

DUNDEE CITY COUNCIL

REPORT TO: Personnel Committee - 19 April 2004

REPORT ON: Communities Department - Literacies Action Plan - Establishment of Fixed Term Posts

REPORT BY: Head of Communities & Assistant Chief Executive (Management)

REPORT NO: 261-2004

1 PURPOSE OF REPORT

- 1.1 The purpose of this report is to establish six fixed term Adult Learning Worker (Literacies) posts, in order that they can deliver on key elements contained in the Literacies Action Plan, which was approved by the Scottish Executive in February 2004.

2 RECOMMENDATIONS

It is recommended that the Committee approves:

- 2.1 the establishment of two posts of Adult Learning Worker (Literacies), graded CEW (£17,340 to £22,398) for a fixed term to 31 March 2006;
- 2.2 the establishment of four part time (18.5 hours) posts of Adult Learning Worker (Literacies) Grade CEW (£17,340 to £22,398 pro rata) for a fixed term to 31 March 2006.

3 FINANCIAL IMPLICATIONS

- 3.1 The costs of these proposals are £96,939 in 2004/05 and £112,939 in 2005/06 (full year). These costs can be contained within the set budget allocations.

4 LOCAL AGENDA 21 IMPLICATIONS

- 4.1 The project will seek to support initiatives to ensure that all sections of the community are given the opportunity to develop their capacity and given help to address their literacy needs in order to participate in civic, community, family and working life.
- 4.2 This report seeks to ensure that resources are used as efficiently as possible to achieve departmental, partnership and Council agreed service priorities, and ensure a sustainable partnership approach to literacies provision.

5 EQUAL OPPORTUNITIES IMPLICATIONS

- 5.1 The proposal will continue to reflect the priority and commitment of the Council to equal opportunities, and in particular will target and support those who are most excluded from learning.

6 BACKGROUND

- 6.1 On 10 February 2003 Report No 135/2003 Literacies Action Plan - Allocation of Resources 2002/03 which covered the allocation of additional resources for the delivery of key elements in the Literacies Action Plan, was reported to Communities Committee. This report identified additional allocations for Dundee for the period 2004-2006. A key element of securing this funding was the approval of the Dundee Partnership Literacies Sub Group Action Plan for the period 2004-2006. This has been approved by the Scottish Executive in February 2004.
- 6.2 This additional finance will enable the Literacies Initiative to further develop in key areas of work related to specific target groupings:
- people with limited initial education
 - unemployed people
 - people with English as a second language
 - people who live in disadvantaged areas
 - workers in low skill jobs
 - people on low incomes
- 6.3 Progress on the Initiative to date has resulted in the increase in literacy providers from 2 providers in 2002, to 13 providers in 2004. These new providers are allocated funding via a Challenge Fund, which is established from the budget and disbursed with agreement of the partners. However, it has been identified that there are still key areas of work that need to be developed to meet hard to reach target groups. Therefore, it is recommended that in addition to the Challenge Fund 2 posts and 4 part-time posts of Adult Learning Worker (Literacies) be established to take the key areas of developing work forward, which are contained within the Literacies Implementation Plan, as agreed by the Literacies Sub Group in February 2004.

7 CONSULTATION

- 7.1 The Chief Executive, Depute Chief Executive (Finance), Assistant Chief Executive (Community Planning), and Depute Chief Executive (Support Services) have been consulted in preparation of this report.

8 BACKGROUND PAPERS

- 8.1 No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 other than any containing confidential or exempt information were relied on to any material extent in the preparation of this report.

S Murdoch
Head of Communities

12 April 2004

J C Petrie
Assistant Chief Executive (Management)

12 April 2004