

## NICIE BUSINESS PLAN - 2018 to 2019 - FINAL

<b>Corporate Goal 1: Improving the wellbeing of children and young people (NICIE Aims 1, 2 and 3)</b>				
<p><i>NICIE strategic aims:</i>            2.1 Raise awareness of and increase support for Integrated Education            2.2 Influence government and public debate on the potential benefits of IE            2.3 Liaise with relevant stakeholders to promote IE</p>				
<b>1 Number</b>	<b>2 Commitment/Action</b>	<b>3 Key Success Indicator</b>	<b>4 Links to which PfG Outcome(s), if any</b>	<b>5 Links to which CYP Outcome(s), if any</b>
<b>1</b>	<p>Throughout 2018/2019 NICIE, in collaboration with DE, EA and other children’s authorities (as defined by the Children’s Services Co-operation Act 2015 (CSCA) will work to shape, where possible, educational policies in conjunction with other Government Departments, their Non-Departmental Public Bodies, community and voluntary providers and employers, with a view to improving the well-being of children and young people as outlined in the CSCA.</p>	<p>By a date specified by DE, a report provided to DE detailing evidence that this target has been achieved, and information on the impact of this action on the well-being of children and young people.</p> <p>NICIE policies and advice reflect the Children Services Cooperation Act (2015).</p> <p>Parental complaints policy shared with schools.</p> <p>NICIE represented on Admissions Appeals Tribunals .</p>	<p>Outcome 12 We give our children and young people the best start in life</p>	7

		<p>Representation on DE Pathways Fund through Childcare Partnerships.</p> <p>Positive outcomes in Providing Pathways Action Plan to ensure right number of schools in right places.</p>		
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<b>Corporate Goal 2: Raising standards for all (NICIE Aim 2)</b>				
<p><i>1.1 Identify, acknowledge and disseminate information on excellence in integrated education.</i></p> <p><i>1.2 Collaborate with external stakeholders to support integrated schools to improve and evaluate the impact of support to integrated schools</i></p> <p>2.2 Influence government and public debate on the benefits of Integrated Education</p>				
<b>1 Number</b>	<b>2 Commitment/Action</b>	<b>3 Key Success Indicator</b>	<b>4 Links to which PfG Outcome(s), if any</b>	<b>5 Links to which CYP Outcome(s), if any</b>
<b>2</b>	Throughout 2018/19, provide advice and guidance to integrated principals, SLTs and Chairs of Governors on ad hoc issues	>90% of queries responded to within 7 days”	Outcome 5 We are an innovative, creative society where people can reach their potential	8
<b>3</b>	Throughout 2018/19, provide advice and support to integrated schools, through working with the EA, CCMS, CCEA, DE and ETI to support raising standards in integrated education at (i) pre-school, (ii) primary and (iii) post-primary.	6 pre-schools/schools wherein standards were raised.	Outcome 12 We give our children and young people the best start in life	3

4	Provide timely, high-quality advice and recommendations (as required during 2018/19) to DE on integrated education particularly in relation to policy development, research and consultations.	Responses provided to all relevant DE consultations and requests for information within required timeframes.	Outcome 9 We are a shared, welcoming and confident society that respects diversity.	8
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## NICIE BUSINESS PLAN - 2018 to 2019

**Corporate Goal 3: Closing the performance gap, increasing access and equality (NICIE Aim 1, 2 and 3)**

*NICIE strategic aims:*

*1.3 Support other schools to work towards formal integration*

*1.4 Identify barriers to schools attracting children from the minority community*

*2.2 Influence government and public debate on the benefits of Integrated Education*

*3.1 Build a network of sustainable integrated schools*

*3.2 Work with integrated schools to increase enrolment*

*3.2 Identify and meet the needs of parents and local communities for integrated education*

*3.3 Support educational partners to encourage and facilitate integration and models of sharing in areas with no integrated provision and/or high demand.*

<b>1 Number</b>	<b>2 Commitment/Action</b>	<b>3 Key Success Indicator</b>	<b>4 Links to which PfG Outcome(s), if any</b>	<b>5 Links to which CYP Outcome(s), if any</b>
<b>5</b>	Throughout 2018/19, work through Area Planning to meet community and parental demand for integrated education in viable and sustainable schools.	<p>Increase in the number of available places at integrated schools.</p> <p>Development of robust Cases for Change in conjunction with integrated schools.</p> <p>Robust evidence-based commentaries submitted to all integrated Development Proposals and were appropriate other DPs within required timeframes.</p> <p>At least 6 schools given advice and guidance in relation to issues of unsustainable enrolments.</p>	Outcome 10 We have created a place where people want to live and work, to visit and invest.	8

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		At least 7 schools given advice and guidance on an area solution to issues of sustainability.		
<b>6</b>	Throughout 2018/19, provide advice and support to schools, parents and communities wishing to develop or expand sustainable integrated provision at (i) pre-school, (ii) primary and (iii) post-primary levels.	Increase in the total number and percentage of pupils in or requesting integrated education.  A minimum of 2 schools actively considering/pursuing integrated status by March 2019.	Outcome 14 We give our children the best start in life	6
<b>7</b>	Throughout 2018/19, promote and advocate integrated education to the (i) general public (ii) media and (iii) all key education stakeholders.	Evidence of promotion and advocacy of integrated education by March 2019 reported on a monthly basis.	Outcome 7 We have a safe community where we respect the law, and each other.	7
<b>8</b>	Throughout 2018/19, support DE in fulfilling its statutory duty to encourage and facilitate the development of Integrated and Irish Medium Education.	By 31 March 2019, provide a report to DE detailing the steps taken to meet this target.	Outcome 14 We give our children the best start in life	7
<b>9</b>	To encourage and facilitate shared education, as defined in the Shared Education (Northern Ireland) Act 2016 and Sharing Works.	By a date to be notified by DE, provide a summary report of the extent to which NICIE has exercised its power to encourage and facilitate shared education and Sharing Works policy.	Outcome 9 We are a shared society that respects diversity	6

**Corporate Goal 4: Developing the education workforce (NICIE Aim 2, 3 and 4)**

2.1 Raise awareness of, and increase support for, Integrated Education  
 3.4 Support educational partners to encourage and facilitate integration and models of sharing in areas with no integrated provision and/or high demand.  
 4.3 Support DE in implementing its statutory duties to encourage and facilitate IE.  
 4.4 Develop Strategic Partnerships with educational bodies to deliver key targets.

1 Number	2 Commitment/Action	3 Key Success Indicator	4 Links to which PfG Outcome(s), if any	5 Links to which CYP Outcome(s), if any
10	Throughout 2018/19, support integrated schools, particularly newly transformed/transforming schools, to develop and embed the integrated ethos.	<p>By March 2019: Sectorally sensitive training provided to 5 schools / 30 teachers.</p> <p>3 training seminars provided to 40 governors.</p> <p>Positive feedback on success of training from recipients.</p> <p>12 meetings of stakeholder groups facilitated/attended.</p> <p>Evidence of sharing of good practice and feedback received.</p> <p>Schools much more informed about issues with regard to integration e.g. balance, ethos, marketing and branding.</p>	Outcome 9	8

		A minimum of 2 schools to achieve Excellence in Integrated Education.		
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## NICIE BUSINESS PLAN - 2018 to 2019

<b>Corporate Goal 5: Improving the learning environment (NICIE Aim 1, 2, 3 and 4)</b>				
<p><i>1.1 Identify, acknowledge and disseminate information on excellence in integrated education.</i></p> <p><i>1.2 Collaborate with external stakeholders to improve and evaluate the impact of support to integrated schools</i></p> <p><i>1.3 Support other schools to work towards formal integration</i></p>				
<b>1 Number</b>	<b>2 Commitment/Action</b>	<b>3 Key Success Indicator</b>	<b>4 Links to which PfG Outcome(s), if any</b>	<b>5 Links to which CYP Outcome(s), if any</b>
<b>11</b>	Throughout 2018/19, utilize the services of technical advisors to provide support and advice to schools to access Fresh Start and Schools Enhancement Programme funding if appropriate.	A minimum of 15 schools accessing Technical Advisory Support through Fresh Start funding by March 2019.	Outcome 1 We prosper through strong, competitive regionally balanced economy	4 and 5

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<b>Corporate Goal 6: Delivering high quality education services</b> (NICIE Aim 1, 2, 3 and 4)				
<p><i>NICIE strategic aims:</i></p> <p>4.1 Ensure the cost effective and efficient use of resources and staff to meet strategic objectives</p> <p>4.2 Improve mechanisms for internal and external communication with all relevant stakeholders.</p> <p>4.4 Develop Strategic Partnerships with educational bodies to deliver key targets.</p>				
1 Number	2 Commitment/Action	3 Key Success Indicator	4 Links to which PfG Outcome(s), if any	5 Links to which CYP Outcome(s), if any
<b>12</b>	<p><b>Budget Allocations</b></p> <p>In 2018/19 plan for the containment of expenditure within budgetary limits with an under-spend of not more than 1%.</p>	<p>Budget contained with any under-spend within the 1% limit.</p> <p>*</p>	Outcome 1	8
<b>13 (a)</b>	<p><b>Prompt payment</b></p> <p>Throughout 2018/19, ensure that 97% of all non-disputed invoices are paid within 30 days of terms date.</p>	<p>97% of all non-disputed invoices paid within 30 days of terms date.</p>	Outcome 1	8
<b>13 (b)</b>	<p>Throughout 2018/19, maximise the payment of all non-disputed invoices within 10 working days.</p>	<p>Percentage of all non-disputed invoices paid within 10 working days of invoice date.</p>	Outcome 1	8

14 (a)	<b>Cash Management</b> Throughout 2018/19, to ensure that monthly drawdown of cash is within 5% of the monthly forecast requirement.	Monthly drawdown of cash is within 5% of the monthly forecast requirement.	Outcome 1	8
14 (b)	To provide a forecast of the 2018/19 cash requirement for the Main Estimates 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.	Outcome 1	8
15	<b>Compliance</b> In 2018/19 full compliance with all required procedures and approval requirement in relation to the delegated limits as set out in the Financial Memorandum, Business Cases, Economic Appraisals, Post Project Evaluations, Consultancy and Procurement, including the Northern Ireland Guide to Expenditure, Appraisal and Evaluation (NIGEAE), Department of Finance (DoF) guidance, Central Procurement Directorate's (CPD) Guidance notes and guidance issued by DE.	All business cases consultancy and procurement are fully compliant with requirements of relevant guidance and have appropriate approvals within prescribed timelines and delegated authority.	Outcome 1	8

16	Throughout 2018/19 ensure effective governance and operation as an NDPB.	End-year and mid-year Governance Statements submitted to DE by the required dates; In-year / end-year Business Plan reports and draft 2018/19 Business Plan submitted to DE by the required dates. All new Board members have received the required corporate governance training within 6 months of their appointment; Annual Board Skills Audit and Effectiveness Review completed by October 2018.	Outcome 1	8
17	<b>Public Sector Pay Policy</b> Throughout 2018/19 ensure that the pay remits align fully with pay policy thresholds as detailed in relevant DoF guidance.	No breaches of the Public Sector Pay Policy.	Outcome 1	8
18	<b>NICIE Staff Absence Rate</b> By March 2018, review baseline absence rate figures and agree a target to reduce NICIE staff sickness absence, if appropriate.	Absence rates for the organisation calculated during the year using an agreed methodology. Baseline figures for NICIE staff absence in the 2017/18 year established and reported to DE. Target reduction for 2018/19 agreed with DE, if appropriate.	Outcome 6	8

19	<b>GDPR Requirement</b> To prepare for the implementation of the General Data Protection Regulation (GDPR) by 25 May 2018 and, thereafter, to comply with the Regulations throughout 2018-19 in line with the guidance and requirements of the Information Commissioner's Office (the UK Regulator for GDPR).	Staff are aware of the legal framework introduced by the GDPR. All personal data processed in accordance with the requirements of the GDPR.		
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