

Agenda Item	7.
Report No	CLH 75/19

HIGHLAND COUNCIL

Committee: Care, Learning and Housing

Date: 5 December 2019

Report Title: Performance of Young People from Deprived Backgrounds

Report By: Chief Executive

1. Purpose/Executive Summary

- 1.1 This report gives a detailed account of the measures taken to support the education of young people from deprived backgrounds. Since 2017, Pupil Equity Funding (PEF) and subsequent Scottish Attainment Challenge (SAC) funding has been allocated to schools based on the socio-economic context of the school community. With a focus on improving equity for those students living in deprivation, to improve outcomes for all, and with particular focus on supporting Literacy, Numeracy and Health and Wellbeing, and positive post school destinations, leadership teams across Highland Council have worked collaboratively and innovatively to utilise funding to achieve equity for all.
- 1.2 As a national priority, school leaders have consulted supporting documentation and policies from Education Scotland to ensure best practice and maximum impact for our young people. Working within the National Improvement Framework, alongside the Highland Council values of ambitious, connected and sustainable communities and young people. Schools have identified local barriers to equity and implemented strategic plans to minimise these.

2. Recommendations

- 2.1 Members are asked to:
- i. Note the positive progress made overall in the performance of young people from deprived areas
 - ii. Note the emerging good practice in closing the poverty related attainment gap in schools across the Highlands
 - iii. Agree that on an annual basis the attainment of young people from deprived backgrounds will be reported to Area Committees

3. Implications

- 3.1 Resource - Careful consideration and planning have gone into resources purchased, along with further development of teaching materials and equipment. These resources will be available for use in future academic sessions, with effective use modelled to new staff.
- 3.2 Legal – None.
- 3.3 Community (Equality, Poverty, Rural and Island) - With such a variety of projects being delivered across the Highland Council schools, consistency in delivering equity is a challenge. However, ASG cross collaboration, along with local and national frameworks and seminars ensure that whilst approaches are tailored to the school context and the needs within its community, the moral purpose and vision remains the same across all schools.
- 3.4 Climate Change / Carbon Clever – None.
- 3.5 Risk - It is important to consider the future implications for achieving excellence and equity, if there are future changes to funding. Sustainability and future-proofing improvements have been an integral part of the planning processes for schools and education leaders. Staff professionalism is key to maintaining buoyancy of the agenda and ensuring lasting legacy. The training undertaken, and subsequent modelling and sharing of good practice will ensure that if funding is reduced or removed, the expertise and delivery of these will not be. A systems leadership approach to school improvement will also negate any adverse effects of future changes in funding.
- 3.6 Gaelic – None.

4. Introduction

- 4.1 The Scottish Government set out an ambitious plan for achieving excellence and equity in the 2017 National Improvement Framework and Improvement Plan for Scottish Education. Key priorities outlined are improvement in attainment, in particular literacy and numeracy; closing the attainment gap between the most and least disadvantaged children; improvement in children and young people's health and wellbeing; improvement in employability skills and sustained, positive school leaver destinations for all young people. These priorities are reflected in the improvement plans of education centres across Highland Council, and further PEF and SAC plans reflect the ambitious ethos and culture to achieve excellence and equity for all. As previously reported to committee pupil equity funding is allocated on the basis of free school meals. In addition to this the measure which is used to determine attainment in line with deprivation is Scottish index of multiple deprivations; for Highland this is a rudimentary measure as rural deprivation and working poverty is not included.
- 4.2 Drivers for improvement are outlined under 6 categories, which education leaders across Highland Council have utilised in the planning and implementation of funded projects. Subsequently, projects have been established which:
 - 4.2.1 Strengthen **school leadership** at all levels, empowering all staff to affect positive change and contribute to achieving the outlined priorities;
 - 4.2.2 Enhance **teacher professionalism** through further training, sharing good practice and developing effective partnership working;

- 4.2.3 Improve **parental engagement**, providing platforms for parent voice, forums for joint working and sharing of information, resources and training to enhance skills amongst parents and improve the family learning experience;
- 4.2.4 Achieve more accurate **assessment of children's progress**
- 4.2.5 Support the creation and implementation of robust **school improvement** planning and procedures, engaging all stakeholders in the process
- 4.2.6 Encouraged leaders to be thorough in the consultation and analysis of **performance data** to achieve a detailed understanding and mapping of individual school contexts, to identify needs and respond effectively to these through the projects that were then implemented.
- 4.2.7 In addition, schools have worked with the levers for equity to maximise impact of the projects, which can be broadly defined under leadership, learning and teaching, and families and communities.

5. **PEF and SAC Projects**

- 5.1 Appendix 1 provides information regarding priority PEF improvement areas as well as funds granted per school Appendix 2 outlines the 5 SAC schools programme project case studies in the form of posters that were recently used as examples of good practice at a national SAC Schools programme conference. These posters and others like them are being added to the Highland Interventions for Equity tile on Glow to ensure good practice is shared across schools.
- 5.2 To address the key national performance indicators, various projects and approaches have been implemented supporting the agenda, including:
- 5.3 **Literacy and Numeracy**
 - 5.3.1 Literacy Officers working collaboratively with teachers and PSAs to deliver targeted literacy support and interventions for identified children and young people.
 - 5.3.2 Additional training for teaching staff to deliver specialist literacy intervention programmes, covering skills development in reading and writing.
 - 5.3.3 Additional staffing to facilitate a targeted approach to teaching identified cohorts.
 - 5.3.4 Funding of reading programmes and purchase of resources to strengthen school libraries and their effective contribution to the literacy agenda.
 - 5.3.5 Numeracy Officers working collaboratively with teachers and PSAs to deliver target numeracy support and interventions for identified children and young people.
 - 5.3.6 Additional training for teaching staff to deliver developmental numeracy intervention programmes linked to the Highland Numeracy progression. This training includes the

use of diagnostic assessments, resources and teaching approaches using concrete materials

- 5.3.7 Additional staffing to facilitate a targeted approach to teaching identified cohorts.
- 5.3.8 The purchase of specialist resources to complement targeted learning programmes consisting in the main of concrete materials and online programmes.
- 5.3.9 Digital literacy skills developed to complement and enhance learning.
- 5.3.10 Investment in ICT equipment to ensure latest resources and up to date opportunities for learning and teaching to thrive.

5.4 **Health and Wellbeing**

- 5.4.1 Partnerships established to improve the mental and emotional wellbeing of students, such as counselling services and group work for identified students.
- 5.4.2 Delivery of curricular programmes such as Resilient Kids and Growing 2gether, which focus on emotional wellbeing.
- 5.4.3 Creating safe and nurturing spaces for active play and learning to thrive.
- 5.4.4 Nurturing schools- staff training and establishment of nurture bases and groups.
- 5.4.5 An improved focus on outdoor learning, with links being made to literacy and numeracy.
- 5.4.6 Healthy eating focus with breakfast clubs, free fruit and campaigns to raise parental awareness of free school meals.
- 5.4.7 Extra-curricular clubs, focusing on physical wellbeing, social engagement or homework. Transport programmes in place to ensure availability to all.

5.5 **Sustained and Positive School Lever Destinations**

- 5.5.1 There is on-going work to support this agenda in schools which involves training and partnership working with Skills Development Scotland (SDS) and Regional Employer Groups at school and LA level. The Council now has shared datasets between partners and schools to aid review and strategic planning. Work detailed below, both at LA and school level, has resulted in improved outcomes in initial positive destinations percentages for Highland's young people including those from the most deprived data zones. **See Appendix 5**
- 5.5.2 Recent strategic work at authority level includes:

- 5.5.3 Skills development Scotland (SDS) reports are now sent directly to Head Teachers on a monthly basis to highlight SDS interventions with completed information on anticipated leave dates, preferred routes and preferred occupations that young people have recorded as future intentions.
- 5.5.4 All secondary schools are using the SEEMiS 16+ tab to record intended leaving dates, preferred routes and preferred occupations for all S4-S6 pupils. This information is used to support planning to ensure successful transition to post-school destinations with an alignment of job sectors updated on hi-hope (what is this – explain).
- 5.5.5 Continued strategic working with Regional Employer Groups to deliver on improved work experience opportunities.
- 5.5.6 Training with Secondary senior leaders and guidance staff on review of destinations linked to curriculum planning.
- 5.5.7 Schools work in this area includes partnership working with Skills Development Scotland to ensure the Career Education Standard is being delivered.
- 5.5.8 Skills frameworks established, equipping students with the metacognitive skills to reflect on their learning and understand their progress, and the vocabulary to articulate this.
- 5.5.9 Business partnerships established with local and national employers, providing work placements, career seeking skills and mentoring programmes.
- 5.5.10 Curriculum reviews and development, offering broader spectrum of courses, giving rise to more vocational courses, widening lateral progressions, and promoting wider achievement to compliment academic progress and ensure leadership amongst other skills are enhanced.
- 5.5.11 Schools engaging with SQCF ambassador programmes, promoting the plethora of accredited courses which can be delivered in Scotland, and educating students and parents/carers on the values of these when pathway planning.
- 5.5.12 Expanded curricular offers through college links and virtual school.
- 5.5.13 Promotion of Foundation Apprenticeships and widening links to employers and organisations offering these.
- 5.6 In order to support the Council's PEF and SAC initiatives Education Scotland provided all local authorities with an Attainment Advisor. The Council's link Attainment Advisor is predominantly working with nine schools that all have a high proportion of their catchment from the most deprived data zones - Merkinch Primary, Bishop Eden Primary, Coulhill Primary, Milton Primary, Newton Park Primary, Inverness High, Alness Academy, Invergordon Academy and Wick High School. The advisor's role is to support and review the use of the SAC Schools Programme funding as well as enabling an overview of PEF initiatives and their impact.

6. Impact of Improvements in Performance in Numeracy and Literacy – Overview of P1, P4, P7 and S3 Data Literacy and Numeracy Combination

- 6.1 Outlined in **Appendix 3** is an overview of the improved performance outcomes for young people from deprived backgrounds. Senior leavers attainment shows 4 year trends and is benchmarked against 2018 Virtual Comparator (VC) data detailed on the Insight Dashboard. Rather than compare data with actual Authorities or schools with broadly similar characteristics, Insight creates a “virtual comparator”. This is done by selecting key characteristics which make up an Authority or school: gender balance; staying-on rate; percentage of time spent in mainstream education; ASN and deprivation based upon the Scottish Index of Multiple Deprivation (SIMD). From these areas, Insight matches ten pupils from around Scotland to every one of the pupils in Highland, and treats this matched group as the virtual school or Authority. This allows us to benchmark far more accurately against data which much more closely matches the characteristics of our pupils.
- 6.2 Attainment in literacy and numeracy for young people from our most deprived communities has seen increasing percentages of leavers attaining in National Level 3, 4 and 5 awards in both literacy and numeracy. The percentage level increase over the last 4 years is detailed as follows, with year on year detail and benchmarking against most recent Virtual Comparator data in **Appendix 3**. There has been significant improvement in literacy and numeracy attainment for all and for this cohort of pupils however, we are marginally behind our VC in most cases for our 2018 leavers from our most deprived zones, and schools will continue to focus resources and interventions to continue the rising trend in this area.
- 6.2.1 Level 3 literacy – increase of 1.9%
- 6.2.2 Level 4 literacy – increase of 8.6%
- 6.2.3 Level 5 literacy – increase of 11.2%
- 6.2.4 Level 3 numeracy – increase of 7.7%
- 6.2.5 Level 4 numeracy - increase of 11%
- 6.2.6 Level 5 numeracy - increase of 7%
- 6.3 Attainment for all young people has improved in leavers attaining literacy and numeracy levels, but there has also been a closing of the attainment gap in both literacy and numeracy between the most and least deprived young people for nearly all levels. **Appendix 3** provides detail and in summary this indicates the following % narrowing of the attainment gap over a 4 year period and is benchmarked against the most recent Virtual Comparator gap for each level. While there has been a reduction in the literacy gap at all levels, it is still greater than the 2018 VC while numeracy is more in line with the VC gap and has a smaller gap than VC in leavers attaining N3 or above in numeracy. Continued work and focused interventions by schools should further reduce the attainment gaps in these areas.
- 6.3.1 Level 3 literacy – 2.2% reduction in the attainment gap

- 6.3.2 Level 4 literacy – 6.8% reduction in the attainment gap
- 6.3.3 Level 5 literacy - 1.1% reduction in the attainment gap
- 6.3.4 Level 3 numeracy – 4.8% reduction in the attainment gap
- 6.3.5 Level 4 numeracy – 5.8% reduction in the attainment gap
- 6.3.6 Level 3 literacy – 2.2% reduction in the attainment gap
- 6.3.7 Level 5 numeracy – 2% increase in the attainment gap. This will be monitored with schools and is likely to do with recent changes to National 5 courses and the removal of units. Continued work will take place with schools to provide opportunities for additional unit entries to encourage progression and improve attainment.
- 6.4 The 2018 published CfE levels of attainment in literacy and numeracy in P1, 4, 7 and S3 shows the attainment gap in the Broad General Education. **Appendix 4** displays the present attainment gap across each level and element of literacy and numeracy.
- 6.5 When comparing to the National gap in each, the Council has a smaller gap across most elements in P1, P7 and S3 but a larger gap in all elements in P4. A focus area for PEF and SAC Literacy and Numeracy officers has been predominantly around Early level in an attempt to bridge any learning gaps early to prevent them increasing. A focus now needs to progress into First level with continued support for schools in moderation of judgements, learning and teaching approaches and raising attainment and addressing the gap in literacy and numeracy.
- 6.6 Appendix 4 shows impact and information on the Positive Destinations for young people from our most deprived data zones. Work detailed above has resulted in positive destinations for all young people having a 4 year rising trend. The Council are now 1.6% above National for overall positive destinations and 3.65% above the National percentage for young people from the most deprived communities reaching a positive destination on leaving school. (**See Appendix 5**).
- 6.7 **Appendix 6** shows a rising trend in young people from the most deprived zones accessing employment, further education and higher education. It also shows a decreasing trend in the percentage of leavers that leave school as unemployed and seeking employment, young people whose destination is unknown and young people progressing to activity agreements.
- 6.8 Alongside the improvements in outcomes, there are several other secondary benefits to the PEF projects initiated across Highland Council. These include:
 - 6.8.1 Improved staff professionalism through the various training undertaken by schools and staff, professional knowledge and understanding has been enhanced.
 - 6.8.2 Sharing of good practice, collaborative working, and strategic thinking have led to an improved culture of ambition and innovation which can be harnessed for future improvement.

- 6.9 Connected communities. Through parental engagement projects, parents now have improved opportunities to have their voice heard, contribute positively to the national agenda, and become integral partners to the education of their children. Empowering parents empowers young people. Connecting communities to work to common goals will see improved outcomes for all, and engender compassion and empathy across school communities and beyond.
- 6.10 Partnership working. PEF and SAC funding have given further and improved opportunities for effective partnership working. Multi agency approaches provide leverage to projects by employing specialist support and interventions, establishing new partnerships which will enhance professional practice whilst working towards achieving excellence and equity. Greater connectivity to social care, NHS, Skills Development Scotland and third sector partnerships results in shared moral vision and goals, with children and young people at the heart of all the Council's ambitions.
- 6.11 GIRFEC. This agenda has seen an improved focus through the exploration and analysis of specific needs. Responding to these needs with strategic and tailored approaches underpins the GIRFEC Highland Practice Model. Through qualitative and quantitative data, leaders have recognised needs of individuals and cohorts, and responded to these with considered interventions and rigorous approaches to tracking the impact of these. Through this practice, the value the Council places on all young people is demonstrated, and the commitment to achieving equity for all is consistent across Highland Council. An example of impact in this area can be seen through a collective gathering of data from Secondary schools who have targeted inclusion strategies with target groups to reduce exclusions. When considering the exclusion data for young people from deprived zones or receiving free schools meals, as a collective from 2017/18 to 2018/19 there has been a reduction of 36% for this group. This is a very promising step forward in the Council's clear ambition to reduce exclusions from school to a minimum and achieve a much more inclusive culture across schools and communities.
- 6.12 Vision and Values. From the initial auditing process, through to planning, implementation and tracking and monitoring of projects, shared vision and values have been key. Various focus groups and committees engaging the voices of parents, children and young people, and partner agencies have emerged. This not only fosters genuine empowerment of key stakeholders, but ensures a common understanding of the national, local and school priorities that all can work together to achieve. In turn, there is a collective drive to establish lasting legacy from the projects and a will to inspire future innovations to continue the pursuit of excellence in all its guises.

Designation: Chief Executive

Date: 27 November 2019

Authors: Nicky Grant (Interim Head of Education)
Beth Brown (Strategic Quality Improvement Manager)

ASG	3 Year PEF Funding * below £6k - not disclosed	19/20 Funding *below £6K - not disclosed	School	SIP Content 19/20	Providing Targeted Intervention 19/20
Alness	*	*	Ardross Primary Sch	DYW	Numeracy Officer (PEF/SAC Central Support)
			Ardross Primary Sch	Equ & Div	
			Ardross Primary Sch	Leadership	
			Ardross Primary Sch	Numeracy	
Alness	£ 159,960	£ 50,760	Bridgend Primary Sc	Addressing the gap/data	PEF Pupil Support Assistants Resource and Training PEF Teacher
			Bridgend Primary Sc	Literacy	
			Bridgend Primary Sc	Numeracy	
			Bridgend Primary Sc	Digital Learning	
Alness	£ 226,320	£ 69,120	Coulhill Primary Sch	Addressing the gap/d	PEF Children Service Worker PEF Promoted Teacher PEF Pupil Support Assistants PEF Teacher SAC Literacy Officer (central) Sac Numeracy Officer (central)
			Coulhill Primary Sch	HWB	
			Coulhill Primary Sch	Leadership	
			Coulhill Primary Sch	Literacy	
			Coulhill Primary Sch	Numeracy	
			Coulhill Primary Sch	Parental engagement	
			Coulhill Primary Sch	Pedagogy	
			Coulhill Primary Sch	Profiling	
			Coulhill Primary Sch	SESI	
			Coulhill Primary Sch	Tracking	
Alness	£ 52,800	£ 21,600	Kiltearn Primary Sch	Creativity	Numeracy Officer (PEF/SAC Central Support) PEF Pupil Support Assistants Resource and Training PEF Teacher
			Kiltearn Primary Sch	Literacy	
			Kiltearn Primary Sch	Numeracy	
			Kiltearn Primary Sch	Digital Learning	
			Kiltearn Primary Sch	Parental engagement	
Alness	£ 154,800	£ 52,800	Alness Academy	Leadership	Resource and Training PEF Teacher SAC Literacy Officer (central) Sac Numeracy Officer (central)
			Alness Academy	Pedagogy	
			Alness Academy	Tracking	
			Alness Academy	Wider achievement	
Alness	£ 115,200	£ 40,800	Obsdale Primary School		TBC
ARDNAMURCHAN	£ 20,880	£ 6,480	Acharacle Primary S	Literacy	PEF Pupil Support Assistants Resource and Training
			Acharacle Primary S	Numeracy	
			Acharacle Primary S	profiling	
			Acharacle Primary School		
ARDNAMURCHAN	*	*	Ardgour Primary Sc	Literacy	PEF Pupil Support Assistants Resource and Training
			Ardgour Primary Sc	Numeracy	
			Ardgour Primary Sc	profiling	
			Ardgour Primary School		
ARDNAMURCHAN	£ 28,920	£ 9,720	Ardnamurchan High	Assessment	PEF Pupil Support Assistants
			Ardnamurchan High	DYW	
			Ardnamurchan High	Literacy	
ARDNAMURCHAN	£ -	£ -	Kilchoan Primary Sc	Literacy	n/a
			Kilchoan Primary Sc	Numeracy	
			Kilchoan Primary Sc	profiling	
			Kilchoan Primary School		
ARDNAMURCHAN	*	*	Lochaline Primary S	Literacy	Resource and Training PEF Teacher
			Lochaline Primary S	Moderation	

			Lochaline Primary S	Numeracy	
			Lochaline Primary S	Profiling	
ARDNAMURCHAN	*	*	Strontian Primary S	Assessment	PEF Pupil Support Assistants
			Strontian Primary S	DYW	
			Strontian Primary S	Literacy	
			Strontian Primary S	Numeracy	
ASN	£ 15,600	*	St Clement's School	Pedagogy	Partner Services
			St Clement's School	Profiling	PEF Promoted Teacher
			St Clement's School	SESI	
			St Clement's School	Tracking	
ASN	*	*	St Duthus School	Leadership	TBC
			St Duthus School	Digital Learning	
			St Duthus School	Tracking	
CHARELSTON	*	*	Dochgarroch Prima	Addressing the gap/d	PEF Pupil Support Assistants
			Dochgarroch Prima	Assessment	Resource and Training
			Dochgarroch Prima	Creativity	
			Dochgarroch Prima	Leadership	
			Dochgarroch Prima	Literacy	
			Dochgarroch Prima	Moderation	
			Dochgarroch Prima	Numeracy	
			Dochgarroch Prima	Parental engagement	
			Dochgarroch Prima	SESI	
CHARELSTON	*	*	Teanassie Primary S	Addressing the gap/d	PEF Pupil Support Assistants
			Teanassie Primary S	Assessment	Resource and Training
			Teanassie Primary S	Creativity	
			Teanassie Primary S	Leadership	
			Teanassie Primary S	Literacy	
			Teanassie Primary S	Moderation	
			Teanassie Primary S	Numeracy	
			Teanassie Primary S	Parental engagement	
			Teanassie Primary S	SESI	
CHARELSTON	£ 45,600	£ 18,000	Tomnacross Primar	Addressing the gap/d	Numeracy Officer (PEF/SAC Central Support)
			Tomnacross Primar	Assessment	PEF Pupil Support Assistants
			Tomnacross Primar	Creativity	Resource and Training
			Tomnacross Primar	Leadership	PEF Teacher
			Tomnacross Primar	Literacy	
			Tomnacross Primar	Moderation	
			Tomnacross Primar	Numeracy	
			Tomnacross Primar	Parental engagement	
			Tomnacross Primar	SESI	
CHARELSTON	£ 193,680	£ 60,480	Kinmylies Primary S	Literacy	PEF Pupil Support Assistants
			Kinmylies Primary S	learner pathways	Resource and Training
			Kinmylies Primary School		PEF Teacher
CHARELSTON	£ 39,600	£ 19,200	Kirkhill Primary Sch	1+2 Languages	PEF Pupil Support Assistants
			Kirkhill Primary Sch	Numeracy	Resource and Training
			Kirkhill Primary Sch	Digital Learning	
CHARELSTON	£ 91,200	£ 28,800	Muirtown Primary S	HWB	PEF Children Service Worker
			Muirtown Primary S	Literacy	Literacy Officer (PEF/SAC Central Support)
			Muirtown Primary S	Digital Learning	PEF Pupil Support Assistants
			Muirtown Primary S	1+2	Resource and Training

			Muirtown Primary S...		PEF Teacher
CHARELSTON	£ 142,800	£ 50,400	Charleston Academ	Addressing the gap/d	Partner Services
			Charleston Academ	HWB	PEF Teacher
			Charleston Academ	Leadership	
			Charleston Academ	learner pathways	
			Charleston Academ	Parental engagement	
			Charleston Academ	Pedagogy	
CHARELSTON	£ 70,800	£ 24,000	Beauly Primary Scho	Moderation	Partner Services
			Beauly Primary Scho	Pupil Voice	PEF Pupil Support Assistants
			Beauly Primary Scho	Digital Literacy	Resource and Training
			Beauly Primary Scho	..	PEF Teacher
CULLODEN	£ 110,400	£ 38,400	Ardersier Primary S	Addressing the gap/d	PEF Children Service Worker
			Ardersier Primary S	Assessment	Resource and Training
			Ardersier Primary S	DYW	PEF Teacher
			Ardersier Primary S	Literacy	
			Ardersier Primary S	Moderation	
			Ardersier Primary S	Parental engagement	
			Ardersier Primary S	Profiling	
CULLODEN	£ 35,880	£ 10,800	Balloch Primary	1+2 Languages	PEF Children Service Worker
			Balloch Primary	Addressing the gap/d	PEF Pupil Support Assistants
			Balloch Primary	Assessment	Resource and Training
			Balloch Primary	Leadership	
			Balloch Primary	Literacy	
CULLODEN	£ 40,800	£ 14,400	Croy Primary Schoo	Addressing the gap/d	Literacy Officer (PEF/SAC Central Support)
			Croy Primary Schoo	Assessment	Numeracy Officer (PEF/SAC Central Support)
			Croy Primary Schoo	DYW	PEF Pupil Support Assistants
			Croy Primary Schoo	HWB	Resource and Training
			Croy Primary Schoo	Literacy	
			Croy Primary Schoo	Moderation	
			Croy Primary Schoo	Numeracy	
			Croy Primary Schoo	Parental engagement	
			Croy Primary Schoo	Profiling	
			Croy Primary Schoo	SESI	
CULLODEN	£ 276,000	£ 97,200	Smithton Primary sc	Equ & Div	Community Children Worker
			Smithton Primary sc	HWB	Community EYP
			Smithton Primary sc	Literacy	Literacy Officer (PEF/SAC Central Support)
			Smithton Primary sc	Digital Learning	Primary Mental Health Worker
			Smithton Primary school		Transitions Coordinator
CULLODEN	£ 80,400	£ 28,800	Cradlehall Primary S	1+2 Languages	PEF Pupil Support Assistants
			Cradlehall Primary S	Addressing the gap/d	Resource and Training
			Cradlehall Primary S	Assessment	PEF Teacher
			Cradlehall Primary S	DYW	
			Cradlehall Primary S	Emerging Literacy	
			Cradlehall Primary S	Equ & Div	
			Cradlehall Primary S	HWB	
			Cradlehall Primary S	Literacy	
			Cradlehall Primary S	Moderation	
			Cradlehall Primary S	Numeracy	
			Cradlehall Primary S	Parental engagement	
			Cradlehall Primary S	SESI	

CULLODEN	£ 87,600	£ 31,200	Duncan Forbes Prim	HWB	PEF Admin/Clerical
			Duncan Forbes Prim	Tracking & Monitorin	PEF Pupil Support Assistants
			Duncan Forbes Prim	Literacy	PEF Teacher
CULLODEN	£ 199,200	£ 64,800	Culloden Academy	Addressing the gap/d	PEF Children Service Worker
			Culloden Academy	HWB	Resource and Training
			Culloden Academy	Literacy	
			Culloden Academy	Numeracy	
			Culloden Academy	Inclusion/Exclusion	
DINGWALL	£ 126,000	£ 40,800	Ben Wyvis Primary S	DYW	Numeracy Officer (PEF/SAC Central Support)
			Ben Wyvis Primary S	HWB	Partner Services
			Ben Wyvis Primary S	Literacy	PEF Pupil Support Assistants
			Ben Wyvis Primary S	Numeracy	Resource and Training
			Ben Wyvis Primary School		PEF Teacher
DINGWALL	£ 110,280	£ 33,480	Strathpeffer Primar	HWB	Early Years Practitioner
			Strathpeffer Primar	Moderation	PEF Pupil Support Assistants
			Strathpeffer Primar	Pedagogy	Resource and Training
			Strathpeffer Primar	Tracking	
DINGWALL	£ 217,680	£ 67,200	Dingwall Primary Sc	Assessment	Literacy Officer (PEF/SAC Central Support)
			Dingwall Primary Sc	Emerging Literacy	Resource and Training
			Dingwall Primary Sc	Literacy	PEF Teacher
			Dingwall Primary Sc	Pedagogy	
			Dingwall Primary Sc	Tracking	
DINGWALL	£ -	£ -	Ferintosh Primary S	Creativity	n/a
			Ferintosh Primary S	DYW	
			Ferintosh Primary S	Emerging Literacy	
			Ferintosh Primary S	HWB	
			Ferintosh Primary S	Literacy	
DINGWALL	*	*	Marybank Primary S	HWB	Partner Services
			Marybank Primary S	Parental engagemen	Providing Opportunities - Trips/Events
			Marybank Primary S	Pedagogy	PEF Pupil Support Assistants
			Marybank Primary S	Profiling	Resource and Training
			Marybank Primary School		PEF Teacher
DINGWALL	*	*	Mulbuie Primary Sc	Creativity	Partner Services
			Mulbuie Primary Sc	DYW	Providing Opportunities - Trips/Events
			Mulbuie Primary Sc	Emerging Literacy	PEF Pupil Support Assistants
			Mulbuie Primary Sc	HWB	PEF Teacher
			Mulbuie Primary Sc	Literacy	
DINGWALL	*	*	Strathconon Primar	HWB	Providing Opportunities - Trips/Events
			Strathconon Primar	Parental engagemen	PEF Pupil Support Assistants
			Strathconon Primar	Pedagogy	Resource and Training
			Strathconon Primar	Profiling	PEF Teacher
DINGWALL	*	*	Strathgarve Primary	HWB	Providing Opportunities - Trips/Events
			Strathgarve Primary	Parental engagemen	Resource and Training
			Strathgarve Primary	Pedagogy	PEF Teacher
			Strathgarve Primary	Profiling	
DINGWALL	£ 93,840	£ 30,000	Tarradale Primary S	HWB	Literacy Officer (PEF/SAC Central Support)
			Tarradale Primary S	Literacy	Resource and Training
			Tarradale Primary S	Numeracy	PEF Teacher
DINGWALL	£ 202,800	£ 74,400	Dingwall Academy	Leadership	Partner Services
			Dingwall Academy	widening curriculum	PEF Pupil Support Assistants

			Dingwall Academy	Pedagogy	Resource and Training
			Dingwall Academy	Tracking	PEF Teacher
DORNOCH	£ 26,640	£ 8,400	Bonar Bridge Prima	Addressing the gap/c	PEF Teacher
			Bonar Bridge Prima	DYW	
			Bonar Bridge Prima	HWB	
			Bonar Bridge Prima	Literacy	
			Bonar Bridge Prima	Pedagogy	
			Bonar Bridge Prima	Pupil Voice	
			Bonar Bridge Prima	SESI	
			Bonar Bridge Prima	Tracking	
DORNOCH	£ 40,800	£ 14,400	Dornoch Academy	1+2 Languages	PEF Teacher
			Dornoch Academy	Addressing the gap/data	
			Dornoch Academy	DYW	
			Dornoch Academy	HWB	
			Dornoch Academy	Literacy	
			Dornoch Academy	sustainability	
			Dornoch Academy	Pedagogy	
			Dornoch Academy	Pupil Voice	
			Dornoch Academy	SESI	
			Dornoch Academy	Tracking	
DORNOCH	£ 70,560	£ 20,400	Dornoch Primary	Addressing the gap/c	PEF Teacher
			Dornoch Primary	DYW	
			Dornoch Primary	HWB	
			Dornoch Primary	Literacy	
			Dornoch Primary	Pedagogy	
			Dornoch Primary	Pupil Voice	
			Dornoch Primary	SESI	
			Dornoch Primary	Tracking	
FARR	£ -	£ -	Melvich Primary sch	Addressing the gap/data	
			Melvich Primary sch	Assessment	
			Melvich Primary sch	Literacy	
			Melvich Primary sch	Moderation	
			Melvich Primary sch	Numeracy	n/a
			Melvich Primary sch	Parental engagement	
			Melvich Primary sch	Pedagogy	
			Melvich Primary sch	Profiling	
			Melvich Primary sch	Tracking	
FARR	*	*	Farr Primary School	Addressing the gap/c	Providing Opportunities - Trips/Events
			Farr Primary School	Assessment	PEF Pupil Support Assistants
			Farr Primary School	Literacy	PEF Teacher
			Farr Primary School	Moderation	
			Farr Primary School	Numeracy	
			Farr Primary School	Parental engagement	
			Farr Primary School	Pedagogy	
			Farr Primary School	Profiling	
			Farr Primary School	Tracking	
FARR	*	*	Tongue Primary Sch	Addressing the gap/c	Providing Opportunities - Trips/Events
			Tongue Primary Sch	Assessment	PEF Pupil Support Assistants
			Tongue Primary Sch	Literacy	PEF Teacher
			Tongue Primary Sch	Moderation	
			Tongue Primary Sch	Numeracy	

			Tongue Primary Sch	Parental engagement	
			Tongue Primary Sch	Pedagogy	
			Tongue Primary Sch	Profiling	
			Tongue Primary Sch	Tracking	
FARR	*	*	Farr High School	Addressing the gap/d	PEF Pupil Support Assistants
			Farr High School	Leadership	Resource and Training
			Farr High School	Moderation	PEF Teacher
			Farr High School	Digital Learning	
			Farr High School	Parental engagement	
			Farr High School	Pupil Voice	
			Farr High School	SESI	
FORTROSE	£ 50,400	£ 16,800	Avoch Primary Scho	Addressing the gap/d	PEF Pupil Support Assistants
			Avoch Primary Scho	DYW	PEF Teacher
			Avoch Primary Scho	Emerging Literacy	
			Avoch Primary Scho	HWB	
			Avoch Primary Scho	Numeracy	
FORTROSE	£ 33,600	£ 10,800	Cromarty Primary S	Assessment	Resource and Training
			Cromarty Primary S	Equ & Div	PEF Teacher
			Cromarty Primary S	Leadership	
			Cromarty Primary S	Moderation	
			Cromarty Primary S	developing use of progressions	
			Cromarty Primary S	SESI	
FORTROSE	*	*	Culbokie Primary Sc	Literacy	Resource and Training
			Culbokie Primary Sc	Numeracy	
			Culbokie Primary Sc	Digital Learning	
FORTROSE	£ 36,000	£ 15,600	North Kessock Prim	Creativity	Literacy Officer (PEF/SAC Central Support)
			North Kessock Prim	HWB	PEF Pupil Support Assistants
			North Kessock Prim	Literacy	Resource and Training
			North Kessock Prim	Profiling	
FORTROSE	£ 39,360	£ 9,720	Munlochy Primary S	DYW	Literacy Officer (PEF/SAC Central Support)
			Munlochy Primary S	Emerging Literacy	Resource and Training
			Munlochy Primary S	Literacy	
			Munlochy Primary S	Numeracy	
			Munlochy Primary S	sustainability	
			Munlochy Primary S	Profiling	
			Munlochy Primary S	Tracking	
FORTROSE	*	*	Tore Primary Schoo	DYW	Resource and Training
			Tore Primary Schoo	Emerging Literacy	
			Tore Primary Schoo	Literacy	
			Tore Primary Schoo	Numeracy	
			Tore Primary Schoo	sustainability	
			Tore Primary Schoo	Profiling	
			Tore Primary Schoo	Tracking	
FORTROSE	£ 82,200	£ 25,200	Fortrose Academy	HWB	Partner Services
			Fortrose Academy	Leadership	Primary Mental Health Worker
			Fortrose Academy	Literacy	Resource and Training
			Fortrose Academy	Numeracy	PEF Teacher
			Fortrose Academy	Digital Learning	
			Fortrose Academy	Pedagogy	
			Fortrose Academy	SESI	

			Fortrose Academy	Tracking	
FORTROSE	*	*	Resolis Primary Sch	DYW	Literacy Officer (PEF/SAC Central Support)
			Resolis Primary Sch	skills progression/STE	Resource and Training
			Resolis Primary Sch	Profiling	
			Resolis Primary Sch	Tracking	
GAIRLOCH	*	*	Bualnaluib Primary	Moderation & Assess	Digital Resources
			Bualnaluib Primary	Digital Literacy	Providing Opportunities - Trips/Events
			Bualnaluib Primary	HWB	Resource and Training
			Bualnaluib Primary	..	PEF Teacher
GAIRLOCH	*	*	Kinlochewe Primary	Addressing the gap/c	Providing Opportunities - Trips/Events
			Kinlochewe Primary	Assessment	
			Kinlochewe Primary	Moderation	
			Kinlochewe Primary	Profiling	
GAIRLOCH	*	*	Poolewe Primary Sc	Moderation & Assess	Digital Resources
			Poolewe Primary Sc	Digital Literacy	Providing Opportunities - Trips/Events
			Poolewe Primary Sc	HWB	Resource and Training
			Poolewe Primary Sc	..	PEF Teacher
GAIRLOCH	*	*	Gairloch Primary Sc	Profiling	Providing Opportunities - Trips/Events
			Gairloch Primary Sc	Moderation	Resource and Training
GAIRLOCH			Shieldaig Primary Sc	Curriculum	Providing Opportunities - Trips/Events
			Shieldaig Primary Sc	Assessment	
			Shieldaig Primary Sc	Moderation	
			Shieldaig Primary Sc	Profiling	
GAIRLOCH	£ 30,120	£ 9,720	Gairloch High Schoo	Assessment	PEF Children Service Worker
			Gairloch High Schoo	HWB	Providing Opportunities - Trips/Events
			Gairloch High Schoo	Literacy	
			Gairloch High Schoo	Moderation	
			Gairloch High Schoo	Numeracy	
			Gairloch High Schoo	L&T	
			Gairloch High Schoo	Profiling	
GAIRLOCH	*	*	Gairloch Primary Sc	Addressing the gap/c	Resource and Training
			Gairloch Primary Sc	Assessment	Providing Opportunities - Trips/Events
			Gairloch Primary Sc	Moderation	
			Gairloch Primary Sc	curriculum	
			Gairloch Primary Sc	Profiling	
GLENURQUHART	*	*	Balnain Primary sch	Assessment	Numeracy Officer (PEF/SAC Central Support)
			Balnain Primary sch	Literacy	Resource and Training
			Balnain Primary sch	Moderation	PEF Teacher
			Balnain Primary sch	Numeracy	
			Balnain Primary sch	profiling	
			Balnain Primary sch	Parental engagement	
			Balnain Primary school		
GLENURQUHART	*	*	Cannich Bridge Prim	DYW	Resource and Training
			Cannich Bridge Prim	Leadership	
			Cannich Bridge Prim	Literacy	
			Cannich Bridge Prim	Numeracy	
GLENURQUHART	£ 30,000	£ 10,800	Glen Urquhart High	TBC	Partner Services
			Glen Urquhart High	..	PEF Pupil Support Assistants
			Glen Urquhart High	..	Resource and Training
			Glen Urquhart High	..	PEF Teacher

GLENURQUHART	£ 46,800	£ 20,400	Glenurquhart Primary	Addressing the gap/d	Partner Services
			Glenurquhart Primary	DYW	PEF Pupil Support Assistants
			Glenurquhart Primary	Leadership	Resource and Training
			Glenurquhart Primary	Moderation	PEF Teacher
			Glenurquhart Primary	parental engagement	
			Glenurquhart Primary	..	
GOLSPIE	£ 40,560	£ 13,200	Golspie Primary Sch	Addressing the gap/d	Partner Services
			Golspie Primary Sch	Assessment	PEF Pupil Support Assistants
			Golspie Primary Sch	DYW	Resource and Training
			Golspie Primary Sch	Emerging Literacy	
			Golspie Primary Sch	HWB	
			Golspie Primary Sch	Literacy	
			Golspie Primary Sch	Numeracy	
			Golspie Primary Sch	Digital Learning	
			Golspie Primary Sch	Parental engagement	
			Golspie Primary Sch	Tracking	
			Golspie Primary Sch		
GOLSPIE	*	*	Rogart Primary Sch	Addressing the gap/d	PEF Pupil Support Assistants
			Rogart Primary Sch	Assessment	Resource and Training
			Rogart Primary Sch	DYW	
			Rogart Primary Sch	Emerging Literacy	
			Rogart Primary Sch	HWB	
			Rogart Primary Sch	Literacy	
			Rogart Primary Sch	Numeracy	
			Rogart Primary Sch	Digital Learning	
			Rogart Primary Sch	Parental engagement	
			Rogart Primary Sch	Tracking	
GOLSPIE	*	*	Rosehall Primary Sc	Addressing the gap/d	PEF Pupil Support Assistants
			Rosehall Primary Sc	HWB	
			Rosehall Primary Sc	Literacy	
			Rosehall Primary Sc	Moderation	
			Rosehall Primary Sc	Numeracy	
			Rosehall Primary Sc	Digital Learning	
			Rosehall Primary Sc	Parental engagement	
			Rosehall Primary Sc	Profiling	
			Rosehall Primary Sc	Pupil Voice	
GOLSPIE	£ 57,600	£ 22,800	Golspie High School	Addressing the gap/d	PEF Children Service Worker
			Golspie High School	Assessment	
			Golspie High School	Equ & Div	
			Golspie High School	Leadership	
			Golspie High School	Literacy	
			Golspie High School	Moderation	
			Golspie High School	Numeracy	
			Golspie High School	Parental engagement	
			Golspie High School	Pupil Voice	
GOLSPIE	£ 58,920	£ 20,520	Lairg Primary Schoo	Addressing the gap/d	Literacy Officer (PEF/SAC Central Support)
			Lairg Primary Schoo	Emerging Literacy	Numeracy Officer (PEF/SAC Central Support)
			Lairg Primary Schoo	HWB	PEF Pupil Support Assistants
			Lairg Primary Schoo	Leadership	
			Lairg Primary Schoo	Literacy	
			Lairg Primary Schoo	Moderation	
			Lairg Primary Schoo	Numeracy	

			Lairg Primary School	Digital Learning	
			Lairg Primary School	Parental engagement	
			Lairg Primary School	Profiling	
			Lairg Primary School	Pupil Voice	
GOLSPIE	£ 65,880	£ 22,680	Brora Primary School	Addressing the gap/c	Partner Services
			Brora Primary School	Assessment	PEF Pupil Support Assistants
			Brora Primary School	HWB	Resource and Training
			Brora Primary School	Literacy	
			Brora Primary School	Moderation	
			Brora Primary School	Numeracy	
			Brora Primary School	Science	
			Brora Primary School	Parental engagement	
			Brora Primary School	Profiling	
GOLSPIE	£ 25,200	£ 12,000	Helmsdale Primary	Addressing the gap/c	PEF Pupil Support Assistants
			Helmsdale Primary	Assessment	Resource and Training
			Helmsdale Primary	HWB	
			Helmsdale Primary	Literacy	
			Helmsdale Primary	Moderation	
			Helmsdale Primary	Numeracy	
			Helmsdale Primary	Science	
			Helmsdale Primary	Parental engagement	
			Helmsdale Primary	Profiling	
GRANTOWN	*	*	Abernethy Primary	Assessment	PEF Pupil Support Assistants
			Abernethy Primary	DYW	
			Abernethy Primary	Digital Learning	
			Abernethy Primary	Profiling	
GRANTOWN	*	*	Deshar Primary School	Assessment	PEF Pupil Support Assistants
			Deshar Primary School	DYW	
			Deshar Primary School	Digital Learning	
			Deshar Primary School	Profiling	
GRANTOWN	£ 84,000	£ 27,600	Grantown Primary School	Numeracy	PEF Children Service Worker
			Grantown Primary School	Pedagogy	PEF Pupil Support Assistants
			Grantown Primary School	Profiling	Resource and Training
			Grantown Primary School	Pupil Voice	
GRANTOWN	*	*	Carrbridge Primary	HWB	Resource and Training
			Carrbridge Primary	Numeracy	
			Carrbridge Primary	global c'ship	
			Carrbridge Primary	Profiling	
GRANTOWN	£ 45,600	£ 18,000	Grantown Grammar	Numeracy	Partner Services
			Grantown Grammar	Wider achievement	Resource and Training
INVERGORDON	£ 202,800	£ 66,000	South Lodge Primary	Addressing the gap/c	PEF Children Service Worker
			South Lodge Primary	DYW	Literacy Officer (PEF/SAC Central Support)
			South Lodge Primary	Literacy	Numeracy Officer (PEF/SAC Central Support)
			South Lodge Primary	Numeracy	Partner Services
			South Lodge Primary School		PEF Pupil Support Assistants
INVERGORDON	£ 34,680	£ 11,880	Newmore Primary school	DYW	Numeracy Officer (PEF/SAC Central Support)
			Newmore Primary school	Equ & Div	Partner Services
			Newmore Primary school	Leadership	PEF Teacher
			Newmore Primary school	Numeracy	
INVERGORDON	£ 135,600	£ 48,000	Invergordon Academy	Addressing the gap/c	PEF Admin/Clerical

			Invergordon Acader	DYW	PEF Children Service Worker
			Invergordon Acader	HWB	Partner Services
			Invergordon Acader	Literacy	PEF Pupil Support Assistants
			Invergordon Acader	Numeracy	SAC Literacy Officer (central)
			Invergordon Acader	Tracking	Sac Numeracy Officer (central)
INVERGORDON	£ 130,800	£ 44,400	Park Primary School	Addressing the gap/c	Literacy Officer (PEF/SAC Central Support)
			Park Primary School	Literacy	Numeracy Officer (PEF/SAC Central Support)
			Park Primary School	Numeracy	PEF Pupil Support Assistants
			Park Primary School	Outdoor Learning	PEF Teacher
INVERGORDON	£ 76,800	£ 25,200	Milton Primary School	Addressing the gap/c	Partner Services
			Milton Primary School	Creativity	PEF Pupil Support Assistants
			Milton Primary School	DYW	SAC Literacy Officer (central)
			Milton Primary School	HWB	Sac Numeracy Officer (central)
			Milton Primary School	Literacy	
			Milton Primary School	Numeracy	
INVERNESS HIGH	£ 63,000	£ 15,120	Bishop Eden Primary	Addressing the gap/c	Partner Services
			Bishop Eden Primary	HWB	Resource and Training
			Bishop Eden Primary	Literacy	PEF Teacher
INVERNESS HIGH	£ 140,400	£ 50,400	Central Primary School	Literacy	Partner Services
			Central Primary School	Pupil engagement	Providing Opportunities - Trips/Events
			Central Primary School	Pedagogy	PEF Pupil Support Assistants
INVERNESS HIGH	£ 253,200	£ 93,600	Dalneigh Primary School	Addressing the gap/c	PEF Children Service Worker
			Dalneigh Primary School	Assessment	Partner Services
			Dalneigh Primary School	HWB	PEF Pupil Support Assistants
			Dalneigh Primary School	Leadership	Resource and Training
			Dalneigh Primary School	Literacy	
			Dalneigh Primary School	Parental engagement	
			Dalneigh Primary School	Profiling	
			Dalneigh Primary School	Pupil Voice	
INVERNESS HIGH	£ 86,400	£ 31,200	St Joseph's RC Primary	Assessment	Partner Services
			St Joseph's RC Primary	DYW	Providing Opportunities - Trips/Events
			St Joseph's RC Primary	HWB	PEF Pupil Support Assistants
			St Joseph's RC Primary	Literacy	Resource and Training
			St Joseph's RC Primary	Parental engagement	
			St Joseph's RC Primary	Profiling	
INVERNESS HIGH	£ 331,200	£ 114,000	Inverness High School	Addressing the gap/c	PEF Promoted Teacher
			Inverness High School	Assessment	PEF Teacher
			Inverness High School	Creativity	SAC Literacy Officer (central)
			Inverness High School	DYW	Sac Numeracy Officer (central)
			Inverness High School	HWB	
			Inverness High School	Leadership	
			Inverness High School	Literacy	
			Inverness High School	Moderation	
			Inverness High School	Numeracy	
			Inverness High School	Parental engagement	
			Inverness High School	Pupil Voice	
			Inverness High School	SESI	
			Inverness High School	Wider achievement	
			Inverness High School	Inclusion/Exclusion	
INVERNESS HIGH	£ 523,200	£ 164,400	Merkinch Primary School	Early Years	TBC

				Literacy	
				HWB	
INVERNESS ROYAL	£ 51,960	£ 18,360	Bun-sgoil Ghaidhlig	Numeracy	PEF Pupil Support Assistants
			Bun-sgoil Ghaidhlig	Sustainability	
			Bun-sgoil Ghaidhlig	HWB	
INVERNESS ROYAL	£ 16,800	£ 7,200	Aldourie Primary Sc	Addressing the gap/d	PEF Pupil Support Assistants
			Aldourie Primary Sc	Assessment	Resource and Training
			Aldourie Primary Sc	DYW	PEF Teacher
			Aldourie Primary Sc	HWB	
			Aldourie Primary Sc	Leadership	
			Aldourie Primary Sc	Numeracy	
			Aldourie Primary Sc	Parental engagement	
INVERNESS ROYAL	*	*	Farr Primary School	Addressing the gap/d	Partner Services
			Farr Primary School	Assessment	Resource and Training
			Farr Primary School	DYW	PEF Teacher
			Farr Primary School	HWB	
			Farr Primary School	Leadership	
			Farr Primary School	Literacy	
			Farr Primary School	Moderation	
			Farr Primary School	Numeracy	
			Farr Primary School	Parental engagement	
			Farr Primary School	Profiling	
			Farr Primary School	Wider achievement	
INVERNESS ROYAL	*	*	Foyers Primary Scho	Addressing the gap/d	PEF Pupil Support Assistants
			Foyers Primary Scho	Assessment	PEF Teacher
			Foyers Primary Scho	DYW	
			Foyers Primary Scho	HWB	
			Foyers Primary Scho	Leadership	
			Foyers Primary Scho	Numeracy	
			Foyers Primary Scho	Parental engagement	
INVERNESS ROYAL	£ 67,200	£ 21,600	Holm Primary Schoo	HWB	PEF Pupil Support Assistants
			Holm Primary Schoo	Profiling	
			Holm Primary Schoo	Literacy	PEF Teacher
INVERNESS ROYAL	£ 186,000	£ 66,000	Cauldeen Primary S	HWB	PEF Children Service Worker
			Cauldeen Primary S	Literacy	Partner Services
			Cauldeen Primary S	Moderation	PEF Pupil Support Assistants
			Cauldeen Primary S		Resource and Training
			Cauldeen Primary S		PEF Teacher
INVERNESS ROYAL	£ 250,560	£ 77,760	Hilton Primary Scho	Addressing the gap/d	PEF Children Service Worker
			Hilton Primary Scho	Assessment	Partner Services
			Hilton Primary Scho	HWB	Providing Opportunities - Trips/Events
			Hilton Primary Scho	Literacy	PEF Pupil Support Assistants
			Hilton Primary Scho	Moderation	Resource and Training
			Hilton Primary Scho		PEF Teacher
INVERNESS ROYAL	£ 42,000	£ 15,600	Lochardil Primary Sc	TBC	Literacy Officer (PEF/SAC Central Support)
			Lochardil Primary Sc		Partner Services
			Lochardil Primary Sc		PEF Pupil Support Assistants
			Lochardil Primary Sc		Resource and Training
			Lochardil Primary Sc		PEF Teacher
INVERNESS ROYAL	£ 200,400	£ 74,400	Inverness Royal Aca	Addressing the gap/d	EAL Support worker

			Inverness Royal Aca	Assessment	Numeracy Officer (PEF/SAC Central Support) Partner Services PEF Pupil Support Assistants Social Worker
			Inverness Royal Aca	Equ & Div	
			Inverness Royal Aca	HWB	
			Inverness Royal Aca	Literacy	
			Inverness Royal Aca	Moderation	
			Inverness Royal Aca	Numeracy	
			Inverness Royal Aca	Parental engagement	
			Inverness Royal Aca	Wider achievement	
INVERNESS ROYAL	£ 50,400	£ 18,000	Drummond School	TBC	PEF Children Service Worker Resource and Training
			Drummond School		
INVERNESS ROYAL	*	*	Stratherrick Primary	HWB	Digital Resources Resource and Training
			Stratherrick Primary	Digital Learning	
			Stratherrick Primary	SESI	
KILCHUIMEN	£ 40,920	£ 11,880	Kilchuimen Academ	Assessment	PEF Pupil Support Assistants Resource and Training
			Kilchuimen Academ	Literacy	
			Kilchuimen Academ	Numeracy	
KINGUSSIE	*	*	Alvie Primary Schoo	Assessment	Resource and Training
			Alvie Primary Schoo	HWB	
			Alvie Primary Schoo	Literacy	
			Alvie Primary Schoo	Numeracy	
			Alvie Primary Schoo	Digital Learning	
			Alvie Primary Schoo	Tracking	
KINGUSSIE	£ 118,800	£ 39,600	Aviemore Primary S	1+2 Languages	Literacy Officer (PEF/SAC Central Support) PEF Pupil Support Assistants Resource and Training PEF Teacher
			Aviemore Primary S	HWB	
			Aviemore Primary S	Literacy	
			Aviemore Primary S	Digital Learning	
KINGUSSIE	*	*	Gergask Primary Sch	HWB	Partner Services PEF Pupil Support Assistants Resource and Training
			Gergask Primary Sch	Literacy	
			Gergask Primary Sch	Digital Learning	
KINGUSSIE	£ 45,000	£ 16,200	Newtonmore Prima	1+2 Languages	Partner Services PEF Pupil Support Assistants Resource and Training PEF Teacher
			Newtonmore Prima	Emerging Literacy	
			Newtonmore Prima	Literacy	
			Newtonmore Prima	Digital Learning	
KINGUSSIE	£ 66,000	£ 28,800	Kingussie High Scho	Inclusion/Exclusion	PEF Children Service Worker Resource and Training
			Kingussie High School		
KINGUSSIE	*	*	Kingussie Primary S	HWB	Partner Services PEF Pupil Support Assistants Resource and Training
			Kingussie Primary S	Digital Learning	
			Kingussie Primary S	Literacy	
KINLOCHBERVIE	*	*	Durness Primary Sc	Addressing the gap/d	Digital Resources PEF Pupil Support Assistants Resource and Training
			Durness Primary Sc	Assessment	
			Durness Primary Sc	DYW	
			Durness Primary Sc	Leadership	
			Durness Primary Sc	Literacy	
			Durness Primary Sc	Moderation	
			Durness Primary Sc	Numeracy	
			Durness Primary Sc	Parental engagement	
			Durness Primary Sc	Profiling	
			Durness Primary Sc	SESI	
KINLOCHBERVIE	£ 38,160	£ 12,960	Kinlochbervie Prima	Addressing the gap/d	Digital Resources PEF Pupil Support Assistants
			Kinlochbervie Prima	Assessment	

			Kinlochbervie Primary	DYW	Resource and Training
			Kinlochbervie Primary	Leadership	
			Kinlochbervie Primary	Literacy	
			Kinlochbervie Primary	Moderation	
			Kinlochbervie Primary	Numeracy	
			Kinlochbervie Primary	Parental engagement	
			Kinlochbervie Primary	Profiling	
			Kinlochbervie Primary	SESI	
KINLOCHBERVIE	*	*	Scourie Primary School	Addressing the gap/c	Digital Resources
			Scourie Primary School	Assessment	PEF Pupil Support Assistants
			Scourie Primary School	DYW	Resource and Training
			Scourie Primary School	Leadership	
			Scourie Primary School	Literacy	
			Scourie Primary School	Moderation	
			Scourie Primary School	Numeracy	
			Scourie Primary School	Parental engagement	
			Scourie Primary School	Profiling	
			Scourie Primary School	SESI	
KINLOCHBERVIE	*	*	Kinlochbervie High School	Addressing the gap/c	Digital Resources
			Kinlochbervie High School	HWB	PEF Pupil Support Assistants
			Kinlochbervie High School	Leadership	Resource and Training
			Kinlochbervie High School	Literacy	
			Kinlochbervie High School	Numeracy	
			Kinlochbervie High School	Digital Learning	
			Kinlochbervie High School	Parental engagement	
			Kinlochbervie High School	Profiling	
KINLOCHLEVEN	£ 33,600	£ 12,000	Ballachulish Primary School	Assessment	Literacy Officer (PEF/SAC Central Support)
			Ballachulish Primary School	Leadership	Resource and Training
			Ballachulish Primary School	Literacy	
			Ballachulish Primary School	Numeracy	
			Ballachulish Primary School		
KINLOCHLEVEN	*	*	Glencoe Primary School	Literacy	PEF Pupil Support Assistants
			Glencoe Primary School	Numeracy	
			Glencoe Primary School	Profiling	
KINLOCHLEVEN	*	*	Duror Primary School	Literacy	Resource and Training
			Duror Primary School	Numeracy	
			Duror Primary School	Profiling	
KINLOCHLEVEN	£ -	£ -	St Bride's Primary School	Literacy	n/a
			St Bride's Primary School	Numeracy	
			St Bride's Primary School	Profiling	
KINLOCHLEVEN	£ 55,200	£ 20,400	Kinlochleven Primary School	Literacy	PEF Pupil Support Assistants
				HWB	
KINLOCHLEVEN	£ 32,400	£ 12,000	Kinlochleven High School	Assessment	PEF Pupil Support Assistants
			Kinlochleven High School	Equ & Div	Resource and Training
			Kinlochleven High School	HWB	
			Kinlochleven High School	Literacy	
			Kinlochleven High School	Numeracy	
LOCHABER	£ 139,320	£ 42,120	Lundavra Primary School	Addressing the gap/c	PEF Children Service Worker
			Lundavra Primary School	HWB	Partner Services
			Lundavra Primary School	STEM	Resource and Training

			Lundavra Primary School		PEF Teacher
LOCHABER	£ 48,480	£ 12,000	St Columba's RC Pri	HWB	Partner Services
			St Columba's RC Pri	Numeracy	PEF Pupil Support Assistants
			St Columba's RC Pri	STEM	Resource and Training
			St Columba's RC Pri	Pupil Voice	
LOCHABER	£ 21,000	£ 9,600	Bun-sgoil Ghàidhlig	DYW	PEF Pupil Support Assistants
			Bun-sgoil Ghàidhlig	HWB	
			Bun-sgoil Ghàidhlig	Numeracy	
			Bun-sgoil Ghàidhlig	STEM	
			Bun-sgoil Ghàidhlig	SESI	
LOCHABER	£ 25,200	£ 8,400	Banavie Primary Sch	DYW	Partner Services
			Banavie Primary Sch	STEM	PEF Teacher
			Banavie Primary Sch	Parental engagement	
			Banavie Primary Sch	Pedagogy	
			Banavie Primary Sch	SESI	
			Banavie Primary Sch	Tracking	
LOCHABER	£ 126,000	£ 39,600	Caol Primary School	DYW	Digital Reources
			Caol Primary School	HWB	PEF Pupil Support Assistants
			Caol Primary School	Literacy	Resource and Training
			Caol Primary School	Numeracy	PEF Teacher
			Caol Primary School	STEM/ DIGITAL	
LOCHABER	*	*	Invergarry Primary S	HWB	PEF Pupil Support Assistants
			Invergarry Primary S	Outdoor Learning/Digital/STEM	
LOCHABER	£ 74,160	£ 23,760	Inverlochry Primary	Nurture	PEF Children Service Worker
			Inverlochry Primary	Numeracy / Maths	Digital Reources
			Inverlochry Primary	STEM	General Auxillary
			Inverlochry Primary	..	Partner Services
			Inverlochry Primary	..	Resource and Training
LOCHABER	£ 37,200	£ 13,200	Spean Bridge Prima	HWB	Digital Reources
			Spean Bridge Prima	Outdoor Learning/Dig	PEF Pupil Support Assistants
			Spean Bridge Prima	..	Resource and Training
LOCHABER	£ 160,800	£ 49,200	Lochaber High Scho	Addressing the gap/d	PEF Children Service Worker
			Lochaber High Scho	DYW	PEF Pupil Support Assistants
			Lochaber High Scho	HWB	PEF Teacher
			Lochaber High Scho	IDL	
			Lochaber High Scho	Leadership	
			Lochaber High Scho	Pedagogy	
			Lochaber High Scho	Tracking	
MALLAIG	*	*	Arisaig Primary Scho	Literacy	Partner Services
			Arisaig Primary Scho	Numeracy	PEF Pupil Support Assistants
			Arisaig Primary Scho	..	Resource and Training
MALLAIG	£ -	£ -	Eigg Primary School	HWB	n/a
			Eigg Primary School	Numeracy	
			Eigg Primary School	Profiling	
MALLAIG	£ -	£ -	Inverie Primary Scho	Literacy	n/a
			Inverie Primary Scho	Numeracy	
			Inverie Primary Scho	..	
MALLAIG	*	*	Lady Lovat Primary	Literacy	PEF Pupil Support Assistants
			Lady Lovat Primary	Numeracy	
			Lady Lovat Primary School		

			Lady Lovat Primary	Profiling	
MALLAIG	£ -	£ -	Rum Primary School	HWB	
			Rum Primary School	Numeracy	n/a
			Rum Primary School	Parental engagement	
			Rum Primary School	Profiling	
MALLAIG	*	*	Mallaig High School	Assessment	Partner Services
			Mallaig High School	Literacy	PEF Pupil Support Assistants
			Mallaig High School	Numeracy	
			Mallaig High School	pupil voice	
			Mallaig High School	Profiling	
			Mallaig High School		
MALLAIG	*	*	Mallaig Primary School	Literacy	Partner Services
			Mallaig Primary School	Numeracy	PEF Pupil Support Assistants
			Mallaig Primary School		
	£ -	£ -	Muck Primary School	HWB	
			Muck Primary School	Numeracy	n/a
			Muck Primary School	Profiling	
MILLBURN	£ 86,880	£ 27,600	Milton of Leys Primary	Addressing the gap/c	Resource and Training
			Milton of Leys Primary	Assessment	PEF Teacher
			Milton of Leys Primary	Creativity	
			Milton of Leys Primary	Emerging Literacy	
			Milton of Leys Primary	HWB	
			Milton of Leys Primary	Leadership	
			Milton of Leys Primary	Literacy	
			Milton of Leys Primary	Parental engagement	
			Milton of Leys Primary	Pupil Voice	
MILLBURN	£ 68,280	£ 20,400	Inshes Primary School	1+2 Languages	PEF Pupil Support Assistants
			Inshes Primary School	Addressing the gap/c	Resource and Training
			Inshes Primary School	HWB	
			Inshes Primary School	Leadership	
			Inshes Primary School	Literacy	
			Inshes Primary School	Pupil Voice	
			Inshes Primary School	Wider achievement	
MILLBURN	*	*	Daviot Primary School	HWB	Resource and Training
				Digital Learning	
				Literacy	
	£ 74,400	£ 27,600	Crown Primary School	Creativity	Partner Services
			Crown Primary School	DYW	PEF Pupil Support Assistants
			Crown Primary School	HWB	Resource and Training
			Crown Primary School	Literacy	PEF Teacher
MILLBURN	£ 67,200	£ 21,600	Drakies Primary School	Addressing the gap/c	Partner Services
			Drakies Primary School	Assessment	Resource and Training
			Drakies Primary School	DYW	
			Drakies Primary School	HWB	
			Drakies Primary School	Leadership	
			Drakies Primary School	Literacy	
			Drakies Primary School	Numeracy	
			Drakies Primary School	Parental engagement	
			Drakies Primary School	Pedagogy	
			Drakies Primary School	Profiling	

			Drakies Primary Sch	Tracking	
MILLBURN	£ 124,560	£ 35,640	Raigmore Primary S	HWB	PEF Pupil Support Assistants
			Raigmore Primary S	Literacy	Resource and Training
			Raigmore Primary S	Progressions	PEF Teacher
MILLBURN	£ 171,840	£ 62,400	Millburn Academy	Addressing the gap/data	
			Millburn Academy	DYW	
			Millburn Academy	HWB	TBC
			Millburn Academy	Literacy	
			Millburn Academy	Numeracy	
			Millburn Academy	Tracking	
NAIRN	£ 56,520	£ 13,200	Auldearn Primary S	HWB	PEF Pupil Support Assistants
			Auldearn Primary S	Literacy	Resource and Training
			Auldearn Primary S	Digital Learning	
NAIRN	£ 34,680	£ 11,880	Cawdor Primary Sch	HWB	PEF Pupil Support Assistants
			Cawdor Primary Sch	Literacy	Resource and Training
			Cawdor Primary Sch	Digital Learning	
			Cawdor Primary Sch	Profiling	
NAIRN	£ 170,400	£ 57,600	Millbank Primary S	Addressing the gap/c	Providing Opportunities - Trips/Events
			Millbank Primary S	HWB	PEF Pupil Support Assistants
			Millbank Primary S	IDL	Resource and Training
			Millbank Primary S	Literacy	PEF Teacher
			Millbank Primary S	Numeracy	
			Millbank Primary S	Digital Learning	
			Millbank Primary S	Parental engagement	
NAIRN	£ 135,480	£ 44,280	Nairn Academy	Inclusion/Exclusion	PEF Pupil Support Assistants
			Nairn Academy		PEF Teacher
NAIRN	£ 145,200	£ 44,400	Rosebank Primary S	Profiling	Numeracy Officer (PEF/SAC Central Support)
			Rosebank Primary S	Nurture	PEF Pupil Support Assistants
			Rosebank Primary S	Literacy	Resource and Training
			Rosebank Primary S		PEF Teacher
PLOCKTON	*	*	Lochcarron Primary	DYW	PEF Pupil Support Assistants
			Lochcarron Primary	Tracking	Resource and Training
PLOCKTON	*	£ -	Applecross Primary	DYW	PEF Pupil Support Assistants
			Applecross Primary	Tracking	Resource and Training
PLOCKTON	£ 22,440	£ 6,480	Kyleakin Primary S	TBC	TBC
PLOCKTON	£ 54,960	£ 16,200	Kyle Primary School	TBC	TBC
PLOCKTON	*	*	Loch Duich Primary	TBC	PEF Pupil Support Assistants
PLOCKTON	£ 60,480	£ 24,000	Plockton High Schoo	Assessment	Partner Services
			Plockton High Schoo	DYW	Providing Opportunities - Trips/Events
			Plockton High Schoo	HWB	Resource and Training
			Plockton High Schoo	Leadership	PEF Teacher
			Plockton High Schoo	Literacy	
			Plockton High Schoo	Moderation	
			Plockton High Schoo	L&T	
			Plockton High Schoo	Profiling	
			Plockton High Schoo	Pupil Voice	
PLOCKTON	*	*	Plockton Primary S	Assessment	Partner Services
			Plockton Primary S	DYW	Resource and Training
			Plockton Primary S	HWB	
			Plockton Primary S	Leadership	

			Plockton Primary Sc	Literacy	
			Plockton Primary Sc	Moderation	
			Plockton Primary Sc	L&T	
			Plockton Primary Sc	Profiling	
			Plockton Primary Sc	Pupil Voice	
PLOCKTON	£ 30,120	£ 9,600	Auchtertyre Primary	Literacy	PEF Pupil Support Assistants
			Auchtertyre Primary	Curriculum	Resource and Training
			Auchtertyre Primary	HWB	PEF Teacher
PLOCKTON	*	*	Glenelg Primary Sch	TBC	PEF Pupil Support Assistants
PORTREE	£ 34,800	£ 22,800	Bun-Sgoil Ghaidhlig	Addressing the gap/c	Partner Services
			Bun-Sgoil Ghaidhlig	Assessment	PEF Pupil Support Assistants
			Bun-Sgoil Ghaidhlig	DYW	
			Bun-Sgoil Ghaidhlig	HWB	
			Bun-Sgoil Ghaidhlig	IDL	
			Bun-Sgoil Ghaidhlig	Moderation	
			Bun-Sgoil Ghaidhlig	Numeracy	
			Bun-Sgoil Ghaidhlig	OUTDOOR LEARNING	
			Bun-Sgoil Ghaidhlig	Parental engagement	
			Bun-Sgoil Ghaidhlig	Tracking	
PORTREE	*	*	Carbost Primary Sch	Assessment	Resource and Training
			Carbost Primary Sch	Moderation	
			Carbost Primary Sch	Numeracy	
			Carbost Primary Sch	Digital Learning	
			Carbost Primary Sch	Profiling	
PORTREE	*	*	Edinbane Primary S	Assessment	Numeracy Officer (PEF/SAC Central Support)
			Edinbane Primary S	Numeracy	PEF Pupil Support Assistants
			Edinbane Primary S	OUTDOOR LEARNING	Resource and Training
			Edinbane Primary S	Profiling	PEF Teacher
PORTREE	£ -	£ -	Elgol Primary Schoo	Assessment	n/a
			Elgol Primary Schoo	Literacy	
			Elgol Primary Schoo	Moderation	
			Elgol Primary Schoo	Profiling	
PORTREE	*	*	Bun-Sgoil Shleite	Assessment	Resource and Training
			Bun-Sgoil Shleite	HWB	
			Bun-Sgoil Shleite	Moderation	
			Bun-Sgoil Shleite	Numeracy	
			Bun-Sgoil Shleite	Profiling	
			Bun-Sgoil Shleite	Tracking	
PORTREE	*	*	Kilmuir Primary Sch	Assessment	PEF Pupil Support Assistants
			Kilmuir Primary Sch	HWB	
			Kilmuir Primary Sch	STEM	
			Kilmuir Primary Sch	Profiling	
PORTREE	*	*	Knockbreck Primary	Assessment	PEF Pupil Support Assistants
			Knockbreck Primary	Equ & Div	
			Knockbreck Primary	HWB	
			Knockbreck Primary	Leadership	
			Knockbreck Primary	Literacy	
			Knockbreck Primary	Moderation	
			Knockbreck Primary	Profiling	
			Knockbreck Primary	Tracking	

PORTREE	*	*	MacDiarmid Primar	Assessment	PEF Pupil Support Assistants Resource and Training PEF Teacher
			MacDiarmid Primar	Equ & Div	
			MacDiarmid Primar	HWB	
			MacDiarmid Primar	Leadership	
			MacDiarmid Primar	Moderation	
			MacDiarmid Primar	Profiling	
			MacDiarmid Primar	Tracking	
PORTREE	£ -	£ -	Raasay Primary Sch	Assessment	n/a
			Raasay Primary Sch	DYW	
			Raasay Primary Sch	Moderation	
			Raasay Primary Sch	Numeracy	
			Raasay Primary Sch	Parental engagement	
			Raasay Primary Sch	Profiling	
			Raasay Primary Sch	Wider achievement	
PORTREE	£ -	£ -	Struan Primary Sch	Assessment	n/a
			Struan Primary Sch	Moderation	
			Struan Primary Sch	Numeracy	
			Struan Primary Sch	Digital Learning	
			Struan Primary Sch	Profiling	
PORTREE	£ 35,760	£ 8,400	Broadford Primary \$	Addressing the gap/d	Resource and Training PEF Teacher
			Broadford Primary \$	Assessment	
			Broadford Primary \$	HWB	
			Broadford Primary \$	Literacy	
			Broadford Primary \$	Moderation	
			Broadford Primary \$	Numeracy	
			Broadford Primary \$	Parental engagement	
			Broadford Primary \$	Profiling	
PORTREE	*	*	Dunvegan Primary \$	Assessment	Numeracy Officer (PEF/SAC Central Support) PEF Pupil Support Assistants Resource and Training PEF Teacher
			Dunvegan Primary \$	Numeracy	
			Dunvegan Primary \$	OUTDOOR LEARNING	
			Dunvegan Primary \$	Profiling	
PORTREE	£ 82,800	£ 28,800	Portree High school	Addressing the gap/d	PEF Pupil Support Assistants Resource and Training PEF Teacher
			Portree High school	Assessment	
			Portree High school	DYW	
			Portree High school	HWB	
			Portree High school	Moderation	
			Portree High school	Pedagogy	
			Portree High school	Tracking	
PORTREE	*	*	Staffin Primary Sch	Assessment	PEF Pupil Support Assistants
			Staffin Primary Sch	HWB	
			Staffin Primary Sch	STEM	
			Staffin Primary Sch	Profiling	
PORTREE	£ 128,400	£ 43,200	Portree Primary (EM	Numeracy	Numeracy Officer (PEF/SAC Central Support) PEF Pupil Support Assistants Resource and Training PEF Teacher
			Portree Primary (EM	Moderation	
			Portree Primary (EM	Outdoor Learning	
			Portree Primary (EM		
TAIN	*	*	Gledfield Primary Sc	Literacy	Literacy Officer (PEF/SAC Central Support) PEF Pupil Support Assistants Resource and Training
			Gledfield Primary Sc	Numeracy	
			Gledfield Primary Sc	Digital Learning	
			Gledfield Primary Sc	Profiling	

TAIN	*	*	Edderton Primary S	Literacy	Literacy Officer (PEF/SAC Central Support)
			Edderton Primary S	Numeracy	PEF Pupil Support Assistants
			Edderton Primary S	Digital Learning	Resource and Training
			Edderton Primary S	Profiling	
TAIN	*	*	Hill of Fearn Primar	Literacy	Literacy Officer (PEF/SAC Central Support)
			Hill of Fearn Primar	Numeracy	PEF Pupil Support Assistants
			Hill of Fearn Primar	Digital Learning	Resource and Training
TAIN	£ 111,240	£ 35,640	Hilton of Cadboll Pr	Literacy	Literacy Officer (PEF/SAC Central Support)
			Hilton of Cadboll Pr	Numeracy	Numeracy Officer (PEF/SAC Central Support)
			Hilton of Cadboll Pr	Parental engagement	Providing Opportunities - Trips/Events
			Hilton of Cadboll Pr	Profiling	PEF Pupil Support Assistants
			Hilton of Cadboll Pr	SESI	PEF Teacher
			Hilton of Cadboll Pr	Tracking	
TAIN	£ 25,440	£ 7,200	Inver Primary Schoo	HWB	Literacy Officer (PEF/SAC Central Support)
			Inver Primary Schoo	Literacy	PEF Pupil Support Assistants
			Inver Primary Schoo	Numeracy	
			Inver Primary Schoo	Digital Learning	
			Inver Primary Schoo	Tracking	
			Inver Primary Schoo	Wider achievement	
TAIN	£ 104,040	£ 35,640	Knockbreck Primary	HWB	Early Years Practitioner
			Knockbreck Primary	Literacy	PEF Pupil Support Assistants
			Knockbreck Primary	Numeracy	PEF Teacher
			Knockbreck Primary	Digital Learning	
			Knockbreck Primary	Tracking	
			Knockbreck Primary	Wider achievement	
TAIN	*	*	Tarbat Old Primary	Literacy	Literacy Officer (PEF/SAC Central Support)
			Tarbat Old Primary	Numeracy	Resource and Training
			Tarbat Old Primary	Digital Learning	
TAIN	£ 147,600	£ 49,200	Tain Royal Academy	Addressing the gap/c	Educational Psychologist
			Tain Royal Academy	HWB	Literacy Officer (PEF/SAC Central Support)
			Tain Royal Academy	widening curriculum	Partner Services
			Tain Royal Academy	Tracking	Resource and Training
TAIN	£ 145,800	£ 43,200	Craighill Primary Sc	1+2 Languages	Digital Reources
			Craighill Primary Sc	Literacy	Literacy Officer (PEF/SAC Central Support)
			Craighill Primary Sc	Digital Learning	PEF Pupil Support Assistants
			Craighill Primary Sc		Resource and Training
			Craighill Primary Sc		PEF Teacher
THURSO	£ 51,120	£ 19,200	Castletown Primary	Addressing the gap/c	Partner Services
			Castletown Primary	Assessment	PEF Pupil Support Assistants
			Castletown Primary	HWB	Resource and Training
			Castletown Primary	Leadership	PEF Teacher
			Castletown Primary	Literacy	
			Castletown Primary	Moderation	
			Castletown Primary	Numeracy	
			Castletown Primary	Tracking	
THURSO	*	*	Crossroads Primary	Assessment	PEF Pupil Support Assistants
			Crossroads Primary	Literacy	Resource and Training
			Crossroads Primary	Moderation	PEF Teacher
			Crossroads Primary	Digital Learning	
			Crossroads Primary	Parental engagement	

			Crossroads Primary	Profiling	
THURSO	£ 53,280	£ 17,280	Halkirk Primary Sch	Addressing the gap/d	Escort
			Halkirk Primary Sch	Assessment	General Auxillary
			Halkirk Primary Sch	DYW	PEF Pupil Support Assistants
			Halkirk Primary Sch	HWB	Resource and Training
			Halkirk Primary Sch	IDL	
			Halkirk Primary Sch	Moderation	
			Halkirk Primary Sch	Parental engagement	
			Halkirk Primary Sch	Profiling	
			Halkirk Primary Sch	Pupil Voice	
			Halkirk Primary Sch	Tracking	
THURSO	£ 112,800	£ 39,600	Pennyland Primary	Addressing the gap/d	PEF Pupil Support Assistants
			Pennyland Primary	Assessment	Resource and Training
			Pennyland Primary	DYW	
			Pennyland Primary	Emerging Literacy	
			Pennyland Primary	Moderation	
			Pennyland Primary	Numeracy	
			Pennyland Primary	Parental engagement	
			Pennyland Primary	Profiling	
THURSO	*	*	Reay Primary School	Addressing the gap/d	PEF Pupil Support Assistants
			Reay Primary School	Assessment	Resource and Training
			Reay Primary School	DYW	
			Reay Primary School	HWB	
			Reay Primary School	IDL	
			Reay Primary School	Moderation	
			Reay Primary School	Parental engagement	
			Reay Primary School	Profiling	
			Reay Primary School	Pupil Voice	
			Reay Primary School	Tracking	
THURSO	£ 111,600	£ 42,000	Miller Academy Prim	Addressing the gap/d	PEF Pupil Support Assistants
			Miller Academy Prim	Emerging Literacy	PEF Teacher
			Miller Academy Prim	HWB	
			Miller Academy Prim	Literacy	
			Miller Academy Prim	Parental engagement	
			Miller Academy Prim	Profiling	
			Miller Academy Prim	Pupil Voice	
			Miller Academy Prim	SESI	
THURSO	£ 141,480	£ 44,280	Mount Pleasant Prim	Addressing the gap/d	PEF Pupil Support Assistants
			Mount Pleasant Prim	Emerging Literacy	Resource and Training
			Mount Pleasant Prim	HWB	PEF Teacher
			Mount Pleasant Prim	Literacy	
			Mount Pleasant Prim	Moderation	
			Mount Pleasant Prim	Numeracy	
			Mount Pleasant Prim	Parental engagement	
			Mount Pleasant Prim	Pupil Voice	
			Mount Pleasant Prim	SESI	
THURSO	£ 162,000	£ 56,400	Thurso High School	Addressing the gap/d	Numeracy Officer (PEF/SAC Central Support)
			Thurso High School	Assessment	Partner Services
			Thurso High School	DYW	PEF Pupil Support Assistants
			Thurso High School	HWB	Resource and Training
			Thurso High School	Leadership	PEF Teacher

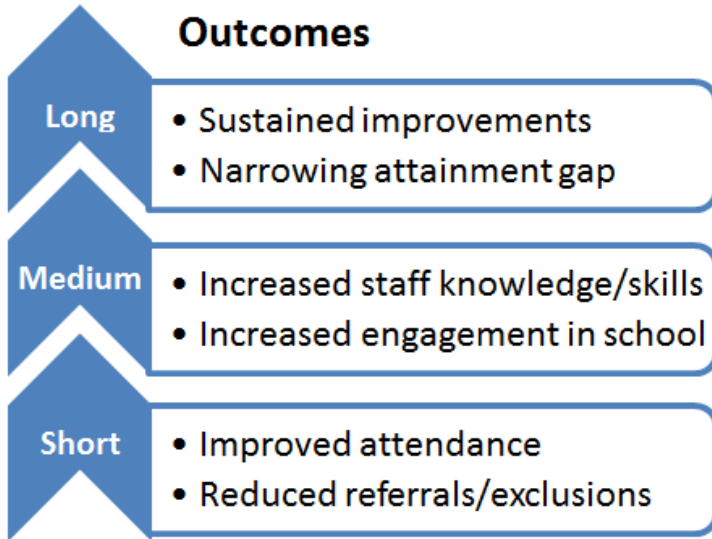
			Thurso High School	Literacy	
			Thurso High School	Moderation	
			Thurso High School	Numeracy	
			Thurso High School	Parental engagement	
			Thurso High School	Pupil Voice	
			Thurso High School	SESI	
			Thurso High School	Inclusion/Exclusion	
ULLAPOOL	*	*	Lochinver Primary S	Emerging Literacy	Resource and Training
			Lochinver Primary S	Literacy	PEF Teacher
			Lochinver Primary S	Numeracy	
			Lochinver Primary S	Parental engagement	
			Lochinver Primary S	Profiling	
ULLAPOOL	*	*	Achiltibuie Primary	Emerging Literacy	Providing Opportunities - Trips/Events
			Achiltibuie Primary	Literacy	Resource and Training
			Achiltibuie Primary	Numeracy	
			Achiltibuie Primary	Parental engagement	
			Achiltibuie Primary	Profiling	
ULLAPOOL	*	*	Ullapool High Schoo	Addressing the gap/c	Literacy Officer (PEF/SAC Central Support)
			Ullapool High Schoo	DYW	Partner Services
			Ullapool High Schoo	HWB	
			Ullapool High Schoo	Literacy	
			Ullapool High Schoo	Numeracy	
ULLAPOOL	*	*	Scoraig School	Literacy	Resource and Training
			Scoraig School	Numeracy	PEF Teacher
			Scoraig School	profiling	
			Scoraig School		
ULLAPOOL	£ 40,800	£ 13,200	Ullapool Primary Sc	Leadership	Literacy Officer (PEF/SAC Central Support)
			Ullapool Primary Sc	Literacy	Numeracy Development Officer (PEF/SAC Centra
			Ullapool Primary Sc	Numeracy	Partner Services
			Ullapool Primary School		PEF Teacher
WICK	£ 300,000	£ 96,000	Newton Park Prima	Addressing the gap/c	PEF Pupil Support Assistants
			Newton Park Prima	Assessment	Resource and Training
			Newton Park Prima	Emerging Literacy	PEF Teacher
			Newton Park Prima	Equ & Div	SAC Literacy Officer (central)
			Newton Park Prima	HWB	Sac Numeracy Officer (central)
			Newton Park Prima	Literacy	
			Newton Park Prima	Numeracy	
			Newton Park Prima	Pedagogy	
			Newton Park Prima	Tracking	
WICK	£ 246,000	£ 84,000	Noss primary schoo	Addressing the gap/c	Literacy Officer (PEF/SAC Central Support)
			Noss primary schoo	Assessment	Numeracy Officer (PEF/SAC Central Support)
			Noss primary schoo	HWB	PEF Pupil Support Assistants
			Noss primary schoo	Literacy	Resource and Training
			Noss primary schoo	Moderation	PEF Teacher
			Noss primary schoo	Numeracy	
			Noss primary schoo	Behaviour	
			Noss primary schoo	Parental engagement	
			Noss primary schoo	Pedagogy	
			Noss primary schoo	Profiling	
			Noss primary schoo	Tracking	

			Noss primary school	Wider achievement	
WICK	*	£ -	Bower Primary School	Addressing the gap/data	
			Bower Primary School	Assessment	
			Bower Primary School	Emerging Literacy	
			Bower Primary School	Literacy	n/a
			Bower Primary School	Numeracy	
			Bower Primary School	Digital Learning	
			Bower Primary School	Parental engagement	
			Bower Primary School	Profiling	
			Bower Primary School	Tracking	
WICK	£ 21,600	£ 9,600	Canisbay Primary School	Addressing the gap/d	PEF Pupil Support Assistants
			Canisbay Primary School	Assessment	Resource and Training
			Canisbay Primary School	Literacy	
			Canisbay Primary School	Moderation	
			Canisbay Primary School	Numeracy	
			Canisbay Primary School	Parental engagement	
			Canisbay Primary School	Tracking	
WICK	*	*	Dunbeath Primary School	Assessment	PEF Pupil Support Assistants
			Dunbeath Primary School	Literacy	Resource and Training
			Dunbeath Primary School	Moderation	
			Dunbeath Primary School	Numeracy	
			Dunbeath Primary School	Parental engagement	
			Dunbeath Primary School	Profiling	
			Dunbeath Primary School	Tracking	
WICK	*	*	Keiss Primary School	Addressing the gap/d	PEF Pupil Support Assistants
			Keiss Primary School	Assessment	Resource and Training
			Keiss Primary School	Emerging Literacy	PEF Teacher
			Keiss Primary School	Literacy	
			Keiss Primary School	Numeracy	
			Keiss Primary School	Digital Learning	
			Keiss Primary School	Parental engagement	
			Keiss Primary School	Profiling	
			Keiss Primary School	Tracking	
WICK	£ 64,920	£ 20,520	Lybster Primary School	Assessment	PEF Pupil Support Assistants
			Lybster Primary School	Literacy	Resource and Training
			Lybster Primary School	Moderation	PEF Teacher
			Lybster Primary School	Numeracy	
			Lybster Primary School	Parental engagement	
			Lybster Primary School	Profiling	
			Lybster Primary School	Tracking	
WICK	*	*	Thrumster Primary School	Addressing the gap/d	PEF Pupil Support Assistants
			Thrumster Primary School	Assessment	Resource and Training
			Thrumster Primary School	Emerging Literacy	
			Thrumster Primary School	HWB	
			Thrumster Primary School	Literacy	
			Thrumster Primary School	Moderation	
			Thrumster Primary School	Numeracy	
			Thrumster Primary School	Parental engagement	
			Thrumster Primary School	Profiling	
WICK	*	*	Watten Primary School	Tracking & Monitorin	PEF Pupil Support Assistants
			Watten Primary School	Numeracy	

			Watten Primary Sch	Literacy	Resource and Training
WICK	£ 210,960	£ 66,960	Wick High School	Addressing the gap/d	PEF Teacher
			Wick High School	Assessment	SAC Literacy Officer (central)
			Wick High School	DYW	Sac Numeracy Officer (central)
			Wick High School	HWB	
			Wick High School	Leadership	
			Wick High School	Literacy	
			Wick High School	Moderation	
			Wick High School	Numeracy	
			Wick High School	Parental engagement	
			Wick High School	Pedagogy	
			Wick High School	Pupil Voice	
			Wick High School	SESI	
			Wick High School	Tracking	
			Wick High School	Wider achievement	
			Wick High School	Inclusion/Exclusion	

Martin Shore, SEBN Teacher; Mel Thom, Rose Wright & Lesley Brown, CSW; and PSA team
Michael Aitchison, Head Teacher

Outcomes



Progress and Impact

All teaching and support staff have now received CLPL sessions covering topics such as: Inclusive Approaches; Positive Behaviour Strategies and awareness of Nurture and Adverse Childhood Experiences.

As a result, staff are **more confident** in dealing with challenging behaviour and have more options as alternatives to referrals. This has led to a **reduction** in referrals and exclusions.

Our attendance data is showing an **improving trend**, the target group are now within 3% of school average with 76% of the group meeting or **exceeding** school average.

This year no SIMD pupils left school without achieving an award. S4 and S5 Improving Attainment for All statistics in SIMD 1& 2 (Quintile 1): Invergordon is **performing above** our Virtual Comparator, Highland and National.

'The school supports our family at home. I couldn't ask for better support. I see Mel (CSW) as a family friend. Invergordon Academy have been brilliant with their support in getting my son back into school'

Description of Approach

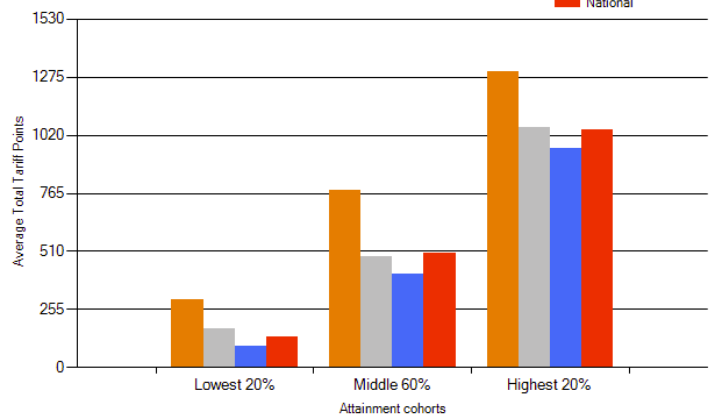
We had identified that for a number of our young people the traditional school day/curriculum and support structures did not fully meet their needs. Our 'Wellbeing Team' was formed to:

- Support targeted pupils and families towards improved attendance and engagement; working to remove barriers to attendance and engagement with school/learning
- Work with staff to identify and implement behaviour support strategies to meet individual needs
- Identify and coordinate wider achievement/alternative curriculum opportunities, including positive destinations for leavers.
- Work in partnership with school support team and external agencies to support development of nurturing approaches across the school

The selected year is 2019
Showing SIMD 1 & 2

Improving attainment for all
Average Total Tariff Points

Invergordon Academy
Virtual Comparator
Highland
National



Evaluation and Next Steps

Our interventions on attendance and behaviour had an immediate positive impact which has been sustained over the period of the funding. Targeted pupils are now in school/ lessons more and have a better attitude towards their learning. This has led to improved attainment. We would now like to focus more on how we can better support parents to support their children in sustaining their attendance and achievement.

Nicola Anderson, Lyndsey Fleming, Sarah Leakey, Brian MacDonald, Jamie McDonald, Alison McGregor, Matt Murphy, Tamrin Rubidge, Arlene Wilson
Inverness High School, Montague Row, Inverness IV3 5DZ

What we did...

The SAC Numeracy Development Officer worked collaboratively with the school to provide resources, training and support to improve numeracy learning and teaching. The use of concrete materials to support conceptual understanding at all levels is the main focus of our approach. Initially, diagnostic assessment data was used to highlight gaps and misconceptions and support professional development. A strategy to support learners to develop conceptual understanding, initially through the use of concrete materials was then introduced. Our approach is based on the extensive research which underpins the Highland Numeracy Progression, which can be found at <https://highlandnumeracyblog.wordpress.com/>

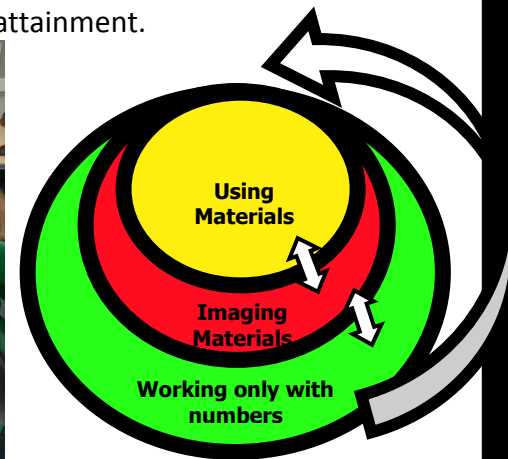


What we wanted to happen in the...

Short term - Improved awareness in secondary of teaching and learning strategies that support first and second level numeracy and maths learning.

Medium term – All staff developing a greater awareness of the developmental stages in numeracy.

Long term – Improved teaching and learning to support conceptual understanding in numeracy and maths at all levels resulting in improved application of concepts supporting improved attainment.



What happened and the difference it is making...

Following training for staff (Maths, ASN and PSAs) relating to understanding and use of diagnostic assessments, teaching staff have begun to use the assessments to identify gaps and misconceptions and target teaching at an appropriate level. Training in the use of concrete material has allowed staff to see how they can begin to teach for understanding and address common persistent difficulties that often appear as a result of procedural or rote learning. Examples can be seen in this Next Steps Youtube video. https://www.youtube.com/watch?v=I7Qs2TwWv0k&disable_polymer=true
Attendance and interest in training sessions is increasing as practitioners see the value and potential impact of the approach.

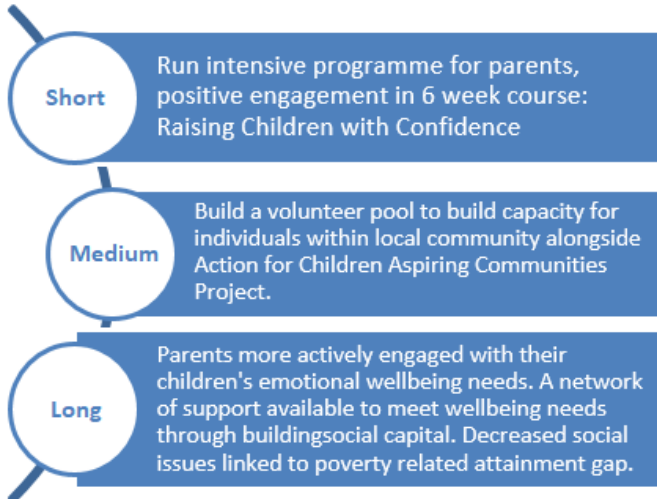
Evaluation and Next Steps

Evaluation and feedback from diagnostic assessment training in 18/19 resulted in substantial changes being made to an online training programme (currently being piloted). With ongoing engagement and support staff now request further help from the growing Numeracy Team in terms of training and access to resources. In raising expectations some staff are reconsidering their approach to setting for maths. Next steps include;

- Continuing to develop awareness of developmental stages in numeracy
- How to support conceptual understanding.
- Embedding these approaches across all levels, even up to higher, in all classes.

Isobel Sinclair (Head Teacher), Carol Lowson (Action for Children) & Parent Group
Milton Primary School, Kildary, Invergordon IV18 0NX Tel. 01862 842 537
miltonprimaryschool.wordpress.com

Outcomes



The Chosen Approach...

'Parents can be supported to engage positively with their children by providing intensive programmes. Offering advice on how to improve the home learning environment is beneficial'

(Educational Endowment Foundation).

The school wanted to support families to work together positively to support their child's learning and wellbeing. Parents made it clear that they did not want a Parenting Programme. So in collaboration with Action for Children, who are well established in Milton through their Aspiring Communities Project, we created a course entitled "Raising Children with Confidence". Careful promotion amongst parents resulted in high levels of interest with 14 parents attending.

Progress: Parents attended and engaged well. They said that they enjoyed all sessions and can really see a different way of looking at things with their children. Staff in school have commented that they have noticed a positive improvement in the behaviour of some children of parents who attended. At first parents were not keen to buy into any type of course but having persevered they are now able to describe the impact. Building positive relationships has been key to the success. Action for Children is trusted and their advice is really valued.

A positive impact is evident; parent feedback has informed our next steps.

'You can always turn things around. My son and I are proof of this over the last few weeks.'



'We always start with tea and toast then we get to the good stuff – it's really helping me to feel better about myself as a mum.'

'Before this course started I was in a bad place with regards to parenting. Since I have been putting into practice what I have learned it's a huge weight lifted. Not only am I seeing a difference at home but also in school with my older son. I really can't put into words what I have learned and gained through this course.'

'I have gained confidence in dealing with my child's behaviour and also been made more aware to listen to what they need and want more.'

Parents know what they want and what they feel they need. We feel moving forward is only possible if the pace is right and when everyone works together for the same shared outcome. The parents are keen to continue with their learning. Having completed Raising Children with Confidence they have requested that school now provides a 'Handling Children's Behaviour Course'. Action for Children has been booked to deliver this next term.

Jillian Kean, Louise James, Jill MacKenzie, Sharon Smith, June Aitchison, Ruth Deplacido
Merkinch Primary School, Inverness Email: merkinchprimary@highland.gov.uk
Highland Speech and Language Therapy Service Email: Sharon.smith3@highland.gov.uk

Description of Approach



Our coaching and mentoring approach was designed to improve capacity and accountability of early years practitioners through quality interactions - ultimately impacting on the oral language skills of targeted nursery pupils.

Data produced from a picture vocabulary assessment indicated the cohort was initially around the 14th centile, compared with the standard developmental average of the 50th centile.

Leadership has driven the approach, through consistently high expectations, ownership and collaborative planning.

The knowledge and expertise shared by the speech and language service supported the developmental approach to learning which is key to the development of early language, literacy and all areas of the curriculum.

Research on the effects of training and coaching as in the chart to the right, clearly shows the rigor and power of the approach.

Outcomes

Engagement and collaboration with Speech & Language Service and Merkinch, resulting in improvement in quality of:

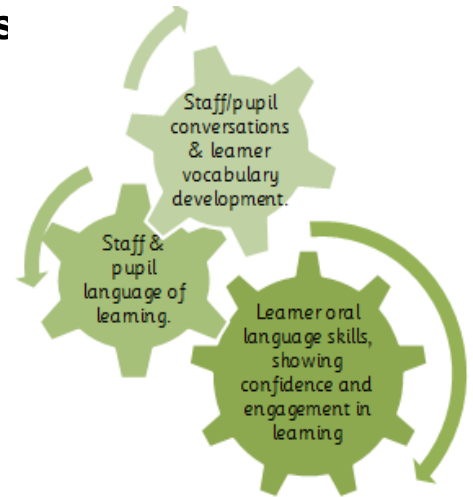


Table 1

A Summary of a Meta-analysis of the Effects of Training and Coaching on Teachers' Implementation in the Classroom (Joyce & Showers, 2002)

TRAINING COMPONENTS	OUTCOMES		
	(% of participants who demonstrate knowledge, demonstrate new skills in a training setting, and use new skills in the classroom)		
	Knowledge	Skill Demonstration	Use in the Classroom
Theory and Discussion	10%	5%	0%
+ Demonstration in Training	30%	20%	0%
+ Practice & Feedback in Training	60%	60%	5%
+ Coaching in Classroom	95%	95%	95%

Progress and Impact outline...

After a slow start, progress accelerated as more positive relationships were formed between EYPs and the Leadership Team, resulting in a shared vision which was planned and reviewed collaboratively.



EYPs are confidently using the Words Up key messages throughout daily practice, with a 267% increase in positive interactions observed.

Measurable improvements were made in children's language; reassessment of the targeted cohort showed the average rising from the 14th to the 41st centile - a gain of 27 points.

Strategic leadership will ensure sustainability of the project by maintaining standards and applying a consistent approach to creating an ethos of reflective practice.

Evaluation and Next Steps describe ...

Three things we've learned:

- ★ Effective change happens when there is strategic leadership to drive vision forward.
- ★ Working collaboratively across agencies to share expertise was vital in developing a clear, shared understanding
- ★ Never underestimate the time needed to embed change

Next Steps:

- ➡ Roll out approach throughout the school
- ➡ Build a platform for sustainability

Sharing from the experience of developing... *A Youth Work Approach to Improving Pupil Motivation and Engagement.*



Wick High School – Our school roll is 685 pupils. 32% of our learners are SIMD/FSM pupils

Practitioners Involved

Carly Simpson, Youth Work Leader & Fiona Grant, Headteacher
e-mail - wick.high@highland.gov.uk Telephone contact – 01955 603333

Description of Approach

Data from an extensive pupil consultation indicated the need to address pupil mental health and organised activities the SIMD/FSM cohort could access.

The decision to adopt a youth work approach was influenced by teaching staff shortages, the capacity of families and the community to support young people and an awareness of the potential of youth work.

Knowledge and expertise was shared through **collaborative partnership working** between the school and third sector youth networks. Youth work principles underpin ‘**Step Forward Wick Youth**’ which involves around 75 young people most affected by poverty related deprivation. Young people and youth workers work together to build relationships and develop opportunities.

The Outcomes

Short term - Young people struggling to engage in learning to meet their potential in school benefitting from learning opportunities which are strengthened by using a youth work approach.

Medium term - Targeted SIMD/FSM young people supported to develop a better understanding of themselves through relationship building, group work, supported self-reflection and setting personal targets and challenges.

Long term - Broader curriculum offer with awards and qualifications sitting on the National Framework available to identified target groups of SIMD/FSM pupils.

Progress and Impact

The **quality of staff training, raising the volume and validity of pupil voice** and fostering **leadership at all levels** has impacted positively on progress. In **building positive relationships** and having ready access to a youth work team the attendance gap has narrowed by 1.2% in less than a year, exclusions have reduced to almost zero and observed engagement in learning has improved in most classes. A **wider offer of awards** is promoting the skills agenda and **raised awareness of the world of work**.

Step Forward Wick Youth Facebook page communicates with over 800 young people, parents and community members.

In embedding and sustaining the approach we continue to identify and embrace third sector agencies and community partners who can support us while widening leadership opportunities for both pupils and staff.

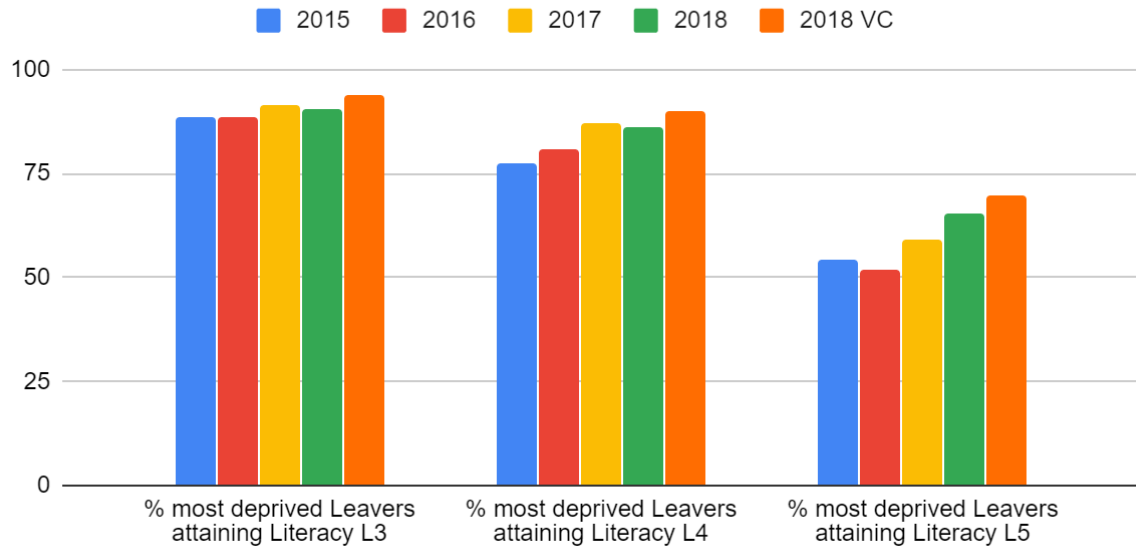
Evaluation and Next Steps

47% of the SIMD/FSM cohort regularly engage in a comprehensive activity programme with the wider community keen to support and become more involved. Community projects are **increasing pupil credibility** and generating interest and further involvement in the area where the SIMD/FSM cohort live. **Pupils report feeling increasingly valued**. Listening to the pupil voice has made the biggest difference to the direction of the approach as has remaining resilient and true to original outcomes.

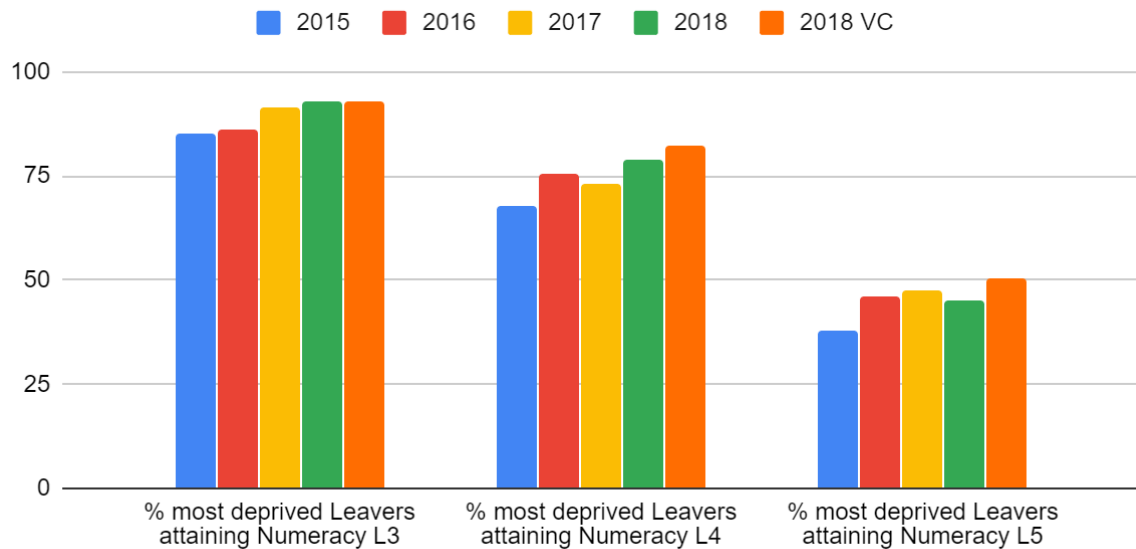
Next steps are to use pupil activities to engage parents by holding Games nights and a celebration evening to show case successes which will be led by our pupils

Appendix 3 – Attainment of Leavers from our most deprived data zones

Percentage of Leavers from most deprived data zones attaining Literacy Levels - 4 years trend and benchmarked against 2018 Virtual Comparator attainment

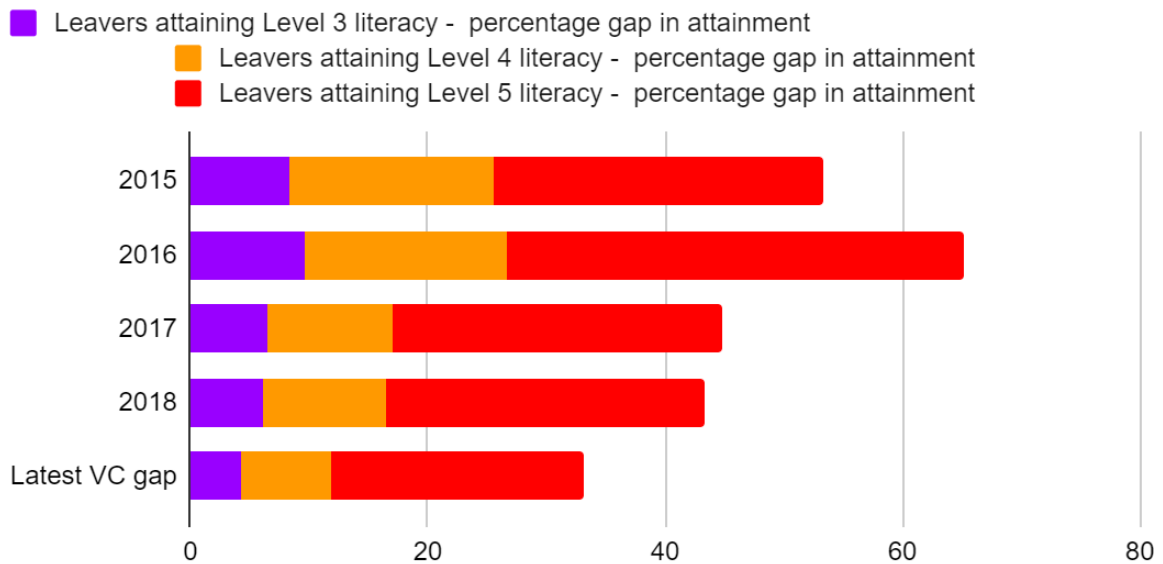


Percentage of Leavers from most deprived data zones attaining Numeracy Levels - 4 years trend benchmarked against 2018 Virtual Comparator attainment

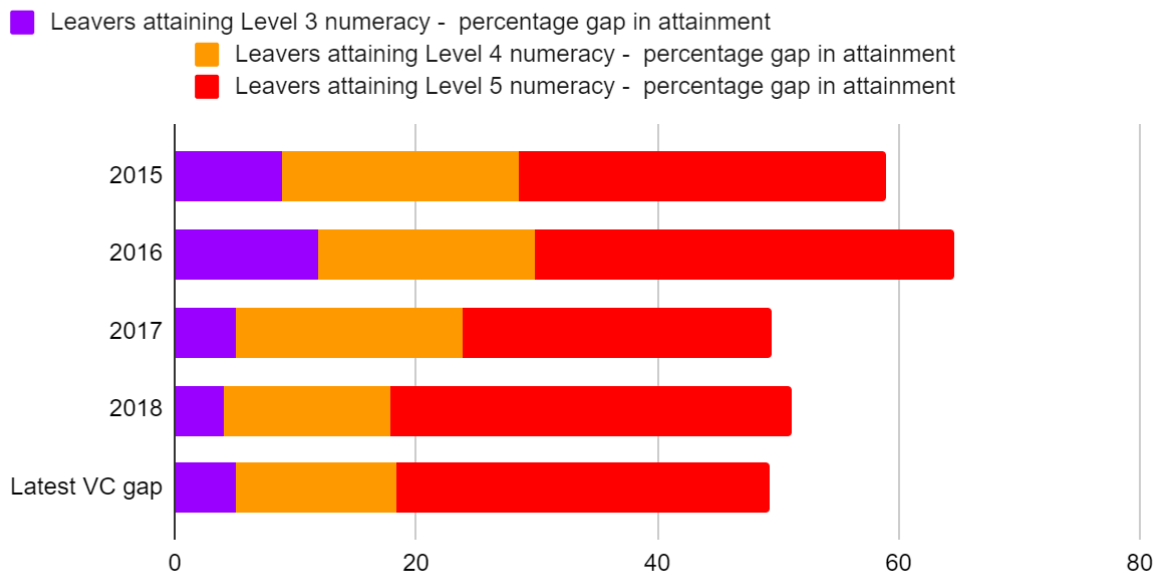


Appendix 3 (cont'd)
Literacy and Numeracy Attainment - Closing the Attainment Gap

Literacy Gap - Decreasing trend - Percentage gap between most and least deprived in National units benc...



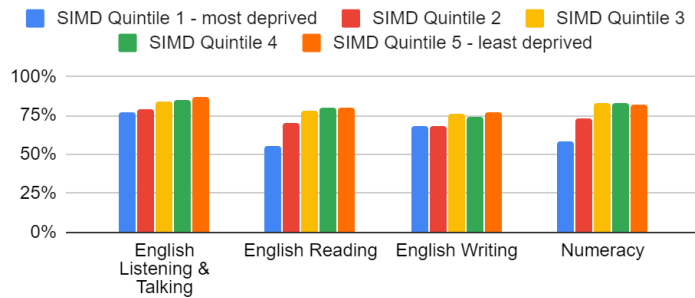
Numeracy Gap - Decreasing trend - Percentage gap between most and least deprived in National units benchmarked again...



Appendix 4

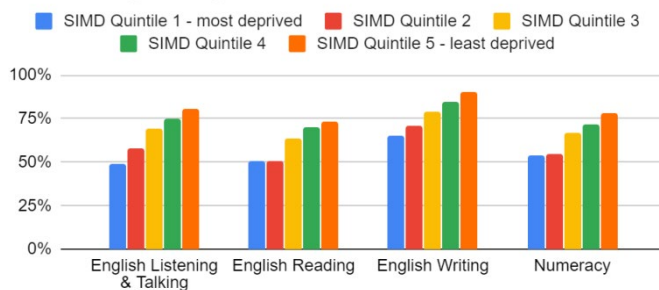
Curriculum for Excellence Teacher Judgement Levels of Achievement P1, 4, 7, S3

2018 Percentage of P1 children achieving CfE Early Level, by SIMD Quintile



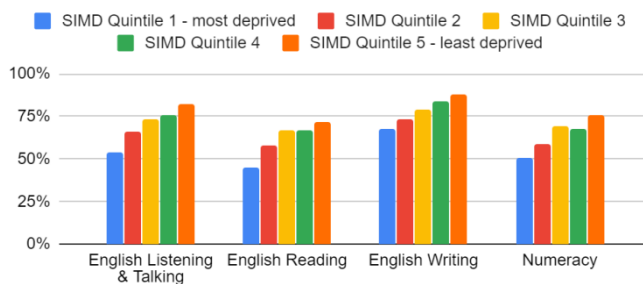
P1/EARLY LEVEL	Listening and talking	Reading	Writing	Numeracy
HIGHLAND GAP	10%	23%	9%	24%
NATIONAL GAP	12%	17%	18%	13%

2018 Percentage of P4 children achieving CfE First level or higher, by SIMD Quintile



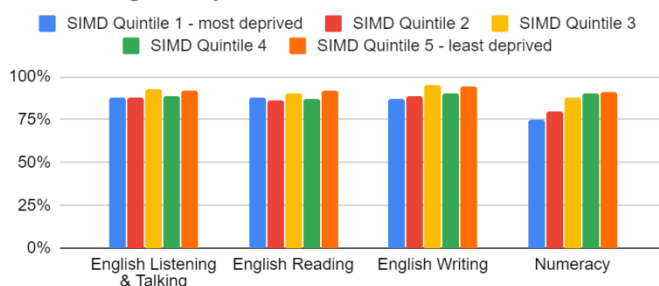
P4/FIRST LEVEL	Listening and talking	Reading	Writing	Numeracy
HIGHLAND GAP	32%	22%	25%	24%
NATIONAL GAP	15%	19%	20%	18%

2018 Percentage of P7 children achieving CfE Second level or higher, by SIMD Quintile



P7/SECOND LEVEL	Listening and talking	Reading	Writing	Numeracy
HIGHLAND GAP	22%	14%	11%	12%
NATIONAL GAP	16%	18%	22%	20%

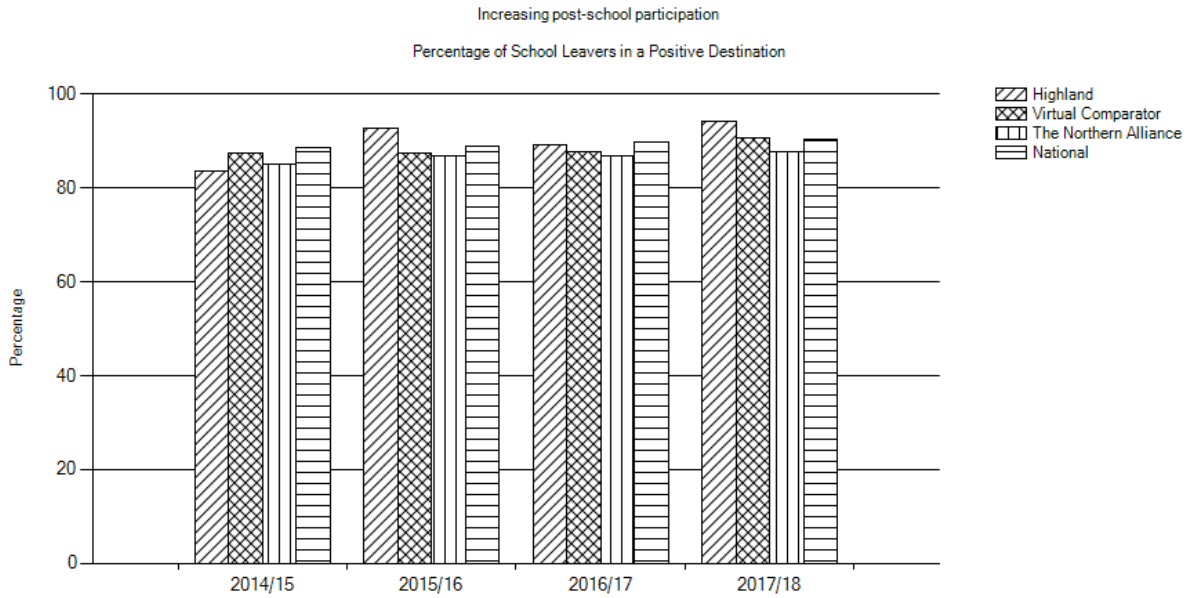
2018 Percentage of S3 children achieving CfE third level or higher, by SIMD Quintile



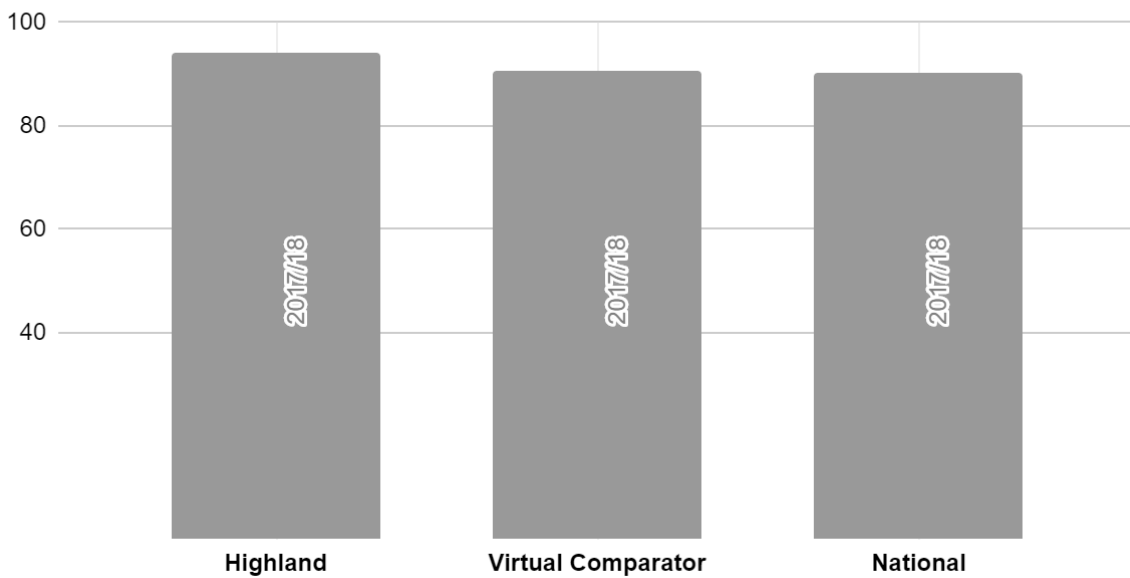
S3/THIRD LEVEL	Listening and talking	Reading	Writing	Numeracy
HIGHLAND GAP	4%	4%	7%	16%
NATIONAL GAP	10%	11%	12%	14%

Appendix 5 – Leavers Destinations for Young People from our most deprived data zones

- All Leavers



Percentage of Young People from most deprived data zones reaching a positive destination



Appendix 6

Percentage of Leavers from our most deprived data zones entering destinations - 4 year trend

