

NORTHERN IRELAND COUNCIL FOR INTEGRATED EDUCATION (NICIE)

BUSINESS PLAN - 2020 to 2021 - **FINAL**

Corporate Goal 1: Ensuring continuity of learning for children and young people during the COVID-19 pandemic				
1 Number	2 Commitment/Action	3 Performance Measure(s)	4 Links to which PfG Outcome(s), if any	5 Links to which CYP Outcome(s), if any
1	Enable integrated schools to anticipate problems and challenges and implement solutions regarding impact of COVID 19 by administering NICIE standing committees for schools to March 2021.	<p>Creation and maintenance of stronger networks of support for schools with regard to vulnerable children and young people until March 2021.</p> <p>Evidence of high participation levels in the various networks by March 2021.</p> <p>High satisfaction rates measured using consistent evaluation tool in various working groups by March 2021.</p>	3, 5, 8, 10, 11,12	3

Corporate Goal 2: Improving the wellbeing of children and young people, including supporting those who are vulnerable or who have special educational needs

1 Number	2 Commitment/Action	3 Performance Measure(s)	4 Links to which PfG Outcome(s), if any	5 Links to which CYP Outcome(s), if any
2	Throughout 2020/21, NICIE, in collaboration with DE, EA and other children’s authorities, will work to shape and support educational policies with a view to improving the wellbeing of children and young people as outlined in the Children’s Services Co-operation Act (NI) 2015.	<p>By a date specified by DE, a report provided to DE detailing evidence that this commitment has been achieved, and information provided on the impact of this action on the well-being of children and young people.</p> <p>Lessons Learned Report including support for vulnerable children and young people with additional needs drafted and shared with schools by December 2020.</p> <p>Provide a coordinating forum for the SENCo Committee for controlled and GMI integrated schools to coordinate training and respond to consultation by March 2021.</p> <p>Increased school engagement with the SENCo Forum by March 2021.</p>	3, 5, 7, 8, 9, 12	1 - 8

Corporate Goal 3: Increasing access and improving the learning environment for all				
1 Number	2 Commitment/Action	3 Performance Measure(s)	4 Links to which PfG Outcome(s), if any	5 Links to which CYP Outcome(s), if any
3	<p>Shared Education NICIE will exercise its power to encourage and facilitate shared education, in line with legislation and DE's Sharing Works Policy, through the following key actions in 2020/21:</p> <ul style="list-style-type: none"> • Integrated schools and transforming schools plan for contributing to Peace and Reconciliation outcomes in School Development Plans • Contribute to the promotion of shared and integrated options in Area Planning • Promote the Pupil Pathway in integrated schools by December 2020 	<p>By a date specified by DE, a report submitted to DE detailing evidence of how this commitment has been achieved and information on the impact of the actions.</p> <p>NICIE Ethos Training positively impacting on school leaders and staff as evidenced by evaluation of teacher professional learning sessions and other training and development events. Report by March 2021.</p>	3, 5, 7, 9, 12	3, 7, 8
4	Throughout 2020/21, support DE in fulfilling its statutory duty to encourage and facilitate the development of Integrated and Irish Medium Education.	<p>By a date specified by DE, a report provided to DE detailing evidence that this commitment has been achieved, and information provided on the impact of this action on the Integrated and Irish Medium Education sectors.</p> <p>Positive productive relationships with Comhairle na Gaelscolaíochta regarding Governance, Finance,</p>	3, 5, 7, 9, 12	3, 7, 8

Corporate Goal 3: Increasing access and improving the learning environment for all				
1 Number	2 Commitment/Action	3 Performance Measure(s)	4 Links to which PfG Outcome(s), if any	5 Links to which CYP Outcome(s), if any
		<p>Area Planning, Transformation and Ethos by December 2020, as evidenced by:</p> <ul style="list-style-type: none"> • No of meetings; • Provision of advice and support to CnaG where there are common goals for Capital Works Programme and success rate; • Provision of support and guidance where there are common goals for Preschool e.g. establishment of Irish Medium, Integrated pre-school. 		
5	Integrated schools along with parks, leisure centres, libraries and shopping centres are considered to be shared and open to both Protestants and Catholics by March 2021.	<p>Baseline integrated schools' understanding of Community links through Marketing training sessions and tracking If schools more sustainable through links with the community evidenced by:</p> <ul style="list-style-type: none"> • School links with the community openly expressed in their marketing, open day information and website. • Presence of other features of provision, e.g. nursery or specialist unit. • Multi-functional use of buildings outside formal education, for example, for sport, voluntary and community use. <p>Better balance in integrated schools identified by DE of Protestants/Catholics and those of other faiths and none in cooperation with EA.</p>	9, 12	7, 8

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1 Number	2 Commitment/Action	3 Performance Measure(s)	4 Links to which PfG Outcome(s), if any	5 Links to which CYP Outcome(s), if any
		Increase in participation and engagement with NICIE information and training sessions measured via course and evaluations.		
6	Improve the physical learning environment by March 2021.	8 Capital Build Fresh Start Projects at Stage 4. 2 new school capital builds / Major works contractor appointed.	11	4
7	Build a network of sustainable integrated schools	Support schools to be sustainable regarding: <ul style="list-style-type: none"> • Enrolments • Balance • Performance Draft strategic plan for growth of IE with two strands: <ul style="list-style-type: none"> • Recommendations from the Independent Review of IE • Planning for growth of IE in areas. 	12	3

Corporate Goal 4: Raising standards and tackling underachievement to ensure learners get the best possible education

1 Number	2 Commitment/Action	3 Performance Measure(s)	4 Links to which PfG Outcome(s), if any	5 Links to which CYP Outcome(s), if any
8	Provide focused support for sustainable schools seeking to transform.	Advice and support given to at least 4 schools/parent groups to assess demand for IE in their area through a collection of Expression of Interest Forms.	9	8

Corporate Goal 5: Developing the education workforce				
1 Number	2 Commitment/Action	3 Performance Measure(s)	4 Links to which PfG Outcome(s), if any	5 Links to which CYP Outcome(s), if any
9	Staff Absence Throughout 2020/21, to work with DE to reduce absence levels.	Achieve an absence target of 6.0% in 2020/21 for NICIE staff.	12	3
10	During 2020/21, to work with DE to implement the Managing Attendance Strategy for the Education Sector.	All meetings of the Education Sector Managing Attendance Forum attended and a meaningful contribution made to the delivery of the 2020/21 Action Plan.	12	3
11	Building capacity for staff in NICIE regarding Blended Training and Development sessions in schools and remote working for themselves by March 2021.	Planning and implementation of events for training and development by March 2021. Training and practice for staff for digital meetings software By December 2020.	5, 11	8
12	Building resilience with staff regarding mental health and wellbeing.	Level of staff engagement with mental health and wellbeing planned actions implemented and evaluated.	10	7

Corporate Goal 6: Transforming the education system to ensure high quality, sustainable education for the 21st century				
1 Number	2 Commitment/Action	3 Performance Measure(s)	4 Links to which PfG Outcome(s), if any	5 Links to which CYP Outcome(s), if any
13	Accurate and Timely Accounts By the required date, to submit to DE & the Comptroller and Auditor General (C&AG) draft 2019/20 accounts in accordance with the Accounts Direction, Whole of Government Accounts (WGA) & Review of Financial Process consolidation pack and to prepare accounts with an unqualified audit opinion and within the timescales outlined by DE/ NIAO.	Draft accounts submitted to DE by Account Direction date. WGA returns made by the required date. Review of Financial Process consolidation pack submitted by the required date. Accounts prepared to a high standard that do not subsequently result in qualification by the C&AG for reasons that are considered to be within the control of the accounting officer.	12	3
14	Compliance Throughout 2020/21, ensure full compliance with all required procedures and approval requirements in relation to the delegated limits set out in the Financial Memorandum, business cases, economic appraisals, Post Project Evaluations, consultancy and procurement regulations and policy and other relevant NICS regulations.	All Business cases, consultancy and procurement compliant with relevant guidance, and have appropriate approvals within delegated authority and as required are submitted to the Department in a timely manner to allow full and proper scrutiny. Full adherence to the requirements of Northern Ireland Guide to Expenditure, Appraisal and Evaluation (NIGEAE), DoF guidance, Construction & Procurement Delivery's guidance notes and guidance issued by DE.	12	3
15	Pay Remits	No breaches of Public Sector Pay Policy	12	3

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1 Number	2 Commitment/Action	3 Performance Measure(s)	4 Links to which PfG Outcome(s), if any	5 Links to which CYP Outcome(s), if any
	Throughout 2020/21, to ensure that the pay remits align fully with public sector pay policy as detailed in relevant DoF guidance.			
16	Budget Allocations Ensure that expenditure is contained within the agreed budget allocation with no overspend and an underspend of no more than 1% of the overall resource and overall capital budgets by year-end.	Budget contained with any underspend within the 1% limit with no overspend. All resource budget and capital budget allocations utilised within the parameters set out by DE.	12	3
17	Prompt Payment Throughout 2020/21, we will aim to maximise the payment of all non-disputed invoices within 10 working days of receipt of invoice and will ensure that 97% of all non-disputed invoices are paid within 30 days of receipt of invoice.	90% of all non-disputed invoices paid within 10 working days of receipt of invoice. 97% of all non-disputed invoices paid within 30 days of invoice date. Progress reported monthly.	12	3
18	Cash Management Throughout 2020/21, to ensure the monthly drawdown of cash is within 5% of the monthly forecast requirement.	Monthly drawdown of cash is within 5% of the monthly forecast requirement. Progress reported monthly.	12	3

Corporate Goal 6: Transforming the education system to ensure high quality, sustainable education for the 21st century

1 Number	2 Commitment/Action	3 Performance Measure(s)	4 Links to which PfG Outcome(s), if any	5 Links to which CYP Outcome(s), if any
19	To provide a forecast of the 2020/21 cash requirement for the Spring Supplementary Estimates in line with the Department's timescale and ensure the total annual cash drawdown does not exceed the limit subsequently agreed at Spring Supplementary Estimates.	Annual cash drawdown does not exceed the limit set at Spring Supplementary Estimates.	12	3
20	Effective Governance Throughout 2020/21, to ensure effective governance through full compliance with all required procedures in the Partnership Agreement / Management Statement, Financial Memorandum (MSFM) and related governance guidance issued by DE.	All corporate governance decisions comply with Partnership Agreement and engagement plan or MSFM. Draft Business Plan, in-year and end-year Business Plan updates provided to DE within set timescales. Annual and Mid-year Governance Statements submitted and approved within set timescales. All new board members receive corporate governance training within 6 months of appointment, and all members to have regular (at least annual) review of their skills and knowledge. An annual audit of Board skills and effectiveness completed by NICIE.	12	3

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1 Number	2 Commitment/Action	3 Performance Measure(s)	4 Links to which PfG Outcome(s), if any	5 Links to which CYP Outcome(s), if any
21	Grow integrated education by taking opportunities presented through Area Planning to help to deliver schools for the future Workstream 3 DE Transformation Programme (Strand 1, 2 and 3)	Active participation in Area Planning (APSG, APWG and APLG levels) leading to identification of encouraging and facilitating the growth for IE through cooperation and collaboration and implementation of same.	9	8
22	Actively participate in the Local Management of Schools Group representing the voice of GMI schools.	Provide advice and liaise with GMIs/DE in relation to The Review of the Common Funding Formula	12	3