

## **EAST AYRSHIRE COUNCIL**

### **EDUCATION COMMITTEE – 22 MARCH 2005**

#### **ADDITIONAL SUPPORT STAFF TO SUPPORT THE IMPROVEMENT OF PUPIL BEHAVIOUR**

##### **Report by Executive Director of Educational and Social Services**

### **1. PURPOSE OF REPORT**

- 1.1** To inform the Education Committee of additional funding allocated by the Scottish Executive Education Department (SEED) provided for the employment of school support staff. These additional staff will focus on work related to improving pupil behaviour.

### **2. BACKGROUND**

- 2.1** SEED issued a letter on 24 January 2005 concerning the employment of additional support staff in schools. It clearly stated that the additional resources could be used to employ and train staff in the following main areas:

- Pupil support base staff (such as behaviour support staff, youth workers or other professionals) delivering programmes to change the behaviour of disruptive pupils.
- Support assistants, supporting classroom teachers or individual pupils in the learning process.
- Home-School Link Workers, to support schools to build a bridge between home and school and involve parents in promoting positive behaviour with their children.
- More general support staff, such as classroom assistants, able to relieve teachers of non-teaching duties and allow them more time to deal with discipline issues.

- 2.2** Consultation has taken place with Head Teachers and Teacher Unions on the proposals within this paper.

### **3. PROPOSED USE OF ADDITIONAL SUPPORT STAFF**

- 3.1** It is proposed to allocate additional support staff who will work with pupils who are highly disruptive within schools; and also to work with pupils demonstrating low levels of disruptive behaviour, where a more pre-emptive role may be required.

- 3.2** There is a need for a support worker to work with the following:

- Pupils at an individual level, where those pupils are causing high levels of disruption.
- Parents/carers of the pupils who are causing high levels of disruption.

- In dealing with the above, to work in partnership with the Community Link workers and the Social Work Support Assistants in Learning Partnerships.

This post would be the equivalent grade to the Home Makers post within Social Work structures and would be graded at AP1. Training and development on behaviour management will be required for these staff. It is proposed to allocate nine posts in total – one post to each Learning Partnership.

**3.3** Pupils who have been placed in Youth Strategy or a pupil support base within a secondary school require to be re-integrated into mainstream schooling. Additional support can be provided by the allocation of an additional Classroom Assistant to each secondary school to work in pupil support bases and on re-integration of pupils, including those from Youth Strategy. Thus, it is proposed to allocate a total nine posts at grade GS1/2 on a term-time 25 hour per week basis. Training and development on behaviour management will be required for these staff.

**3.4** The allocation of funding would allow additional posts to be made available for sessions 2007-08. These posts would be subject to further discussion at Education Committee and Corporate Governance Committee in 2007.

#### **4. EVALUATION**

**4.1** The impact of these additional support staff will be evaluated as the programme is implemented. Measures of success will include such as the numbers of children being re-integrated into primary classes and S1 and S2 in secondary; the number of parents involved in support programmes; and a reduction in exclusions. The results of the evaluation will be used when considering further implementation for session 2007-08.

#### **5. LEGAL/POLICY/FINANCIAL IMPLICATIONS**

**5.1** Additional funding has been allocated by SEED as follows:

<b>YEAR</b>	<b>ADDITIONAL FUNDING</b>
2005-06	£176,672
2006-07	£266,186
2007-08	£402,812

This funding is ring-fenced for these designated staff and cannot be used elsewhere. The funding will also support appropriate training and development for these support staff.

The additional staff outlined in paragraphs 3.2 and 3.3 can be appointed from August 2005.

**5.2** The Corporate Governance Committee would be involved in approving these new posts.

## **6. PERSONNEL IMPLICATIONS**

**6.1** The proposals contained in this report, if approved, will have staffing implications for the Department. Accordingly, the report should be submitted to the Corporate Governance Committee for consideration of the staffing matters. The staffing implications have been subject to consultations with the Trade Unions.

## **7. RECOMMENDATIONS**

**7.1** It is recommended that Members:

- (i) note the additional funding which has been agreed by SEED; and
- (ii) refer the report to the Corporate Governance Committee for consideration of the additional staffing requirements arising therefrom;
- (iii) otherwise note the contents of this report.

John Mulgrew  
Executive Director of Educational and Social Services

JMcC/EO'N  
2 March 2005

### **List of Background Papers**

Nil

Members requiring further information should contact John McCarney, Head of Service: Schools Support (01563) 576126.

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