

## Minute

### Education, Leisure and Housing Committee

Wednesday, 10 November 2021, 10:30.

Microsoft Teams.



### Present

Councillors Gwenda M Shearer, Alexander G Cowie, Stephen G Clackson, Barbara Foulkes, J Harvey Johnston, W Leslie Manson, John T Richards, John A R Scott, James W Stockan, Magnus O Thomson and Owen Tierney.

Fraser Macnaughton.

### Clerk

- Sandra Craigie, Committees Officer.

### In Attendance

- James Wylie, Executive Director of Education, Leisure and Housing.
- Peter Diamond, Head of Education (for Items 1 to 6).
- Frances Troup, Head of Community Learning, Leisure and Housing.
- Garry Burton, Leisure and Culture Service Manager.
- Paul Kemp, Strategic Finance Manager.
- Peter Trodden, Solicitor.
- Katell Roche, Team Leader (Sport and Leisure).

### Observing

- Joanne Wallace, Acting Principal, Orkney College.
- Keith Foubister, Works and Inspections Manager (for Items 1 to 4).
- Sheila Tulloch, Solicitor.
- Rebecca McAuliffe, Press Officer (for Items 3 to 11).
- Lorraine Stout, Press Officer (for Items 1 to 3).

### Apologies

- Councillor Steven B Heddle.
- Mary Maley, Teacher Representative.

### Not Present

- Jo Hill, Teacher Representative.

## **Declarations of Interest**

- Councillor John T Richards – Item 7.
- Councillor John A R Scott – Item 7.
- Councillor Gwenda M Shearer – Item 7.
- Fraser Macnaughton – Item 7.

## **Chair**

- Councillor Gwenda M Shearer.

## **1. Disclosure of Exempt Information**

The Committee noted the proposal that the public be excluded from the meeting for consideration of Items 9 and 10 as the business to be discussed involved the potential disclosure of exempt information of the classes described in the relevant paragraphs of Part 1 of Schedule 7A of the Local Government (Scotland) Act 1973 as amended.

## **2. Revenue Expenditure Monitoring**

After consideration of a joint report by the Executive Director of Education, Leisure and Housing, the Interim Executive Director of Environmental, Property and IT Services and the Head of Finance, copies of which had been circulated, and after hearing a report from the Strategic Finance Manager, the Committee:

Noted:

**2.1.** The revenue financial summary statement in respect of Education, Leisure and Housing for the period 1 April to 30 September 2021, attached as Annex 1 to the joint report by the Executive Director of Education, Leisure and Housing, the Interim Executive Director of Environmental, Property and IT Services and the Head of Finance, indicating the following:

- A net General Fund underspend of £143,200.
- A net Non-General Fund underspend of £956,500.

**2.2.** The revenue financial detail by service area statement in respect of Education, Leisure and Housing for the period 1 April to 30 September 2021, attached as Annex 2 to the joint report by the Executive Director of Education, Leisure and Housing, the Interim Executive Director of Environmental, Property and IT Services and the Head of Finance.

The Committee scrutinised:

**2.3.** The explanations given and actions proposed in respect of significant budget variances, as outlined in the Budget Action Plan, attached as Annex 3 to the joint report by the Executive Director of Education, Leisure and Housing, the Interim Executive Director of Environmental, Property and IT Services and the Head of Finance, and obtained assurance that action was being taken with regard to significant budget variances.

### **3. Performance Monitoring**

After consideration of a report by the Executive Director of Education, Leisure and Housing, copies of which had been circulated, the Committee:

Scrutinised:

**3.1.** The performance of Education, Leisure and Housing Service for the reporting period 1 April to 30 September 2021, as set out in sections 3 to 5 and Annexes 1 and 2 of the report by the Executive Director of Education, Leisure and Housing, and obtained assurance.

The Committee resolved to **recommend to the Council**:

**3.2.** That the following action, which had been progressed to completion, be removed from the Education, Leisure and Housing Service Plan:

- 02 – Early Learning and Childcare – 1140 hours of Early Learning and Childcare were now being offered in all settings.

### **4. Housing Revenue Account**

After consideration of a joint report by the Executive Director of Education, Leisure and Housing and the Head of Finance, copies of which had been circulated, and after hearing a report from the Head of Community Learning, Leisure and Housing, the Committee:

Noted:

**4.1.** The summary position of expenditure incurred, as at 30 September 2021, against the approved revenue repairs and maintenance programme in respect of the Housing Revenue Account, as detailed in section 4.2 of the joint report by the Executive Director of Education, Leisure and Housing and the Head of Finance.

The Committee scrutinised:

**4.2.** The explanations given in respect of significant budget variances, as detailed in Appendix 1 to the joint report by the Executive Director of Education, Leisure and Housing and the Head of Finance, and obtained assurance on progress being made with delivery of the approved revenue repairs and maintenance programme in respect of the Housing Revenue Account.

### **5. National Improvement Framework**

#### **Orkney Islands Council Report and Plan 2021/22**

After consideration of a report by the Executive Director of Education, Leisure and Housing, together with an Equality Impact Assessment, copies of which had been circulated, and after hearing a report from Head of Education, the Committee:

Noted:

**5.1.** That, in December 2020, the Scottish Government published the latest update on progress in relation to the National Improvement Framework.

**5.2.** That, in 2019/20, the Orkney National Improvement Plan was suspended, with the 2020/21 plan focussing on supporting learning and recovery as a result of COVID-19.

**5.3.** That, in relation to the National Improvement Framework, a draft summary of progress made locally, as well as an outline of next steps, was detailed in Appendix 1 to the report by the Executive Director of Education, Leisure and Housing.

The Committee resolved to **recommend to the Council:**

**5.4.** That the National Improvement Framework: Orkney Islands Council Report and Plan 2021/22, attached as Appendix 1 to this Minute, be approved.

## **6. Review of Support for Learning**

After consideration of a report by the Executive Director of Education, Leisure and Housing, copies of which had been circulated, and after hearing a report from the Head of Education, the Committee:

Noted:

**6.1.** That, on 5 June 2019, when considering a follow up survey in relation to support for learning provision in Orkney schools, the Education, Leisure and Housing Committee recommended:

- That the Executive Director of Education, Leisure and Housing should review the overall staffing arrangements for Kirkwall Grammar School and Glaitness School and thereafter submit a report, to the next appropriate meeting of the Committee, regarding an appropriate staffing model for the Resource School components of both schools.
- That the Executive Director of Education, Leisure and Housing should submit a report, to a meeting of the Committee no later than November 2019, on how the Pupil Equity Fund was being utilised in order to meet learners' needs.

**6.2.** That the closure of schools in March 2020, in response to the COVID-19 pandemic, resulted in a dramatic refocussing on how best to support learners with additional support needs.

**6.3.** That, since 2017, the number of children with additional support needs, as a percentage of the total pupil population, had increased from 31% to 33% and, as schools continued with a focus on recovery, raising attainment and closing the poverty related attainment gap, new pressures were emerging.

**6.4.** That, although the level of support in schools had increased to around the Scottish average, in relation to the other island authorities, the level of support in Orkney was lower, with specific pressures linked to the creation of highly bespoke programmes of support for a small but increasing number of children and young people.

**6.5.** That, as part of the review of the learning estate, the provision of accommodation for children with additional support needs was being prioritised.

**6.6.** That the review of the overall staffing arrangements for Kirkwall Grammar School and Glaitness School, referred to at paragraph 6.1 above, had been extended to include Pupil Support.

The Committee resolved to **recommend to the Council**:

**6.7.** That the Executive Director of Education, Leisure and Housing should submit a report, to the next meeting of the Committee, regarding the following:

- In addition to setting out a revised staffing model for the Resource School components of Kirkwall Grammar School and Glaitness School, referred to at paragraph 6.1 above, providing a revised staffing and structural model for the Pupil Support Team.
- Proposals for increasing the level of support across all schools for learners with additional support needs, including outlining associated costs.

## **7. Pickaquoy Centre Trust – End of Year Performance**

Councillors John T Richards, John A R Scott and Gwenda M Shearer declared non-financial interests in this item, being Council-appointed trustees of the Pickaquoy Centre Trust, but concluded that their interests did not preclude their involvement in the discussion.

After consideration of a report by the Executive Director of Education, Leisure and Housing, copies of which had been circulated, and after hearing a report from the Leisure and Culture Services Manager, the Committee:

Noted:

**7.1.** That the COVID-19 pandemic resulted in the closure of the Pickaquoy Centre from 20 March to 2 November 2020.

**7.2.** That, during the closure of the Pickaquoy Centre, the Trust realised savings of £830,000.

**7.3.** That the Pickaquoy Centre Trust was successful in securing £1,046,842 of external funding.

**7.4.** That the Council paid the full annual management fee for 2020/21, amounting to £776,592, to the Trust.

**7.5.** That the Pickaquoy Centre Trust's audited annual accounts for 2020/21 had been submitted and indicated an operating surplus of £113,843.

**7.6.** The Pickaquoy Centre Trust's end of year usage figures and performance covering the period 1 April 2020 to 31 March 2021, attached as Appendix 1 to the report by the Executive Director of Education, Leisure and Housing, indicating overall annual usage figures of 52,154, which represented a decrease of 86% in overall usage against the same period in 2019/20.

Fraser Macnaughton joined the meeting during discussion of this item and, at the earliest opportunity, declared a non-financial interest, being a trustee of the Pickaquoy Centre Trust.

## **8. Exclusion of Public**

On the motion of Councillor Gwenda M Shearer, seconded by Councillor Alexander G Cowie, the Committee resolved that the public be excluded for the remainder of the meeting, as the business to be considered involved the disclosure of exempt information of the classes described in the relevant paragraphs of Part 1 of Schedule 7A of the Local Government (Scotland) Act 1973 as amended.

## **9. College Management Council Sub-committee**

Under section 50A(4) of the Local Government (Scotland) Act 1973, the public had been excluded from the meeting for this item on the grounds that it involved the disclosure of exempt information as defined in paragraphs 1 and 6 of Part 1 of Schedule 7A of the Act.

After consideration of the draft Minute of the Meeting of the College Management Council Sub-committee held on 25 October 2021, copies of which had been circulated, the Committee:

Resolved:

**9.1.** On the motion of Councillor Alexander G Cowie, seconded by Councillor J Harvey Johnston, to approve the Minute of Meeting of the College Management Council Sub-committee held on 25 October 2021 as a true record.

The Committee resolved to **recommend to the Council**:

**9.2.** That the recommendation at paragraph 6.4 of the Minute of the Meeting of the College Management Council Sub-committee held on 25 October 2021, attached as Appendix 2 to this Minute, be approved.

## **10. Staffing Matters**

Under section 50A(4) of the Local Government (Scotland) Act 1973, the public had been excluded from the meeting for this item on the grounds that it involved the disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 7A of the Act.

After consideration of a report by the Executive Director of Education, Leisure and Housing, copies of which had been circulated, and after hearing a report from the Leisure and Culture Service Manager, the Committee:

Resolved to **recommend to the Council** what action should be taken with regard to staffing matters.

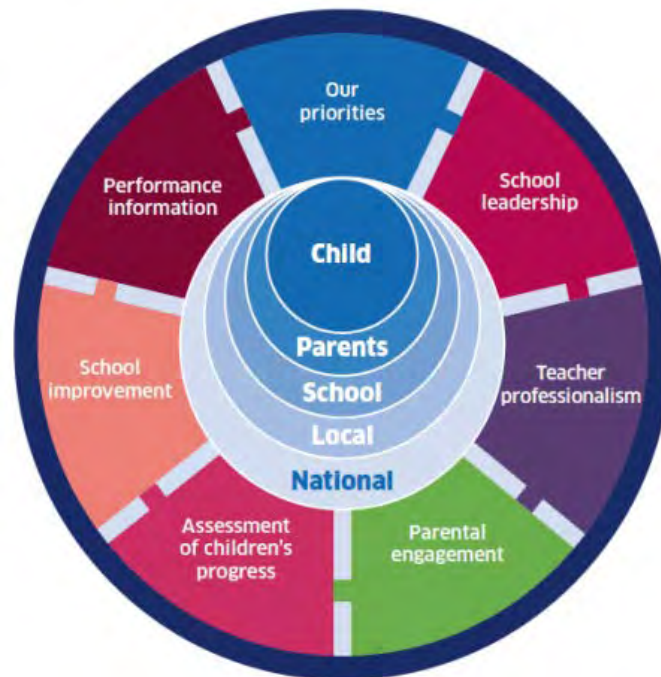
**The above constitutes the summary of the Minute in terms of the Local Government (Scotland) Act 1973 section 50C(2) as amended by the Local Government (Access to Information) Act 1985.**

## **11. Conclusion of Meeting**

At 12:22 the Chair declared the meeting concluded.

Signed: Gwenda M Shearer.

## National Improvement Framework:



## Orkney Islands Council Report and Plan 2021-2022

### INTRODUCTION

The national [Education: improvement framework and plan - 2021 - gov.scot](https://www.gov.scot/publications/education-improvement-framework-and-plan-2021-2022/pages/introduction/) ([www.gov.scot](https://www.gov.scot/)) replaces last year's NIF and Improvement Plan. Together with the [National Improvement Framework Interactive Evidence Report](#), the NIF has improved the availability, quality and consistency of data, and extended understanding of what works to drive improvements for children and young people across all parts of the Scottish education system. It sets out the vision and priorities for Scottish education that have been agreed across the system, and the national improvement activity that needs to be undertaken to help deliver those key priorities.

The NIF complements the ongoing implementation of Curriculum for Excellence, Getting It Right for Every Child and Developing the Young Workforce, which are the three supporting pillars of the Scottish education system.

The National Improvement Framework: Orkney Islands Council Report and Plan 2021-2022 reflects the work done locally as well as the activities planned in relation to the NIF. It is organised using the NIF headings. Each section includes a reflection (looking back) as well as an outline plan (looking forward).

Detailed and specific planning will be contained within the Council Plan and Service Plan, as well as team (sector) and individual plans and monitored using Pentana, the Council's performance management tool.



## OUR PRIORITIES

**Looking back:** Over the last 12 months or so, the service has been singularly focused on managing wellbeing, learning, progress, achievement and attainment in the context and limitations created by COVID-19.

Schools and nurseries have been closed, partially open and fully open; at short notice systems and processes to support 'learning at home' were developed and appropriate support for our most vulnerable children and young people was put in place.

Alternative assessment arrangements (senior phase) have been developed and implemented.

Currently all settings are 'open' in the context of a wider community where restrictions are easing and everyone is beginning to understand what living with Covid might mean.

**Looking forward:** As the new academic year gets underway, it is important to base our work within the context of 'recovery'. We need to understand the impact Covid has had on individuals and families and how it has affected their wellbeing as well as their progress. Consequently, we have asked services, schools and settings to focus on 3 main themes as they develop improvement and team plans:

### **Health and Wellbeing**

### **Learning and Teaching**

### **Self-evaluation**

Underpinning these 3 themes are the primary goals of the education service. The fundamental focus on 'raising the bar and closing the gap' (excellence through raising attainment and ensuring every child has the same opportunity to succeed) remains unchanged.

## LEADERSHIP

**Looking back:** In September 2019, a new Executive Director of Education, Leisure and Housing was appointed. A considered restructuring of the whole central service, delayed in order to take forward the COVID-19 strategic response, is almost complete with remits, roles and responsibilities being overhauled.

Over the last academic year, the capacity of the local authority's central education team has been impacted by staffing shortages at head teacher level. This resulted in two of the three Service Improvement Officers working in schools as acting head teachers.

The end of the academic year (2020/21) saw the retirement of 4 long serving and successful head teachers. Another head teacher, who was successful in her search for employment on the Scottish mainland, also left. A very successful recruitment drive saw 4 new head teachers joining us for the start of the academic year 2021/22.

The final post is being covered internally on a temporary basis, pending a further round of recruitment.

**Looking forward:** During the course of the next 12-18 months the service will:-

- Undertake a review of the early learning and childcare sector leadership pathway and workforce structure.
- Introduce a revised induction programme for school leaders.
- Consolidate and extend the opportunities for coaching and mentoring across the leadership network.
- Consolidate and develop the leadership learning offer to existing and aspiring leaders within and across all sectors.
- Work with two schools as part of the Northern Alliance's project – 'Driving Improvement from Within'.
- Begin to implement The United Nations Convention of the Rights of the Child Scotland Bill:
  - Introduce and develop a Participation Model of engagement for all children and young people with additional support needs.
- Support schools to engage with the Rights Respecting School programme.

## **PROFESSIONALISM**

**Looking back:** While managing schools and establishments in the context of COVID-19 has had many challenges, opportunities for personal development and professional learning have continued to be available. The nature and format may have been fundamentally different ('face to face' learning being predominately replaced with 'virtual' learning). A significant element of this will be captured within individual portfolios, but shared learning opportunities include:

- Multi-agency and cross-sectoral learning as part of the programme of development supporting improvements in Orkney's approach to supporting children and young people in need of care and protection.
- Nurture to mitigate the potential impact of adversity and trauma for children and young people.
- Awareness raising of neurodiversity pathways to support our children and young people.
- Video Interactive Guidance: Support and training for Children and Families from the Education Service.
- Improving the engagement and achievement of all learners, including those who require additional support, through the introduction and implementation of the 'Circle Framework' across all settings.

**Looking forward:** During the course of the next 12-18 months the service will:-

- Consolidate and develop the induction programme for new (probationary) teachers.
- Refresh support for Professional Update.
- Consolidate and develop the learning offer in relation to the following:
  - Play-based Pedagogy (P1).
  - Complete the 'Sounds Write' pilot with 5 schools and plan the roll out across the primary schools (Primary Sector).
  - Getting it Right – Outcome Focused Planning (all sectors).
  - Inclusive Practice and the Circle Framework (all sectors).
  - Develop and embed Video Interactive Guidance approaches to support parents/carers to attune and develop positive relationships with their children.
  - Roll out 'My Rights, My Say' (an approach to ensuring participation of children and young people with additional support needs) across all Primary and Secondary school settings:
- Support schools to register and work towards achieving (at least) the Bronze award of Rights Respecting Schools.

## **PARENTAL ENGAGEMENT**

**Looking back:** Core to any success achieved during the pandemic has been the support and engagement of parents. Schools and establishments worked hard to create a range of materials to support 'learning at home' and ensure that parents could help and support their children. Without doubt the experience of families has been mixed and the re-opening of schools was widely welcomed across the community.

Parent Councils have, in the main, been able to continue to operate virtually and support and engagement by parent bodies for the recruitment processes undertaken virtually has been second to none.

**Looking forward:** During the course of the next 12-18 months the service will:-

- Re-establish meeting, networking and learning opportunities for Parent Councils (members and chairs).
- Consolidate and develop policy and practice in relation to Home Education.
- Continue to develop the practice of Video Interactive Guidance (VIG) across Education /Partner Services.

- Support parents/carers full participation, with their child, in the child's planning process for children and young people with additional support needs.

## **ASSESSMENT OF CHILDREN'S PROGRESS**

**Looking back:** Attainment in literacy and numeracy has fluctuated in P1, P4 and P7 since the first reported data in session 2015-16.

In 2018-19 literacy levels in P1, P4 and P7 in reading, writing and listening and talking were highest in P1, but still lower than the Scottish national figures. At S3, although still a varying picture, results have, at times, been better than the Scottish national average. In numeracy at S3 there has been a stable picture and results have been consistently above the national average from between 4 to 21 percentage points.

At the beginning of session 2019-20, the local authority, with the support of the attainment advisor (AA), developed an attainment strategy which focused on improving attainment in all stages and for literacy and numeracy within Broad General Education.

The strategy included scrutiny of assessment, moderation and teachers' professional judgements. The AA worked alongside Service Improvement Officers and senior leaders in schools to evaluate and devise new tracking and monitoring processes. The introduction of an authority-wide exercise to collect and collate predicted grades was central to the improvement agenda.

All schools returned predicted levels in December 2019 and then again in February 2020.

The predicted data for all stages in February 2020 showed that there would have been an increase across all stages in literacy of between 3 to 24 percentage points, except in S3 third level reading and listening and talking which would have remained the same. In numeracy the increase across P1, P4 and P7 would have been between 8 to 11 percentage points. In S3 the third level results were predicted to be the same at 94% and in fourth level to decrease by 5%.

Significant support for staff and pupils has been in place to ensure best progress possible through periods of full or partial lock down resulting in learning at home.

As the 2020/21 year ended schools had completed a review of progress and had made good progress in terms of setting clear goals for individuals, groups, and cohorts for 2021/22. However, the impact of interrupted learning is clear and there is evidence of a difference in attainment between where children and young people might have expected to be and where they are.

**Looking forward:** During the course of the next 12-18 months the service will:-

- Consolidate and develop the use of the BGE Tracking Toolkit to support progress and achievement in learning.

- Extend the application of the BGE Tracking Toolkit to support progress and achievement for:
  - Care Experienced Children and Young People.
  - Children and Young People whose attainment is adversely affected by poverty.
  - Young Carers.
  - Children and Young People who are accessing part time school placements.
- Consolidate and embed multi and single agency planning and appropriate target setting processes to measure progress for all children and young people with additional support needs.
- Review attainment, achievement and curriculum offer in secondary education with a focus on structure of the senior phase, including S3.
- Consolidate the use of tracking and monitoring for secondary pupils and, through further use of the Insight analysis tool development strategies, support progress and higher achievement throughout the senior phase.

## **IMPROVEMENT**

**Looking back:** With the support of the attainment advisor, BGE attainment has now been collated and analysed in greater depth since 2019. This enables us to see trends and identify areas of focus. From the recent attainment analysis (June 2021), a priority now is to develop approaches and confidence in learning and teaching at the P4 stage in particular.

**Looking forward:** During the course of the next 12-18 months the service will continue focus on 'Recovery', work in 2021/22 will focus on achieving specific outcomes in relation to the following three themes:

### **Wellbeing**

- Continue to promote and support young people's mental health and wellbeing in Orkney. Togetherall, is a clinically managed, online community designed to improve mental wellbeing and is now available for our secondary pupils to provide anonymous peer-to-peer interactions and round-the-clock support when they need it.

### **Learning and Teaching**

- Develop approaches to learning, teaching and moderation at the P4 stage with a focus on writing initially, and numeracy thereafter.
- Inclusive Practice for All: Introduce and begin to develop the Circle Framework with school practitioners.

## Quality Assurance

- Within the new service structure, develop approaches to quality assurance within and across schools that meets the needs of the service and schools in ensuring quality provision. A collaborative approach to this with Shetland, Western Isles, Association of Directors of Education in Scotland and Education Scotland will be established.

## PERFORMANCE INFORMATION

**Looking back:** Through the national improvement framework, raising attainment and closing the poverty related attainment gap has been and continues to be a significant national and local priority.

**Looking forward:** During the course of the next 12-18 months the service will:-

- Support intelligence led interventions with a focus on progress, achievement, and attainment at across levels, stages and phases.
- Hold termly meetings between every school and the attainment adviser, reviewing attainment and progress for all children and young people.
- Collate, analyse and act with respect to predicted BGE attainment data during the academic session (noting final BGE data submission in June 2022).

## **Minute**

### **College Management Council Sub-committee**

Monday, 25 October 2021, 13:30.

Microsoft Teams.



### **Present**

Councillors Stephen G Clackson, Alexander G Cowie and J Harvey Johnston.

### **Community Representatives:**

Beverly Clubley and Malcolm Graves.

### **Student Representative:**

Francesca Meneghetti, Orkney Depute President, Highlands and Islands Students' Association.

### **Clerk**

- Sandra Craigie, Committees Officer.

### **In Attendance**

- James Wylie, Executive Director of Education, Leisure and Housing.
- Graham Bevan, Service Manager (Secondary and Tertiary Education).
- Paul Kemp, Strategic Finance Manager.
- Peter Trodden, Solicitor.
- Hazel Flett, Senior Committees Officer.
- Amanda Anderson, Senior HR Adviser.

### **Orkney College**

- Joanne Wallace, Acting Principal.
- Claire Kemp, Assistant Principal.
- Andie John Seatter, Staff Representative (for Items 1 to 5).

### **Observing**

- Rebecca McAuliffe, Press Officer.
- Donna Wishart, Principal's PA and College Management Team Secretary.

### **Apologies**

- Councillor W Leslie Manson.
- Councillor Gwenda M Shearer.
- Rebecca May, Business Representative.
- Peter Slater, Community Representative.

## **Not Present**

- Mark Jones, Business Representative.
- Steven Sinclair, Business Representative.

## **Declarations of Interest**

- No declarations of interest were intimated.

## **Chair**

- Beverly Clubley.

## **1. Form of Voting**

The Sub-committee resolved that, should a vote be required in respect of the matters to be considered at this meeting, notwithstanding Standing Order 21.4, the form of voting should be by calling the roll (recorded vote).

## **2. Disclosure of Exempt Information**

The Sub-committee noted the proposal that the public be excluded from the meeting for consideration of Items 5 and 6, as the business to be discussed involved the potential disclosure of exempt information of the classes described in the relevant paragraphs of Part 1 of Schedule 7A of the Local Government (Scotland) Act 1973 as amended.

## **3. Revenue Expenditure Monitoring**

After consideration of a joint report by the Executive Director of Education, Leisure and Housing and the Head of Finance, copies of which had been circulated, and after hearing a report from the Strategic Finance Manager, the Sub-committee:

Noted:

**3.1.** The revenue financial detail in respect of Orkney College for the period 1 April to 30 September 2021, attached as Annex 1 to the joint report by the Executive Director of Education, Leisure and Housing and the Head of Finance, which indicated a net surplus of £769,900.

The Sub-committee scrutinised:

**3.2.** The explanations given and actions proposed in respect of significant budget variances, as outlined in the Budget Action Plan, attached as Annex 2 to the joint report by the Executive Director of Education, Leisure and Housing and the Head of Finance, and obtained assurance that action was being taken with regard to significant budget variances.



#### **4. Exclusion of the Public**

On the motion of Beverly Clubley, seconded by Councillor J Harvey Johnston, the Sub-committee resolved that the public be excluded for the remainder of the meeting, as the business to be considered involved the disclosure of exempt information of the classes described in Part 1 of Schedule 7A of the Local Government (Scotland) Act 1973 as amended.

#### **5. UHI Branding and Positioning Project**

Under section 50A(4) of the Local Government (Scotland) Act 1973, the public had been excluded from the meeting for this item on the grounds that it involved the disclosure of exempt information as defined in paragraph 6 of Part 1 of Schedule 7A of the Act.

After consideration of a report by the Executive Director of Education, Leisure and Housing, copies of which had been circulated, and after hearing a report from the Assistant Principal, Orkney College, the Sub-committee:

Noted:

**5.1.** That, in early 2018, a major strategic project was developed and agreed by UHI to refresh the university's brand.

**5.2.** That the project was inclusive of all academic partners in UHI, and aimed to deliver a unifying brand story through greater alignment of the partnership's corporate and visual identity.

**5.3.** That, commencing in 2018, the UHI Branding and Positioning Project progressed through three main project stages, and was now completing its final development phase.

**5.4.** That UHI's governing body, the Court, and the UHI Partnership Council, had approved a branding and visual identity solution.

**The above constitutes the summary of the Minute in terms of the Local Government (Scotland) Act 1973 section 50C(2) as amended by the Local Government (Access to Information) Act 1985.**

Malcolm Graves joined the meeting during discussion of this item.

#### **6. Proposed Establishment of Permanent Staffing Resources**

Under section 50A(4) of the Local Government (Scotland) Act 1973, the public had been excluded from the meeting for this item on the grounds that it involved the disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 7A of the Act.

After consideration of a report by the Executive Director of Education, Leisure and Housing, copies of which had been circulated, and after hearing a report from the Acting Principal, Orkney College, the Sub-committee:

Resolved to **recommend to the Council** what action should be taken with regard to the proposed establishment of permanent staffing resources.

**The above constitutes the summary of the Minute in terms of the Local Government (Scotland) Act 1973 section 50C(2) as amended by the Local Government (Access to Information) Act 1985.**

## **7. Conclusion of Meeting**

At 14:09 the Chair declared the meeting concluded.

Signed: B Clublely.