bill will allow for an independent tribunal provision and governance arrangements for additional needs.	Education (Amendment) Bill will include reference to the AEN Code enshrining this into Primary Legislation. Legal provision will be in place to allow for families to challenge the provision made for their child.	01/09/22	30/09/24		Consultation drafted and ready to launch subject to sign off by the Department.

**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	Q4 Status	Commentary
Review role of Youth Services within DESC and develop a Strategy.	Strategy to be written and agreed by DESC, following stakeholder engagement.	01/05/22	31/07/23		Complete.

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

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

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q4 Status	Commentary
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.	01/09/22	01/09/23		Complete. Funding rolled up into school budgets.
Disaggregate current Devolved Financial Management (DFM) funding framework into additional needs (distributed as a clear universal funding element), and complex needs.	New Complex Needs funding framework replaces current DFM model.	01/09/22	01/09/23		Complete.
Devise a universal AEN funding weighting.	AEN factor added to universal school funding formula.	01/09/22	01/09/23		Complete.

## 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	Q4 Status	Commentary
Widen participation to further and higher education through development of clear curriculum pathways, from non-accredited programmes through to level 7, and review of barriers to education at all levels	Evaluate impact of fee policy and delivery models for English & Maths - with target 75% increase in learners achieving C or above.	01/10/22	30/06/23		Complete. Total number of students achieving C or higher increased by 63%, with the greatest increase seen in maths which saw a 111% rise in students achieving A-C.  English was lower with a 22% increase in overall numbers.
	Devise a curriculum strategy which identifies gaps, in consultation with sector leads, and enables progression from leisure/ Level 1 through to Postgraduate study. Intended output = 5% increase in FT enrolment numbers 2023.	08/11/22	30/09/23		Complete. Curriculum strategy and planning cycle in place. FT enrolments up by 6%.

**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	Q4 Status	Commentary
Develop a DESC Careers and Employability Framework based on current research and best practice that is supportive of lifelong learning approaches.	DESC Careers and Employability Framework is developed with, and shared widely across schools and UCM, following stakeholder engagement.	01/09/22	31/08/23		Complete.

**Strategic Priority: SP9. Develop and support new opportunities for individuals of all ages to engage in learning and develop their full potential and a culture of lifelong learning across the Isle of Man.**  
**Key Activity: Launch on-Island Initial Teacher Training for Secondary Schools.**

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q4 Status	Commentary
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Course for on-Island Initial Teacher Training for secondary teachers in shortage subjects launched. First cohort (maximum of five places) for pilot International Qualified Teacher Status (iQTS) project to commence from September 2022 for one year.	Pilot project for iQTS Scheme to be implemented and the cohort given access to the Scheme. Assessment of the success of the pilot to be carried out once complete.	01/09/22	31/07/23		Complete.
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**Strategic Priority: SP10. Provide the opportunities to individuals to gain knowledge, skills and experiences that will enable their personal and professional development.**

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

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q4 Status	Commentary
Employer forums to be held to discuss possible enhancements to apprenticeship delivery including online delivery and work-based assessment.	Completion of 6 meetings with relevant employer groups to gather feedback.	01/05/22	31/01/23		Complete.
Further develop Services 2 Business delivery model, including acquisition and analysis of employer feedback.	Completion of employer and apprentice surveys to evaluate delivery models and implementation of actions arising via Services 2 Business lead.	15/09/22	31/01/23		Complete.  New adult learning strategy including S2B and part time courses to be launched in September 2023.
Further develop use of online portfolios and assessment, together with use of online qualifications to enhance delivery, where appropriate.	Increase use of online portfolios and/or assessment by 30% for existing apprenticeships.	01/09/22	04/07/23		Complete  70% of apprentices surveyed are accessing online portfolios. It is anticipated that most will be online by September 2023.

**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	Q4 Status	Commentary
Further develop links with employers, ensuring this is supportive of positive transition processes and education leaver destinations.	Careers Adviser (Employer Link) increases the number of direct DESC/ employer contacts compared to 2021 levels.	01/09/22	01/09/23		Complete. Careers Adviser (Employer Link) increased the number of direct DESC/employer contacts compared to 2021 levels.
Develop a portfolio of opportunities for employers to engage with education in different ways to support Careers and Employability Education in schools and	Portfolio of opportunities promoted on DESC Signposts website	01/09/22	01/09/24		Complete. Portfolio of opportunities promoted on

UCM.	and triage system with one main point of contact for DESC developed.				DESC Signposts website and triage system with one main point of contact for DESC developed.
Write an updated Work Experience Policy to support developments to work experience programme.	New DESC Work Experience Policy written with support from the DESC Policy Hub team.	01/08/22	31/07/23		Complete.

**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	Q4 Status	Commentary
Development of better partnership working between DESC, the Department for Enterprise (DfE), Treasury (Job Centre), Cabinet Office (Economic Affairs) and local Employer groups, to support the understanding of young people of different entry points into local sectors and job roles.	DESC is able to request specific Isle of Man employment sector information from other Government Departments and Employer groups.	01/10/22	01/09/23		Gathering sector information is an activity of the newly formed Skills Board, which includes DESC membership and will take place over the next year.
	Options for Vocational and Technical Qualifications (VTQ) where there is significant reform is underway and explored with schools and UCM including upskilling/modules on green technology/ craft skills relevant to energy conservation (e.g. BTEC Level 3).	01/10/22	01/02/23		Exploration of options remains ongoing by Schools/UCM due to evolving changes in Vocational and Technical Qualification landscape.
					Action re-evaluated and carried forward into 2023/24 Department Plan.
At a strategic level, link this information and other local Labour Market Information and Intelligence (LMI), to the refinement of a broad, balanced curriculum offer available through Secondary schools and the UCM.	Good quality LMI, is used to support the fine tuning of the VTQ offer through schools and UCM.	01/09/22	01/10/24		Good quality local LMI is not currently available to IOM schools/UCM however work of the newly formed skills board which includes DESC representation may support some progress in the future.
					Action re-

					evaluated and carried forward into 2023/24 Department Plan.
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## 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	Q4 Status	Commentary
Work with Secondary schools to develop provision to respond to needs identified in the wellbeing survey of Secondary pupils. Implement a pilot wellbeing support programme in some Primary schools. Work with these schools to develop provision to respond to needs identified.	Schools have in place appropriate provision to support pupils who present with mental health and wellbeing issues.	01/09/22	31/08/23		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.

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

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

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q4 Status	Commentary
RSE advisory curriculum available to primary and secondary schools. Training programme in place to support the delivery of the RSE advisory curriculum.	RSE advisory curriculum implemented in the majority of schools in the first year.	01/09/22	31/08/23		The RSE Advisory Curriculum is currently paused. Action re-evaluated and included in the 2023/24 Department Plan.



**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	Q4 Status	Commentary
Implement wellbeing programme for staff and priorities identified by the Wellbeing group.	Wellbeing programme in place for staff.	01/08/22	01/08/23		Action re-evaluated and included in the 2023/24 Department Plan.
Provide an LGBTQ+ offer for young people on the Island via the Youth Service.	An LGBTQ+ support network in place with weekly activities to participate in via the Youth Service.	01/04/22	31/03/23		Complete.

**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	Q4 Status	Commentary
Deliver an Island wide Activ8 Physical Activity Programme for DESC and Isle of Man Government staff.	Increase staff engagement and number of employees accessing the scheme.	01/04/22	31/03/23		Complete.  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.
Support Manx Care with health referral schemes to assist and help those adults with poor physical and mental health.	900 referrals on the scheme.	01/02/22	31/03/23		Complete.  The number of Healthy4life and Activ4health referrals has reached 1071, surpassing the set target of 900.
Expand School Holiday Activity Programmes led by Manx Sport & Recreation, and Youth.	Increase the number of children and young people engaging in programmes.	01/07/22	31/07/23		Complete.  Attendances of 3910 young people at MSR school holiday activities during the period, an increase of 15% on the previous

					<p>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>
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**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	Q4 Status	Commentary
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>	<p>01/04/22</p> <p>01/04/22</p>	<p>31/03/23</p> <p>31/03/23</p>		<p>IOM Arts Council funding awarded to community creative events and projects to date totals £146,023.68 for current financial year.</p> <p>IOM Arts Council free brass band and Wurlitzer concerts in the Villa Marina Arcade have seen over 1400 people attend since June.</p> <p>Kensington Arts' summer programme of workshops in theatre and art are sold out with</p>

					<p>over 200 young people attending the venue.</p> <p>This action is complete, but some elements will be rolled over into the Department Plan for 2023/24.</p>
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**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	Q4 Status	Commentary
Audience Development plan agreed to diversify audiences and broaden access at VillaGaiety.	Development plan finalised by September 2022.	01/07/22	30/09/22		Complete. Year 2 of the Audience Development plan is included in the 2023/24 Department plan.
	Implementation of recommendations and actions from the development plan.	01/10/22	31/07/23		
	Evaluation of development plan and audience profiling.	01/08/23	30/09/23		
	Staff training and development to support customer service changes and equality of access to services.	01/07/22	31/03/23		

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

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

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q4 Status	Commentary
<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	01/09/22	01/09/23		Complete.

## 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	Q4 Status	Commentary
Support the Department of Infrastructure's (DOI) review of possible energy saving options in order to reduce emissions for our buildings, such as the NSC, and securing of funding / progression of works.	More sustainable options going forward.	01/07/22	31/07/25		Action ongoing and carried forward into 2023/24 Department Plan.

**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	Q4 Status	Commentary
Review what management information and data is required, how it is collected, analysed and utilised for informed decision making.	Management Information is utilised effectively and certain data is classed as 'open' and available to the public.	01/10/22	01/03/24		Action ongoing and carried forward into 2023/24 Department Plan.

**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	Q4 Status	Commentary
Consultation on principles to be completed and analysed. Draft instructions for legislative drafter. Draft Bill produced. Bill introduced into the Branches. Royal assent approval is received and Bill becomes law.	Amendment Bill produced and progressed through legislative Branches.	01/04/22	01/09/24		Consultation drafted and ready to launch subject to sign off by the Department.

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

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

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q4 Status	Commentary
In conjunction with other Government Departments and key stakeholders, create an Action Plan to investigate and identify the best options to deliver on the actions and objectives identified in the Childcare Strategy.	Actions and objectives which relate to DESC are delivered.	01/07/22	31/07/26		Actions within the Strategy are progressing however, additional funding will be required to implement some of the actions.

**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	Q4 Status	Commentary
Undertake a Catchment Area Review for the East.	Revised Catchment Order for the East in place.	01/04/22	31/07/22		Complete.
Wider catchment area review to be undertaken.	Revised Catchment Order in place for whole Island.	01/04/22	30/07/23		The Policy Hub has concluded the review and consulted with 18 head teachers in forming options for future Catchment Policy. A Policy paper has been submitted for Department approval, following approval the Policy hub will update the Admissions Policy, the Out of Catchment Policy, School Catchment Area Order 2019 and Education (Admission Appeals) Regulations 2004, in time for implementation from September 2024.
Further review of Articles of Government, following the Governing Bodies and QA Review.	Amendments made to the Articles of Government that relates to governing bodies and QA.	01/09/22	01/01/24		On track.

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

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

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q4 Status	Commentary
Development of annual Department plans, monitoring mechanism and regular reporting in place.	Actions are delivered in line with their project charters, on time, on budget and achieve their desired outcome.	01/07/22	31/07/23		Complete.

**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	Q4 Status	Commentary
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.  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.	Feedback received from our workforce and improvements made where possible. This feedback will also inform what else can be done to restore and maintain good relationships across the organisation going forward.	01/07/22	<del>31/07/23</del> 31/12/23		Action ongoing and carried forward into 2023/24 Department Plan.

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

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

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q4 Status	Commentary
Implement a Mandatory Training Policy across DESC.	Policy regarding Mandatory Training is in place and being adhered to by all DESC employees.	01/04/22	01/04/23		Complete.
Relaunch the implementation of 3Cs (a framework to support positive personal development) for Civil Service staff across DESC.	A framework to support positive personal development is in place and is being utilised by Civil Service staff.	01/04/22	01/04/23		Complete.
Launch the Professional Development Framework for teachers.	A framework to support positive personal development is in place and is being utilised by teaching staff from September 2022.	01/05/22	01/09/22		Complete.

**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	Q4 Status	Commentary
Review the Governing Bodies structure to ascertain how they should operate in the medium to long term and develop an implementation plan for their future recruitment and development.  Conduct a skills audit of school Governors to inform what currently exists and what skills/experience are required to fill any gaps.	Governing Bodies operate effectively and efficiently with the appropriate knowledge and skills.	25/04/22	30/09/23		Action ongoing and carried forward into 2023/24 Department Plan.



Undertake research of other jurisdiction's models which could potentially be implemented on Island.					
Consider mandatory training, payment of Governors etc.					

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

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

Tasks to be undertaken to achieve key activity:	Measurable Outcome	Start Date	End Date	Q4 Status	Commentary
Consideration to be given as to whether the DESC looks to establish a Manx Education Board, as recommended in the Beamans review.	Manx Education Board proposals presented to the Council of Ministers for their consideration.	01/07/22	31/08/23		Complete – paper submitted to Department meeting for consideration by Political members.

**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	Q4 Status	Commentary
Monthly Risk Register meetings within Divisions and at Departmental Level to ensure risks are mitigated against as far as possible.	Risks are managed and mitigated.	01/07/22	31/07/23		Complete.
Introduce Standard Operating Procedures (SOPs) centrally within DESC.	SOPs are in place to enable the smooth delivery of all routine operations.	01/07/22	31/10/23		Action ongoing and carried forward into 2023/24 Department Plan.
Undertake an external review of swimming pools aligned to a terms of reference as agreed by Council of Ministers.	Report and recommendations received.	01/07/22	31/10/22		Complete. Additional work is now being undertaken as per the <a href="#">Tynwald motion January 2023</a> .
Support the Department of Infrastructure's (DOI) review of school buildings and wider estate (strategic needs assessment and condition surveys).	Review undertaken by the DOI and Strategic Needs Assessment in place.	01/09/22	01/04/24		Action ongoing and carried forward into 2023/24 Department Plan.





# Isle of Man Government

*Keillagh Eilan Mannin*