

INQUIRY ACTION PLAN
NOTIFICATION OF COMPLETED ACTION

Strategic Lead Officer	Lesley Munro
Recommendation	Other recommendations
Outcome number and summary	14. All additional learning and opportunities from the Inquiry Report are identified and implemented.
Action	a) Undertake a review of staffing qualification, ratios and models across Complex and Specialist provision
Deadline within Plan	August 2022

1. MEASURES TAKEN

Detail here the specific actions taken to meet the identified outcome.

All teaching staff are required to hold a degree or equivalent qualification in teaching, and to be registered with GTCS (General Teaching Council Scotland), the body responsible for standards of professionalism. All staff employed as teachers in complex and specialist provisions in Scottish Borders Council are registered with this body.

Teacher contracts demand that professional update, where the qualifications, ongoing professional learning and appropriate accreditations are formally confirmed to the GTCS by the employer, this is undertaken every 5 years and forms an integral part of the Annual Professional Review and appraisal cycles undertaken by all staff.

Additional qualifications and specialist training are available to all staff in complex needs provisions. Following the recommendations contained in the QC report, 2 days of training were implemented for all teaching and support staff across all provisions. Delivered in partnership with colleagues from Education Scotland, these sessions focused on ensuring the safety of children in the particular settings with a particular focus on child protection.

Ratios of staff are set to reflect the needs of children in each class or setting and are reviewed regularly through the meeting around the child processes. Ratios of class teacher to pupil are set significantly lower than those of a mainstream class and are supplemented by support staffing allocated around individual children and can often be 1:1 or even 2 staff to 1 child if necessary.

1B. ASSOCIATED DOCUMENTS

Note here any documents attached as being relevant to this action

Staffing allocations are documented throughout the decision making process and reflected in individual child plans.

2. BENCHMARKING

Explain what steps have been taken to measure the actions taken against best practice.

Reference to national guidance and legislation is used to evaluate quality and improvement in all settings, this includes consideration of staffing allocations.

3. EXTERNAL AGENCY INVOLVEMENT

Where the Action Plan identifies a third party dependency, explain here the involvement and approval of any such party.

4. ONGOING MONITORING ARRANGEMENTS

Where relevant, what steps have been put in place to ensure ongoing review of this action?

Staffing allocations are constantly open to review in response to children's individual needs.

Staff training and qualifications are considered as part of the appraisal process and the professional learning board consider the sufficiency of training available.

5. HOW DOES THE ACTION MEET THE OUTCOME?

Explain briefly how the steps taken will achieve the desired objective?

Due consideration has been given to provide assurance that staff are suitably qualified and ratio are appropriate to meet the needs of all children.

Approval by Review Group

Date:	
Comments/amendments:	
Was the action completed within the Action plan timeframe?	
Signature of Chair:	

Approval by Council:

Date:	
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Comments/amendments:	
Signature of Chair:	