

# Public Document Pack



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To: Cllr Ian Roberts (Chairman)

Councillors: Marion Bateman, Paul Cunningham, Peter Curtis, Adele Davies-Cooke, Andy Dunbobbin, David Healey, Ray Hughes, Colin Legg, Phil Lightfoot, Dave Mackie, Nancy Matthews, Vicky Perfect, Nigel Steele-Mortimer and Carolyn Thomas

## **Co-opted Members**

Janine Beggan, David Hytch, Rebecca Stark, Bernard Stuart and Rev. John Thelwell

22 April 2016

Dear Councillor

You are invited to attend a meeting of the Education and Youth Overview & Scrutiny Committee which will be held at 2.00 pm on Thursday, 28th April, 2016 in the Clwyd Committee Room, County Hall, Mold CH7 6NA to consider the following items

## **A G E N D A**

### **1 APOLOGIES**

**Purpose:** To receive any apologies.

### **2 DECLARATIONS OF INTEREST (INCLUDING WHIPPING DECLARATIONS)**

**Purpose:** To receive any Declarations and advise Members accordingly.

### **3 MINUTES (Pages 3 - 14)**

**Purpose:** To confirm as a correct record the minutes of the meetings held on 3 December 2015, and 15 March 2016.

### **4 POST 16 EDUCATION CENTRE**

To receive a presentation from Mr. Alex Thomas, Headteacher of the Post 16 Education Centre.

5 **THE IMPROVEMENT PLAN 2016/17** (Pages 15 - 36)

Report of Chief Executive and Chief Officer (Education & Youth) enclosed.  
Portfolio of Cabinet Member for Education

**Purpose:** To enable consideration of areas of the draft Improvement Plan 2016/17 relevant to the Education & Youth Overview & Scrutiny Committee

6 **QUARTER 3 IMPROVEMENT PLAN MONITORING REPORT** (Pages 37 - 52)

Report of Education & Youth Overview and Scrutiny Facilitator enclosed.  
Portfolio of Cabinet Member for Corporate Management

**Purpose:** To enable Members to fulfil their scrutiny role in relation to performance monitoring.

7 **RECOMMENDATIONS FROM THE SCHOOL TRANSPORT TASK & FINISH GROUP** (Pages 53 - 56)

Report of Education and Youth Overview & Scrutiny Facilitator enclosed.  
Portfolio of Cabinet Member for Education

**Purpose:** To enable the Committee to consider the recommendations of the School Transport Task & Finish Group and make recommendations to Cabinet in relation to proposed changes to the Integrated Transport Policy

8 **FORWARD WORK PROGRAMME** (Pages 57 - 64)

Report of Education & Youth Overview and Scrutiny Facilitator enclosed.

**Purpose:** To consider the Forward Work Programme of the Education & Youth Overview & Scrutiny Committee.

Yours faithfully



Peter Evans  
Democracy & Governance Manager

## **EDUCATION & YOUTH OVERVIEW & SCRUTINY COMMITTEE** **3 DECEMBER 2015**

Minutes of the meeting of the Education and Youth Overview & Scrutiny Committee of Flintshire County Council held at County Hall, Mold on Thursday, 3 December 2015

### **PRESENT: Councillor Ian Roberts (Chairman)**

Councillors: Marion Bateman, Paul Cunningham, Andy Dunbobbin, Colin Legg, Phil Lightfoot, Dave Mackie, Nancy Matthews, Vicky Perfect, Nigel Steele-Mortimer and Carolyn Thomas

**CO-OPTED MEMBERS:** David Hytch, Rebecca Stark and Rev. John Thelwell

**APOLOGIES:** Councillors Adele Davies-Cooke and David Healey. Janine Beggan.

**CONTRIBUTORS:** Councillor Chris Bithell, Cabinet Member for Education and Youth, Chief Officer (Education and Youth), Finance Manager, and Senior Manager School Improvement

### **IN ATTENDANCE:**

Education and Youth Overview & Scrutiny Facilitator, and Committee Officer

## **37. DECLARATIONS OF INTEREST**

Councillor Phil Lightfoot declared a personal interest in the following items as he was a school governor:

Item 4 – School Reserves as at 31 March 2015

Item 5 – School Standards Monitoring Group

## **38. MINUTES**

The minutes of the meeting of the Committee held on 17 September 2015 had been circulated to Members with the agenda.

### **Accuracy**

Page 7: The Education and Youth Overview & Scrutiny Facilitator advised that Councillor Nancy Matthews was included in the nominations to sit on the School Transport Task & Finish Group and that the minutes would be amended to reflect this.

### **Matters arising**

Page 5: Councillor Nigel Steele-Mortimer referred to the statement that a verbal update on School Modernisation would be placed on all future

agendas and asked why this had not been included on the agenda for the current meeting. The Facilitator advised that the intention had been to provide an update at meetings as and when there was sufficient development and information to share with members.

The Chair advised that a number of special meetings had been verbally arranged to take place during January and February 2016 to enable the Committee to consider the outcome of the consultations on school organisational change for Ysgol Llanfynydd, Ysgol Maes Edwin and Ysgol Mornant Gwespyr Picton, prior to consideration by Cabinet. The Facilitator advised that she would inform members of the arrangements for the meetings by email when confirmed. The Chief Officer (Education and Youth) reported that consultation in relation to Ysgol Maes Edwin and Ysgol Llanfynydd had now closed. Consultation in relation to Ysgol Mornant was still open and community representatives were being encouraged to engage in the consultation process.

In response to a question raised by Councillor Nancy Matthews concerning the next four schools to be discussed as part of the school organisational change process, which had been agreed at a previous Cabinet meeting, the Chief Officer explained that Officers were working closely with the schools concerned on preparatory work.

Councillor Chris Bithell referred to the Cabinet decision regarding school transport arrangements in the event that John Summers High School was to close and advised that Cabinet had addressed the concerns raised.

In response to the further questions and concerns raised by members around transition arrangements if John Summers High School was to close, the Chief Officer explained that the Authority could not override the role of parental preference in admissions arrangements.

Page 4: Mr. David Hytch advised that the first meeting of the Education for All Task and Finish Group had been held on 19 December 2015.

Page 6: Councillor Nigel Steele-Mortimer queried why the workshop on Integrated Youth Provision which had been scheduled to be held on 2 December 2015 had been cancelled. The Facilitator advised that the workshop was to be rescheduled to a date in the New Year. Councillor Marion Bateman commented on the suggestion that workshops be held in the evenings as well as mornings and afternoons. The Facilitator explained that a report was to be submitted to the next meeting of the Democratic Services Committee to consider the models for scheduling of meetings and workshops that were used in other Local Authorities.

**RESOLVED:**

That subject to the above amendment the minutes be approved as a correct record and signed by the Chairman.

### **39. SCHOOL RESERVES AS AT 31 MARCH 2015**

The Finance Manager introduced a report to provide an analysis of the financial reserves held by schools in Flintshire as at 31 March 2015. She advised that the level of reserves held by Flintshire schools at the end of March 2015 had increased compared with the reserves held in the previous financial year, however, she commented that in comparison to other authorities in Wales the overall balances were relatively modest.

The Finance Manager advised that an analysis of reserves for each school in Flintshire was appended to the report. She reported that Secondary school reserves had moved from a surplus balance to a deficit position and four secondary schools had negative reserves. Primary school reserves had increased. The Finance Manager explained that primary schools had reigned in spending in the final quarter of the financial year in response to concerns about future funding reductions. However, members were asked to note that based on current forecasts it was anticipated that the level of reserves would fall significantly in the current financial year.

In response to the questions and concerns raised by members the Finance Manager explained that in accordance with the Authority's policy, schools must provide a statement on how they intended to use any surplus balance above the limit allowed to be carried forward. The Authority also required a statement from schools as to the use that it proposed to make of a surplus in the school balance which exceeded the limits set. The Finance Manager advised that the Schools Accounting Team requested and scrutinised this information and commented that overall schools were good at submitting spending plans.

Responding to the further queries raised by members the Finance Manager outlined the procedure and rationale for allowing a deficit balance. She advised that Governing Bodies had no legal right to set a deficit budget without the consent of the Authority. Members were advised that there were three secondary schools forecasting deficits in 2015/16 and two licensed deficit agreements in place with a further agreement being negotiated. There were seven primary schools which had a deficit balance.

During discussion Officers responded to the queries and concerns expressed by members concerning deficit budget agreements. The Finance Manager explained that there would be a clear reason and understanding for a school having a deficit budget and robust plans put in place for recovery. If there was no prospect of recovery then immediate action was taken. The Chief Officer advised that the Authority had no power to write off the deficit balance of a school.

Councillor Nancy Matthews expressed concerns around the monitoring of schools at risk of reaching a deficit position. The Finance Manager explained that if a school was in a deficit position it would be included as an item for consideration at meetings of the School Performance Monitoring

Group. She also advised that intensive support was provided to those schools where a licensed deficit arrangement was in place.

Councillor Nigel Steele-Mortimer asked what happened if there was a surplus balance in the school budget in the event that a school closed. Officers gave a verbal explanation and agreed to provide further information to the Committee in response to this question.

Mrs. Rebecca Stark commented on the difficult decisions to be made by Governing Bodies due to reduced funding levels and commented on the need for Governors to have the appropriate skills and information to address matters such as redundancy. She asked if the Authority could provide any additional help to schools in terms of assistance from Human Resources on such matters. The Chief Officer advised that an agreement was in place for temporary additional help to be provided to assist schools in such circumstances.

Officers responded to the further questions raised by members concerning funding per pupil and advised that the funding followed the pupil through their education.

**RESOLVED:**

That the school balances as at the 31 March 2015 be noted.

**40. UPDATE FROM SCHOOL STANDARDS MONITORING GROUP (SSMG)**

The Senior Manager School Improvement introduced a report to provide an annual update on the work of the School Standards Monitoring Group. She provided background information and expressed thanks to members for their support for the work of the SSMG.

The Senior Manager School Improvement referred to the key considerations and provided a summary of the position at the end of the academic year 2014-15. She explained that the key focus of the work undertaken by the SSMG was that schools were quickly identified, challenged, and appropriately supported if there were concerns about their performance which could adversely impact on outcomes for learners. This work had resulted in the Authority having to make limited use of formal powers of intervention.

Mr. David Hytch commented that the process was a positive experience for schools which had helped them to move forward. The Chief Officer reiterated that feedback from schools was “good”, that they had found the process positive and had been well supported throughout. He thanked members for the work undertaken around school monitoring which had improved the outcomes for schools and local communities also.

**RESOLVED:**

- (a) That the work undertaken by the School Standards Monitoring Group be noted; and
- (b) That the Committee endorse the School Standards Monitoring Group to continue to work in the same way with targeted schools in 2015-16.

#### **41. QUARTER 2 IMPROVEMENT PLAN MONITORING REPORT**

The Chief Officer (Education and Youth) introduced the Quarter 2 Improvement Plan Monitoring report for consideration. The report presented the monitoring of progress for the second quarter of 2015/16 focussing on the areas of under performance relevant to the Committee. Members were advised that detailed sub priority reports were appended to the report.

The Chairman invited members to raise questions.

Councillor Dave Mackie commented on the risk that the number of school places would not be sufficient to meet the future demands of changing times. The Chief Officer advised that the risk was in response to how the Authority managed school places to ensure there were no gaps in the future.

In response to the questions and concerns raised by members relating to school admissions the Chief Officer explained that the Authority was not allowed to direct pupils to alternative schools. Parents had to express a preference for the school where their child was educated. He also explained that the admissions form which is sent to parents details all schools and parents are asked to indicate a first and second preference.

Mr. David Hytch referred to the need to continue to support young people to access employment and training and that the earlier that issues are tackled the greater success of outcomes for those young people. He commended the Council on their work in this area. In response, the Chief Officer advised that Flintshire had the lowest level of young people 16+ not in education, employment or training in Wales and that the Council would continue to support the most vulnerable people in Flintshire to access employment and training opportunities.

Mr. Hytch also commented on the action for schools to work effectively with the Regional School Improvement Service (GwE) and raised concerns around the impact this could have on headteacher workloads. Councillor Nancy Matthews also expressed concerns that there was no additional funding provided to schools to pay for the cost of employing supply teachers when headteachers were visiting other schools to give support, and asked that the Chief Officer feed her concerns back to GwE. The Chief Officer advised that the School Improvement model was continuing to develop from feedback and evaluation from participants and therefore members could be confident that any similar feedback from the Committee would also be given proper consideration by GwE.

**RESOLVED:**

That the report be noted.

**42. FORWARD WORK PROGRAMME**

The Education and Youth Overview & Scrutiny Facilitator introduced the forward work programme of the Committee. She advised that an additional meeting of the Committee would be held on 15 December 2015, to consider the budget proposals for 2016/17.

Following consideration of the Forward Work Programme it was agreed that a report on Early Entitlement be submitted to the meeting of the Committee to be held on 25 February 2016, and a report on the Welsh Education Strategic Plan be submitted to the meeting to be held on 24 March 2016.

Mrs. Rebecca Stark asked if a report on school governors could be submitted to a future meeting as she was concerned over the backlog of vacancies. It was agreed that a verbal update would be added to the agenda for the next meeting and that a written report would be presented to the Committee following the outcome of the national governance review.

Councillor Nancy Matthews suggested that the Council ask the Flintshire Local Voluntary Centre (FLVC) to advertise governor vacancies on their website. It was agreed that the Facilitator would contact the FLVC to pass this suggestion on. It was also agreed that that the Facilitator would circulate a revised Forward Work Programme to the Committee following the meeting, showing the dates for the special meetings to consider the outcome of the consultation on school organisation change and the additional items on the Forward Work Programme.

**RESOLVED:**

That the Forward Work Programme be noted.

**43. ATTENDANCE BY MEMBERS OF THE PRESS AND PUBLIC**

There was one member of the public and one member of the press in attendance.

(The meeting started at 2.15pm and ended at 3.42pm)

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**Chairman**



**EDUCATION & YOUTH OVERVIEW & SCRUTINY COMMITTEE**  
**15 MARCH 2016**

Minutes of the meeting of the Education and Youth Overview & Scrutiny Committee of Flintshire County Council held at County Hall, Mold on Tuesday, 15 March 2016.

**PRESENT: Ian Roberts (Chairman)**

Councillors: Marion Bateman, Paul Cunningham, Andy Dunbobbin, David Healey, Colin Legg, Dave Mackie, Nancy Matthews, Vicky Perfect and Nigel Steele-Mortimer

**CO-OPTED MEMBERS:** Janine Beggan, David Hytch, Rebecca Stark, Bernard Stuart, and Rev. John Thelwell

**APOLOGIES:** Councillors Ray Hughes and Carolyn Thomas

**CONTRIBUTORS:** Councillor Chris Bithell, Cabinet Member for Education, Chief Officer (Education and Youth), and Senior Manager School Improvement

**IN ATTENDANCE:**

Education and Youth Overview & Scrutiny Facilitator, and Committee Officer

**61. DECLARATIONS OF INTEREST**

There were no declarations of interest.

**62. MINUTES**

- (i) The minutes of the meeting of the Committee held on 15 December 2015 had been circulated to Members with the agenda.

Matters arising

Mrs. Rebecca Stark referred to page 6 of the agenda and said that the school music transport had not been considered by the school transport Task & Finish Group. She asked if this was because the final budget reduction in this service had been reduced. The Chief Officer agreed to pick this up after the meeting and provide an explanation to the Committee.

- (ii) The minutes of the meeting of the Committee held on 6 January 2016 had been circulated to Members with the agenda.

Accuracy

Page 9: Councillor Paul Cunningham advised that he was a School Governor at Ysgol Gwynedd but was not the Chair of the Governing Body and asked that the minutes be amended to correct this.

- (iii) The minutes of the meeting of the Committee held on 6 January 2016 had been circulated to Members with the agenda.

Accuracy

Councillor Chris Bithell referred to page 18 of the agenda and said that the word 'depravation' should be amended to 'deprivation'. It was agreed that the minutes be amended to reflect this.

Councillor Nancy Matthews referred to page 22 of the minutes and said that the reference to 'Mold Alyn School' should read 'The Alun School Mold'. It was agreed that the minutes be amended to correct this.

- (iv) The minutes of the meeting of the Committee held on 19 January 2016 had been circulated to Members with the agenda.

Accuracy

Mrs. Janine Beggan said that she had declared a personal interest as family members accessed the school music service. It was agreed that the minutes be amended to reflect this.

- (v) The minutes of the meeting of the Committee held on 5 February 2016 had been circulated to Members with the agenda.

**RESOLVED:**

That subject to the above amendments the minutes be approved as a correct record and signed by the Chairman.

**63. WELSH IN EDUCATION STRATEGIC PLAN**

The Chief Officer (Education and Youth) introduced a report to inform the Committee of the requirements on local authorities to produce a Welsh in Education Strategic Plan (WESP) to demonstrate how they will meet the Welsh Government's outcomes and targets outlined in the Welsh Medium Education Strategy (WMES).

The Chief Officer advised that the report provided specific details about Flintshire's Welsh in Education Strategic Plan, how the Council meets its obligations in promoting Welsh-medium education, assesses the demand for Welsh-medium education, increases the number of pupils accessing their education through the medium of Welsh and improves standards of pupil attainment in both Welsh first and second language. The Chief Officer provided background information and referred to the value and quality of the effective multi-agency partnership working within the Welsh in Education Strategic Forum which creates and monitors the Welsh in Education Strategic Plan. The Chief Officer invited the Senior Manager School Improvement to

report on the key successes and challenges in meeting the targets in the Plan for 2015/16 as detailed in the report. She commented on the effective and proactive work of the Welsh in Education Strategic Forum in delivering and monitoring the WESP.

Councillor Chris Bithell commented that the Authority had actively promoted the Welsh language with its partner agencies, however, it was a matter of parental choice as to whether or not parents decided to take up the offer of Welsh education in Flintshire for their children.

Councillor Nancy Matthews asked for information on whether the Welsh primary schools in Flintshire had been categorised as red, amber or green. The Senior Manager School Improvement said she could provide this information following the meeting, but that it was available on the My Local School Wales website. In response to a further concern expressed by Councillor Matthews the Senior Manager School Improvement explained that whilst recruitment into Welsh medium schools was a challenge, headteachers had not expressed any concerns that they had been unable to fill vacancies.

David Hytch commented on the positive benefits of a Welsh medium education and said the performance of pupils in English at Welsh medium schools was amongst the highest in Wales. The Senior Manager School Improvement referred to the Opinion Research Services (ORS) survey undertaken in 2013 where the data confirmed demand in Shotton/Deeside for more local provision of Welsh Medium education. She advised that it was planned to repeat the ORS survey in 2016 to reassess demand to inform future planning for Welsh medium places. The Chief Officer referred to the work undertaken with early years groups to create funding type arrangements around Welsh medium schools to encourage families across the threshold to become involved in activities and part of the Welsh communities. Mrs. Rebecca Stark commented on the need to provide support for parents to enable them to engage with and assist their children through Welsh medium education. The Senior Manager School Improvement explained that schools provided additional support for parents which was promoted within their local communities. During discussion Officers and members also commented on the range of support and courses which were available to adults throughout the County and through Coleg Cambria and Bangor University.

Following a question from Councillor Andy Dunbobbin on data from Ysgol Croes Atti Glannau Dyfrdwy, Claire Homard agreed to check if information on the increase in pupil numbers was included in the Welsh in Education Strategic Plan.

During discussion Officers responded to the questions raised by Councillor Nigel Steele Mortimer around the opportunity to create a hybrid model of schools in the future. The Senior Manager School Improvement said she anticipated that there would be an opportunity in the future to explore a more dual categorisation of schools. Councillor Chris Bithell also commented on the possibility of schools considering forming dual federations with English or Welsh schools in the area.

Councillor Colin Legg expressed his congratulation and thanks to the Chief Officer and his team on progressing Welsh Medium Education in Flintshire. In response to a query raised by Councillor Legg the Chief Officer advised that all documents relating to the Welsh Medium Education Strategic Plan were available in English and Welsh.

**RESOLVED**

- (a) That the Committee supports the effective, multi-agency, partnership working within the Welsh in Education Strategic Forum which creates and monitors the Welsh in Education Strategic Plan; and
- (b) That the Local Authority be encouraged to offer the same courses made available to officers, to Members of the Council wishing to learn Welsh.

**64. SELF-EVALUATION OF EDUCATION SERVICES**

The Chief Officer (Education and Youth) introduced the report and advised that the Council undertakes an annual self-evaluation against the framework for local authority education services established by Estyn. A draft copy of the current self-evaluation 2015/16 was appended to the report which outlined the views and finding of officers and partners regarding the education services operating within Flintshire.

The Chief Officer provided background information and an explanation of the self-evaluation process. He advised that the self-evaluation document outlined the perceived strengths, key issues and challenges and that the resource implications of these would be identified through the development planning process which builds on the self-evaluation. The Chief Officer reported on current performance and the positive improvement in outcomes and areas of risk to be addressed.

Councillor David Healey expressed congratulations to the Chief Officer and his team on the achievements gained. He commented on the positive work undertaken to reduce the number of young people not in education, employment or training (NEETs), and to prevent exclusions and promote good attendance.

Mr. David Hytch raised a concern around the range of languages being offered in schools and the Post 16 Education Centre. Following the further concerns raised by Members the Chair suggested that Mr. Alex Thomas, recently appointed Headteacher at the Post 16 Education Centre, be invited to attend the next meeting of the Committee.

**RESOLVED**

- (a) That the report be noted; and

- (b) That Mr. Alex Thomas, Headteacher of the Post 16 Education Centre be invited to the next meeting of the Committee on 28 April, 2016 to provide a presentation on the courses available at the Centre.

**65. EARLY ENTITLEMENT – CHANGES TO DELVIERY OF TEACHER SUPPORT TO APROVED SETTINGS**

The Senior Manager School Improvement explained that the report had been provided in response to an earlier request by the Committee for a detailed update about the change to the model of service delivery which was run as a pilot during 2014/15. She reported that the change had proven to be successful so has been expanded to include more settings for 2015/16. She advised that it was the view of the service manager that this mixed model of delivery was the way forward to ensure the quality of the service and achieve financial efficiency.

The Senior Manager School Improvement gave an overview of the early entitlement delivery model as detailed in the report and responded to the questions raised by Members around engagement with play group settings. The Senior Manager School Improvement commented that the quality of work and contribution provided through non maintained settings such as play groups was recognised, highly valued, and built on effectively.

**RESOLVED**

That the Committee support the new mixed model of delivery i.e. a small central core team of expert Early Entitlement teachers and appropriately identified Foundation Phase teachers in schools.

**66. FORWARD WORK PROGRAMME**

The Education and Youth Overview & Scrutiny Facilitator introduced the report to consider the Forward Work Programme for the Committee. She advised that next meeting of the Committee to be held on 24 March 2016, would be a joint meeting with the Social & Heath Care Overview & Scrutiny Committee.

The Facilitator advised that following a suggestion from the Chair during the meeting Mr. Alex Thomas, Headteacher of the Post 16 Education Centre, would be invited to the meeting of the Committee to be held on 28 April, 2016 to provide a presentation on the courses available at the Centre. She explained that a report detailing the recommendations of the School Transport Task & Finish Group would also be provided to the meeting for consideration prior to being submitted to Cabinet.

Councillor Dave Mackie suggested that the Committee consider a report on the shortage of skilled welsh medium teachers and in response the Chairman suggested that the following item be included on the Forward Work Programme-

- Skilled Education Workforce Shortage

Councillor Nancy Matthews referred to previous comments made by Mrs. Rebecca Stark regarding the shortage of language skills and suggested that Ian Budd liaise with Mrs. Stark on the concerns from the Deeside Enterprise Zone. Mrs. Rebecca Stark also suggested that this be included within the Skills Shortage report due to be considered by the Committee on 9 June 2016.

The Committee also agreed to invite Huw Foster-Evans to the meeting on 9 June to discuss the update on progress with the development of GwE.

**RESOLVED:**

That the Forward Work Programme, as amended at the meeting, be approved.

**67. ATTENDANCE BY MEMBERS OF THE PRESS AND PUBLIC**

There were no members of the public and one member of the press in attendance

(The meeting started at 10.30 am and ended at 12.25 pm)

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**Chairman**



## EDUCATION & YOUTH OVERVIEW & SCRUTINY COMMITTEE MEETING

<b>Date of Meeting</b>	Thursday 28 <sup>th</sup> April 2016
<b>Report Subject</b>	Improvement Plan 2016/17
<b>Cabinet Member</b>	Cabinet Member for Education
<b>Report Author</b>	Chief Executive Chief Officer – Education & Youth
<b>Type of Report</b>	Strategic

### EXECUTIVE SUMMARY

The Improvement Plan for 2016/17 has been refreshed and updated to reflect the key priorities of the Council for next year. The structure of the plan is retained with the eight priorities and the sub-priorities. Five of the eight priorities continue with a refresh of longer term projects or ambitions, whereas the remaining three have been reviewed to reflect local circumstances and priorities.

There is also a new section within each sub-priority which references national issues which have the potential to impact upon achievement of the priorities. These issues will also be referenced, where relevant, in the next refresh of the Medium Term Financial Strategy for 2016-2020.

Following presentation of the initial draft to Cabinet on 19<sup>th</sup> April 2016, relevant sections of the Improvement Plan are now being presented to Overview and Scrutiny Committees for consultation and input, along with the proposed targets for the national performance indicators.

### RECOMMENDATIONS

1	To review and comment on: <ol style="list-style-type: none"> <li>i. The content of the Improvement Plan and 'How we measure achievement' document for the Priority 'Skills &amp; Learning'.</li> <li>ii. The proposed targets for the national performance indicators.</li> </ol>
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## REPORT DETAILS

<b>1.00</b>	<b>Explaining the Improvement Plan and Target Setting</b>
1.01	It is a requirement of the Local Government (Wales) Measure 2009 (the Measure) to set Improvement Objectives and publish an Improvement Plan. It is a statutory requirement for the County Council to adopt the Improvement Plan.
1.02	Improvement Objectives and an accompanying Improvement Plan were first set and adopted by the Council in 2011. For 2013/14 the Council thoroughly reviewed the priorities to streamline them and reset them with clearer outcome based aims. A revised set of eight priorities supported by a structure of sub-priorities was adopted.
1.03	The Plan presentation also changed providing detail for each of the priorities which were to have the most impact during the year. This has helped the organisation to concentrate on the outcomes where most immediate attention was needed.
1.04	In recent years the Plan has been effective in setting priorities and achieving outcomes. This has been validated by the Wales Audit Office (WAO) as below.
1.05	<p>The WAO in its Corporate Assessment report of March 2015 said that <i>“the Council has established a wide-ranging set of clearly-stated priorities that have a broad base of support within the Council and among partners”</i>.</p> <p>In addition the report commented on: <i>“The Council sets out its vision clearly within its Improvement Plan, as required by the Local Government Measure 2009 (the Measure). For 2014-15, the Council’s coherent set of eight strategic priorities is underpinned by more detailed sub-priorities, some of which are identified clearly as areas of particular focus during the year. Though wide-ranging, the Council’s vision demonstrates a clear commitment to continuous improvement, reflected by targets for improving the efficiency and effectiveness of its services, particularly those associated with its in-year Improvement Objectives.”</i></p> <p>The format and content of the Plan was also commented upon: <i>“The Council has worked hard to improve the quality of this key plan and the Improvement Plan for 2014-15 is a clear and accessible document that sets out far more clearly than before what the Council plans to do and how its success might be measured and evaluated.”</i></p>
1.06	<p>For 2016/17 a review of the current priorities and sub-priorities has been undertaken to set: -</p> <ul style="list-style-type: none"> <li>• priorities that continue into 2016/17 for sustained attention;</li> <li>• activities that can now be removed as completion of a time-limited piece of work e.g. Universal Credit preparation, use of the National Procurement Service;</li> </ul>



	<ul style="list-style-type: none"> <li>• priorities which could be broadened to include more strategic issues e.g. 'Creating jobs and growing the local economy', the care home market;</li> <li>• sub-priorities which could be merged e.g. Fuel Poverty and Maximising Income;</li> <li>• emerging priority activities for 2016/17 e.g. Improving chances for Looked after Children, mental health.</li> </ul> <p>Sub-priorities have also been set to take into account Cabinet and Overview and Scrutiny priorities, priorities of partners, public views and service demands and national policy and legislation.</p>
1.07	<p>For each sub-priority which continues to be high profile for 2016/17 there has been a review based on: -</p> <ul style="list-style-type: none"> <li>• the reasoning for the priority status;</li> <li>• what we will do and how we will measure achievement; and</li> <li>• the risks that will need to be managed.</li> </ul> <p>In addition there is a section on national policy issues which may impact our ability to deliver and achieve.</p>
1.08	<p>The Improvement Plan in totality is presented as 2 documents that are inter-related; firstly the 'public' version of our statements of intent around the 8 priorities and secondly the document that describes the targets and milestones on which achievement will be measured. This is the document that is used by Cabinet and Overview and Scrutiny Committees to monitor progress during the year.</p> <p>Appendix 1 is the draft Improvement Plan priority 'Skills and Learning', including the 'How we will measure achievement' extract for this priority.</p>
1.09	<p>The 'Skills and Learning' priority consists of two sub-priorities, 'Apprenticeships and Training' and 'Modernised and High Performing Education'.</p> <p>The 'Apprenticeships and Training' sub-priority focuses on activities to: -</p> <ul style="list-style-type: none"> <li>• Extend and improve the available education, employment and training opportunities.</li> <li>• Improve the employment prospects of local people to meet the needs of local employers.</li> <li>• Help young people take the step from education to employment.</li> <li>• Reduce barriers to engagement, ensure equality of access and participation opportunities for all children and young people.</li> </ul> <p>The 'Modernised and High Performing Education' sub-priority focuses on activities to: -</p> <ul style="list-style-type: none"> <li>• Utilise resources effectively to achieve the best possible educational outcomes.</li> <li>• Support the national Welsh Government priorities to improve literacy and numeracy outcomes and reduce the impact of poverty</li> </ul>

	<p>on educational attainment.</p> <ul style="list-style-type: none"> <li>• Improve digital literacy and skills to enable access to modern employment and economic development opportunities.</li> <li>• Work collaboratively to develop national reforms to curriculum, assessment and professional development models.</li> <li>• Work effectively with partners across the region to secure efficiency and improved outcomes from educational improvement programmes.</li> <li>• Make more efficient use of education resources through School Modernisation.</li> </ul>
1.10	The final Improvement Plan will be available as a web-based document published on the website before the end of June following endorsement by County Council.
1.11	<p>In addition to the performance measures in the Improvement Plan, the Council has a duty to collect and report annually on a number of statutory measures to Welsh Government:</p> <ul style="list-style-type: none"> <li>• National Strategic Indicators (NSIs)</li> <li>• Public Accountability Measures (PAMs)</li> </ul> <p>GwE now have responsibility for the target setting process with schools and have introduced a new methodology with a focus on targets being 'more realistic'. At Foundation Phase and Key Stage 2, the targets are no longer 'uplifted' as they were previously by the Local Authority but are now aggregated data from schools. This has resulted in some targets being below current performance levels. Caution has also been shown in schools for Foundation Phase targets for end of phase outcomes when the children are only in Year 1 and Reception and their development is so variable.</p>
1.12	<p>Targets are set for the current year and the next year based on historical trend, comparative performance and local circumstances e.g. ability of the cohorts for educational performance indicators. Such considerations are detailed in the 'rationale' for the target.</p> <p>Classifications are also set for each performance indicator and the rationale for the selection is stated: -</p> <ul style="list-style-type: none"> <li>• Improvement - current performance is poor and improvement is being targeted.</li> <li>• Incremental - current performance is fair but stepped, incremental improvement is being sought.</li> <li>• Maintenance - current performance is good and we are seeking to maintain that level.</li> </ul> <p>Appendix 2 is a schedule of the national performance indicators for Education and Youth.</p>

<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	Resource implications have been considered during preparation of the Medium Term Financial Strategy and will continue to be monitored during the regular budget monitoring and financial planning arrangements.

<b>3.00</b>	<b>CONSULTATIONS REQUIRED / CARRIED OUT</b>
3.01	Following presentation of the initial draft to Cabinet on 19th April 2016, relevant sections of the Improvement Plan are now being presented to Overview and Scrutiny Committees for consultation and input, alongside the proposed targets for the national performance indicators.

<b>4.00</b>	<b>RISK MANAGEMENT</b>
4.01	<p>Delivery of the plan objectives are risk managed as part of each of the sub-priorities of the Improvement Plan. They are monitored and reported against quarterly to the Overview and Scrutiny Committees.</p> <p>The risks to the statutory requirements of the Plan include: not publishing the plan within statutory timescales (30 June) and not adhering to the prerequisite content. Both these risks are managed through adherence to well established procedures for i) publishing the Plan and ii) ensuring that the content of the plan reflects the requirements of the Measure.</p> <p>An additional risk is that Members do not endorse the Plan; consultation with Members both individually and as part of the Scrutiny process allows for full engagement.</p>

<b>5.00</b>	<b>APPENDICES</b>
5.01	<p><b>Appendix 1</b> – Improvement Plan 2016/17: ‘Skills and Learning’</p> <p><b>Appendix 2</b> – Proposed national performance indicator targets for Education and Youth</p>

<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
6.01	<p><b>Contact Officer:</b> Louise Mackie, Policy and Performance Support Officer</p> <p><b>Telephone:</b> 01352 702154</p> <p><b>E-mail:</b> <a href="mailto:louise.mackie@flintshire.gov.uk">louise.mackie@flintshire.gov.uk</a></p>

<b>7.00</b>	<b>GLOSSARY OF TERMS</b>
7.01	<b>Improvement Plan:</b> the document which sets out the annual priorities of the Council. It is a requirement of the Local Government (Wales) Measure

	2009 to set Improvement Objectives and publish an Improvement Plan.
7.02	<b>Corporate Assessment:</b> in 2013/14 the Wales Audit Office (WAO) began a new four year cycle of Corporate Assessments of improvement authorities in Wales. An in depth Corporate Assessment reports on the Council's track record of performance and outcomes as well as the key arrangements necessary to underpin improvements in services and functions. Flintshire's first Corporate Assessment was conducted in late 2014 and the report on its outcomes was included in the Annual Improvement Report reported to Cabinet in March 2015.
7.03	<b>Medium Term Financial Strategy:</b> a written strategy which gives a forecast of the financial resources which will be available to a Council for a given period, and sets out plans for how best to deploy those resources to meet its priorities, duties and obligations.
7.04	<b>Wales Audit Office:</b> works to support the Auditor General as the public sector watchdog for Wales. They aim to ensure that the people of Wales know whether public money is being managed wisely and that public bodies in Wales understand how to improve outcomes.
7.05	<b>School Modernisation:</b> the process by which the Local Authority ensures there are a sufficient number of high quality school places, of the right type in the right locations.
7.06	<b>National Strategic Indicators (NSIs):</b> a set of performance indicators that are used to measure the performance of local authorities at a national level.
7.07	<b>Public Accountability Measures (PAMs):</b> a set of "outcome focussed" indicators, which reflect those aspects of local authority work which are considered to be important in terms of public accountability.
7.08	<b>Regional School Improvement Service (GwE):</b> School Effectiveness and Improvement Service for North Wales, works alongside and on behalf of the Local Authorities to develop excellent schools across the region.

**Priority: Skills and Learning**

**Sub-Priority: Apprenticeships and Training**

**Impact: Improving learning provision and opportunities to achieve better learner outcomes**

**This is a priority this year because we need to:**

- Extend and improve the available education, employment and training opportunities
- Improve the employment prospects of local people to meet the needs of local employers
- Help young people take the step from education to employment
- Reduce barriers to engagement, ensure equality of access and participation opportunities for all children and young people

**National Policy Issues:**

- Delays of the European Social Fund (ESF) Programmes affecting delivery of local targets.
- Implementation of the Apprenticeship levy

**What we will do in 2016/17:**

- 1) Work with the public, private and voluntary sectors to maximize the number of apprenticeships, traineeships and work experience opportunities.
- 2) Increase training and apprenticeship opportunities through the Futureworks Flintshire Apprenticeship Academy and major capital programmes.
- 3) Support the Young Entrepreneur Programme with the Flintshire Business Entrepreneurship Network (BEN).
- 4) Further develop the Youth Engagement and Progression work programme for learners in danger of disengaging through:
  - Targeting vocational and employability skills
  - Enhancing personal support, including coaching, mentoring and help with transition
  - Realise the benefits of regional European Social Fund (ESF) programmes (Trac, Adtrac, Opus, Communities 4 Work)
  - Increasing the use of release on temporary licence (ROTL) for young people in the youth justice service; to better engage with post-custody education, training and employment prior to release.

**Achievement will be measured through:**

- Increasing the numbers of training and apprenticeship opportunities
- Increasing training and apprenticeship opportunities through the Futureworks Flintshire Apprenticeship Academy and major capital programmes
- The number of entrepreneurs supported through the Flintshire BEN

- Improving the local skills base to improve employability and earning prospects through improved qualifications
- Increasing the numbers of learners achieving the Level 1 Threshold
- Maintaining levels of 16 year olds in education, employment and training above benchmark position
- Reducing the number of 18 – 24 year olds claiming Jobseekers Allowance
- Rolling out ROTL to new institutions/partners
- Meeting ESF programme targets

**Risks to manage:**

- Local employers and learning providers do not work closely enough to identify and meet the skills based needs of the future
- Training places will not match current and future employer aspirations and needs
- Timescales of ESF programmes will not meet local targets and requirements.

**What we mean by:**

**European Social Fund (ESF) Programmes:** To increase the employability of local people (aged 25 and over) who have complex barriers to employment.

**Young Entrepreneur Programme:** an opportunity for young people to work with mentors on their business ideas.

**Flintshire Business Entrepreneurship Network (BEN):** employers working together to support Entrepreneurship Programmes.

**Youth Engagement and Progression Framework:** aims to reduce the number of young people not in education, employment or training (NEET).

**Youth Justice Service:** aims to prevent children and young people under 18 from offending or re-offending.

**Level 1 Threshold:** 16 year old learners achieve five or more A\*-G grades at GCSE or equivalent.

## **Priority: Skills and Learning**

### **Sub-Priority: Modernised and High Performing Education**

**Impact: Improving learning provision and opportunities to achieve better learner outcomes**

#### **This is a priority this year because we need to:**

- Utilise resources effectively to achieve the best possible educational outcomes
- Support the national Welsh Government priorities to improve literacy and numeracy outcomes and reduce the impact of poverty on educational attainment
- Improve digital literacy and skills to enable access to modern employment and economic development opportunities
- Work collaboratively to develop national reforms to curriculum, assessment and professional development models
- Work effectively with partners across the region to secure efficiency and improved outcomes from educational improvement programmes
- Make more efficient use of education resources through School Modernisation

#### **National Policy Issues:**

- Sustainable multi-year funding strategy for education funding following the National Assembly for Wales elections in May
- Rationalisation of the provision, planning and accountability processes for education related specific grants.
- Affordability of the 21st Century Schools programme new phases
- Simplification of the process for school place planning and provision

#### **What we will do in 2016/17:**

Make a difference through our Education & Youth Improvement and Modernisation Strategy by raising standards through:-

- 1) Working effectively with the Regional School Improvement Service (GwE) to:
  - Develop leadership capacity in schools through school modernisation and regional working;
  - Share best teaching practice and resources across schools most in need;
  - Identify and target support for those schools most in need;
  - Develop the capacity of schools to respond to national initiatives and curriculum reforms; and
  - Improve skills in digital literacy, literacy and numeracy
- 2) Reducing the impact of poverty and disadvantage through the national school improvement priority, Families First Programme (2015-17) and Flintshire's Integrated Youth Services Strategy (2014-18), "Delivering Together".
- 3) Improving outcomes for Looked After Children and young people exiting the Youth Justice System.
- 4) Continuing to implement Band A of the 21<sup>st</sup> Century Schools Programme.
- 5) Developing and implementing a plan for the next phase of Schools Modernisation, through the 21<sup>st</sup> Century School (Band B) programme.

- 6) Securing a sustainable strategy for repairs and maintenance of school buildings.
- 7) Securing a sustainable set of transport policies and efficient delivery practices.
- 8) Developing an effective local approach to national inclusion reforms.

**Achievement will be measured through:**

- Improving outcomes in Mathematics, English/Welsh 1st Language and Core Subject Indicator at Foundation Phase and Key Stages 2 & 3
- Improving outcomes in Key Stage 4 including Level 2 Inclusive Threshold, Capped Points Score and A\*-A Threshold
- Raising standards achieved by learners who are entitled to free school meals
- Improving the number of hours in education, training or employment that young people in the youth justice system can access
- Completing key milestones for the 21st Century School and School Modernisation programmes
- Develop and implement a plan for the next phase of Schools Modernisation, through the 21st Century School (Band B) programme.
- Maintaining levels of 16 year olds in education, employment and training above the Council's benchmark position
- Securing a sustainable strategy for repairs and maintenance of school buildings.
- Securing a sustainable set of transport policies and efficient delivery practices.
- Developing an effective local approach to national inclusion reforms.

**Risks to manage:**

- Schools do not receive and/or make best use of the support they need from the Council and GwE
- Numbers of school places not matching the changing demographics.
- Limited funding to address the backlog of known repair and maintenance works in Education & Youth assets
- Leadership capacity does not match school needs

**What we mean by:**

**Regional School Improvement Service (GwE):** School Effectiveness and Improvement Service for North Wales, works alongside and on behalf of the Local Authorities to develop excellent schools across the region.

**Youth Justice Service:** aims to prevent children and young people under 18 from offending or re-offending.

**Core Subject Indicator:** learners achieve the expected level in Mathematics, English or Welsh 1st language and Science.

**Level 2 Inclusive Threshold:** 16 year old learners achieve five or more A\*-C grades at GCSE including Mathematics and English/Welsh first Language.

**Capped Points Score:** 16 year old learners are awarded points for each grade they achieve. The best eight subjects then make their Capped Points Score.

**A\*-A Threshold:** 16 year old learners who achieve five or more A\* or A grades at GCSE



**21st Century Schools** - a national programme of funding to improve school buildings and environments.

**School Modernisation:** the process by which the Local Authority ensures there are a sufficient number of high quality school places, of the right type in the right locations.

Priority	Sub-Priority	Impact
Skills and Learning	Apprenticeships and Training	Improving learning provision and opportunities to achieve better learner outcomes

**What we will do in 2016/17:**

1. Work with the public, private and voluntary sectors to maximize the number of apprenticeships, traineeships and work experience opportunities.
2. Increase training and apprenticeship opportunities through the Futureworks Flintshire Apprenticeship Academy and major capital programmes
3. Support the Young Entrepreneur Programme with the Flintshire Business Entrepreneurship Network
4. Further develop the Youth Engagement and Progression work programme for learners in danger of disengaging through:
  - Targeting vocational and employability skills
  - Enhancing personal support, including coaching, mentoring and help with transition
  - Realise the benefits of regional European Social Fund programmes
  - Increasing the use of release on temporary licence (ROTL) for young people in the youth justice service; to better engage with post-custody education, training and employment prior to release.

**Achievements will be measured through**

- Increasing the numbers of training and apprenticeship opportunities
- Increasing training and apprenticeship opportunities through the Futureworks Flintshire Apprenticeship Academy and major capital programmes
- The number of entrepreneurs supported through the Flintshire BEN
- Improving the local skills base to improve employability and earning prospects through improved qualifications
- Increasing the numbers of learners achieving the Level 1 Threshold
- Maintaining levels of 16 year olds in education, employment and training above benchmark position
- Reducing the number of 18 – 24 year olds claiming Jobseekers Allowance
- Rolling out ROTL to new institutions/partners
- Meeting ESF programme targets

**Achievement Milestones for strategy and action plans:**

- Participation in ROTL by new institutions/partners 31/03/17

Achievement Measures	Lead Officer	Baseline Data (Summer 2015)	2016/17 Target (Summer 2016)	2017/18 Aspirational Target

				(Summer 2017)
Increased numbers of training and apprenticeship opportunities:	Chief Officer – Education & Youth  Chief Officer – Community & Enterprise	Source: <a href="https://statswales.wales.gov.uk/Catalogue/Education-and-Skills/Post-16-Education-and-Training/Further-Education-and-Work-Based-Learning/Learners/Work-Based-Learning/uniquelearnersworkbasedlearning-by-programmetype-domicile">https://statswales.wales.gov.uk/Catalogue/Education-and-Skills/Post-16-Education-and-Training/Further-Education-and-Work-Based-Learning/Learners/Work-Based-Learning/uniquelearnersworkbasedlearning-by-programmetype-domicile</a>		
<ul style="list-style-type: none"> <li>Apprenticeships</li> </ul>		2,300 (2013/14 Academic Year)	Management Information	Management Information
<ul style="list-style-type: none"> <li>Traineeships</li> </ul>		235 (2013/14 Academic Year)	Management Information	Management Information
Increase number of training and apprenticeship opportunities through Futureworks Flintshire Apprenticeships Academy and our major capital programmes:				
<ul style="list-style-type: none"> <li>Futureworks Flintshire Apprenticeships Academy</li> </ul>				
<ul style="list-style-type: none"> <li>WHQS (Welsh Housing Quality Standard) contracts (overall target for the programme is 20 apprenticeships by 2020)</li> </ul>		10	3	4
<ul style="list-style-type: none"> <li>SHARP (Strategic Housing and Regeneration Programme) contracts</li> </ul>			4 tbc	
The number of entrepreneurs supported through the Flintshire BEN				
Improved local skills base to improve employability and earning prospects through improved qualifications:		Source: Annual Labour Force Survey: <a href="https://www.nomisweb.co.uk/reports/lmp/la/1946157387/report.aspx?town=flintshire#tabquals">https://www.nomisweb.co.uk/reports/lmp/la/1946157387/report.aspx?town=flintshire#tabquals</a>		
<ul style="list-style-type: none"> <li>Number of Flintshire residents qualified to NVQ 2 level</li> </ul>		70.2% (Dec 2014)	Management Information	Management Information
<ul style="list-style-type: none"> <li>Number of Flintshire residents qualified to NVQ 3 level</li> </ul>	51% (Dec 2014)	Management Information	Management Information	

<ul style="list-style-type: none"> <li>Number of Flintshire residents qualified to NVQ 4 level &amp; above</li> </ul>		28% (Dec 2014)	Management Information	Management Information
Increased numbers of learners achieving the Level 1 Threshold*			96.2%	
Securing high levels of 16 years olds in education, employment and training** (Source: <a href="http://gov.wales/statistics-and-research/young-people-not-education-employment-training/?lang=en">http://gov.wales/statistics-and-research/young-people-not-education-employment-training/?lang=en</a> )		98.7% (Y11 school leavers 2014)	98.9%	
Reducing the percentage of 18 – 24 year olds claiming Jobseekers Allowance			4.9%	

*\*Education targets are based on knowledge of cohort abilities and therefore do not show consistent increases year on year.*

#### Meeting European Social Fund programme targets:

Achievement Measures	Lead Officer	2015/16 Baseline Data	2016/17 Target	2017/18 Aspirational Target
<b>European Social Fund (Trac):</b>				
<ul style="list-style-type: none"> <li>Number of people gaining a qualification or work relevant certification</li> </ul>	Chief Officer - Community & Enterprise	N/A New Measure		
<ul style="list-style-type: none"> <li>Number of people completing a work experience placement or volunteering opportunity</li> </ul>		N/A New Measure		
<b>European Social Fund (Adtrac):</b>				
<ul style="list-style-type: none"> <li>Number of people gaining a qualification or work relevant certification</li> </ul>	Chief Officer – Education & Youth	N/A New Measure		
<ul style="list-style-type: none"> <li>Number of people completing a work experience placement or volunteering opportunity</li> </ul>	Chief Officer – Social Services	N/A New Measure		
<b>European Social Fund (Opus):</b>				
<ul style="list-style-type: none"> <li>Number of people gaining a qualification or work relevant certification</li> </ul>		N/A New Measure	50	83

<ul style="list-style-type: none"> <li>Number of people completing a work experience placement or volunteering opportunity</li> </ul>		N/A New Measure	50	86
<b>Communities 4 Work:</b> (target setting process not yet undertaken)				
<ul style="list-style-type: none"> <li>Number of people gaining a qualification or work relevant certification</li> </ul>		N/A New Measure		
<ul style="list-style-type: none"> <li>Number of people completing a work experience placement or volunteering opportunity</li> </ul>		N/A New Measure		

Priority	Sub-Priority	Impact
Skills and Learning	Modernised and High Performing Education	Improving learning provision and opportunities to achieve better learner outcomes

#### What we will do in 2016/17:

Make a difference through our Education & Youth Improvement and Modernisation Strategy by raising standards through: -

1. Working effectively with the Regional School Improvement Service (GwE) to:
  - Develop leadership capacity in schools through school modernisation and regional working;
  - Share best teaching practice and resources across schools most in need;
  - Identify and target support for those schools most in need;
  - Develop the capacity of schools to respond to national initiatives and curriculum reforms; and
  - Improve skills in digital literacy, literacy and numeracy
2. Reducing the impact of poverty and disadvantage through the national school improvement priority, Families First Programme (2015-17) and Flintshire's Integrated Youth Services Strategy (2014-18), "Delivering Together".
3. Improving outcomes for Looked After Children and young people exiting the Youth Justice System.
4. Continuing to implement Band A of the 21st Century Schools Programme.
5. Developing and implementing a plan for the next phase of Schools Modernisation, through the 21st Century School (Band B) programme.
6. Securing a sustainable strategy for repairs and maintenance of school buildings.
7. Securing a sustainable set of transport policies and efficient delivery practices.
8. Developing an effective local approach to national inclusion reforms.

#### Achievements will be measured through

- Improving outcomes in Mathematics, English/Welsh 1st Language and Core Subject Indicator at Foundation Phase and Key Stages 2 & 3
- Improving outcomes in Key Stage 4 including Level 2 Inclusive Threshold, Capped Points Score and A\*-A Threshold
- Raising standards achieved by learners who are entitled to free school meals
- Improving the number of hours in education, training or employment that young people in the youth justice can access
- Completing key milestones for the 21st Century School and School Modernisation programmes
- Develop and implement a plan for the next phase of Schools Modernisation, through the 21st Century School (Band B) programme.
- Maintaining levels of 16 year olds in education, employment and training above the Council's benchmark position
- Securing a sustainable strategy for repairs and maintenance of school buildings.
- Securing a sustainable set of transport policies and efficient delivery practices.
- Developing an effective local approach to national inclusion reforms.

**Achievement Milestones for strategy and action plans:**

- Completion of 21<sup>st</sup> Century Schools (Band A) milestones in line with target dates:
  - Holywell Campus Project Phase 1 (buildings) by August 2016
  - Holywell Campus Project Phase 2 (external and pitches) by February 2017
  - Deeside 6th, Coleg Cambria by August 2017
  - Remainder of Band A Programme to be complete by March 2019
- Developing an effective local approach to national inclusion reforms in line with the legislative timetable

**Quarterly summary progress monitoring:**

- Develop and implement a plan for the next phase of Schools Modernisation, through the 21st Century School (Band B) programme
- Securing a sustainable strategy for repairs and maintenance of school buildings
- Securing a sustainable set of transport policies and efficient delivery practices

Achievement Measures	Lead Officer	Baseline Data (Summer 2015)	2015/16 Target (Summer 2016)	Aspirational Target (Summer 2017)
<b>Outcomes in Mathematics, English/Welsh 1<sup>st</sup> Language and Core Subject Indicator at all Key Stages</b>				
The percentage of learners achieving the Foundation Phase Indicator	Chief Officer Education and Youth	87%	87.9%	88.5%
* Improved Outcomes in Mathematics at:				
○ Key Stage 4		69.4%	74.4%	75.2%
○ Key Stage 3		92.0%	93.8%	94.2%
○ Key Stage 2		90.9%	87.9%	88.8%
○ Foundation Phase		90.2%	88.4%	86.5%
* Improved Outcomes in English at:				
○ Key Stage 4		72.2%	76.1%	76.5%
○ Key Stage 3		91.4%	93.0%	93.1%
○ Key Stage 2		90.1%	87.3%	87.5%

○ Foundation Phase		89.0%	86.2%	83.5%
* Improved Outcomes in Welsh (first language) at:				
○ Key Stage 4		54.6%	74.7%	78.7%
○ Key Stage 3		80.0%	92.1%	92.9%
○ Key Stage 2		86.4%	85.4%	85.2%
○ Foundation Phase		91.2%	85.6%	93.2%
EDU/003 - The percentage of learners achieving the Core Subject Indicator at Key Stage 2		87.9%	89.1%	89.4%
EDU/004 - The percentage of learners achieving the Core Subject Indicator at Key Stage 3		87.1%	89.3%	90.1%
<b>Percentage of learners achieving 5 or more A* to C passes at GCSE or the vocational equivalent</b>				
Improvement of outcomes in Capped Wider Points score, including an increasing proportion of A* and A grades	Chief Officer Education and Youth	342.1points	362.7 points	375.0 points
EDU/017 - The percentage of learners achieving the Level 2 Threshold inclusive of Mathematics and English and/or Welsh 1 <sup>st</sup> Language		60.6%	65.1%	69.0%
<b>Raising standards achieved by learners who are entitled to free school meals, "Looked After" or are otherwise identified as vulnerable</b>				
Improve performance of cohort of learners entitled to Free School Meals (FSM) in achieving the Level 1 Indicator (Five GCSE passes A* to C or vocational equivalent including Mathematics and English and/or Welsh 1 <sup>st</sup> Language)	Chief Officer Education and Youth	92.1%	96.6%	97.6%
Improve performance of cohort of learners entitled to Free School Meals (FSM) in achieving the Level 2+ Indicator (Five GCSE passes A* to C or vocational equivalent including Mathematics and English and/or Welsh 1 <sup>st</sup> Language)		35.2%	43.9%	54.4%
Improve performance of cohort of learners entitled to Free School Meals (FSM) in The Capped Points Score indicator.		308.1points	338.7 points	344.6 points



(Points achieved in best eight course outcomes)				
Improve performance of cohort of learners entitled to Free School Meals (FSM) in achievement of the Core Subject Indicator at Key Stage 3		71.3%	76.5%	78.8%
<b>Access to education, training or employment for young people in the Youth Justice System</b>				
The number of hours ETE that are offered to those young people of school age in the youth justice system.	Chief Officer Education and Youth			
<ul style="list-style-type: none"> <li>25 hours</li> </ul>		83%	60%	75%
<ul style="list-style-type: none"> <li>16+ hours</li> </ul>		90%	65%	80%
<b>Maintaining levels of 16 year olds in education, employment and training above the Council's benchmark position</b>				
Securing high levels of 16 years olds in education, employment and training (Source: <a href="http://gov.wales/statistics-and-research/young-people-not-education-employment-training/?lang=en">http://gov.wales/statistics-and-research/young-people-not-education-employment-training/?lang=en</a> )	Chief Officer Education and Youth	98.7% (Y11 school leavers 2014)	98.9%	

\* Key Stage Definitions:

- Key Stage 4 = achieving A\*-C at GCSE
- Key Stage 3 = achieving Level 5 or above
- Key Stage 2 = achieving Level 4 or above

Education targets are based on knowledge of cohort abilities and therefore do not show consistent increases year on year.

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Ref.	Short Description	Unit of Measure (e.g. %, Days etc)	Direction of Positive Performance	Value 2014/15 (Summer 2014)	Quartile Position (Summer 2014)	Wales Average (Summer 2014)	Best in Wales Value (Summer 2014)	Top Quartile Value Wales 2014/15	Summer 2015 Target	Summer 2015 Outturn Results (if available)	Target 2016/17 (Summer 2016)	Target Rationale for 2016/17 (Summer 2016) Please ensure the rationale includes reasons: (1) where top quartile performance is not being targeted (2) where the target is poorer performance than achieved previously	Aspirational Target (Summer 2017)	Target Classification (current)	Target Classification (proposed)	Classification Rationale	NSI / PAM / Local
<b>EDUCATION</b>																	
<b>PUPIL ATTAINMENT &amp; OUTCOMES</b>																	
EDU/002i Annually	The percentage of pupils (including those in local authority care) in any local authority maintained learning setting, who attain the age of 16 during the school year and leave full-time education, training or work based learning without an approved external qualification <i>* Ranked 6th in Wales for 2014/15</i>	%	Lower	0.1%	Top Quartile	0.3%	0.0%	0.1%	0.0%	0.00%				Incremental			PAM & NSI
EDU/003 Annually	The percentage of learners achieving the Core Subject Indicator at Key Stage 2 <i>* Ranked 13th in Wales for 2014/15</i>	%	Higher	86.1%	Lower Middle Quartile	86.4%	91.2%	88.2%	87.0%	87.9%	89.1%		89.40%	Incremental			NSI & PAM
EDU/004 Annually	The percentage of learners achieving the Core Subject Indicator Key Stage 3 <i>* Ranked 5th in Wales for 2014/15</i>	%	Higher	84.3%	Top Quartile	81.2%	89.1%	84.1%	86.5%	87.1%	89.3%		90.10%	Incremental			PAM
EDU/017 Annually	The percentage of learners achieving Level 2 Threshold inclusive of Mathematics and English or Welsh 1st Language <i>* Ranked 3rd in Wales for 2014/5</i>	%	Higher	61.9%	Top Quartile	55.5%	65.6%	59.5%	69.9%	60.60%	65.1%		69.0%	Incremental			NSI
EDU/011 Annually	The average point score for pupils aged 15 at the preceding 31st August, in schools maintained by the local authority <i>* Ranked 8th in Wales for 2014/15</i>	points	Higher	547.5 points	Upper Quartile	530.4 points	615.8 points	558.2 points	558.6 points	541.86%				Incremental			PAM & NSI
EDU/006ii Annually	The percentage of pupils assessed, in schools maintained by the local authority, receiving a Teacher Assessment in Welsh (first language) at the end of Key Stage 3 <i>* Ranked 18th in Wales for 2014/15</i>	%	Higher	4.6%	Bottom Quartile	17.2%	81.2%	18.5%	Not Set	5.50%				Not Set			NSI

Ref.	Short Description	Unit of Measure (e.g. %, Days etc)	Direction of Positive Performance	Value 2014/15 (Summer 2014)	Quartile Position (Summer 2014)	Wales Average (Summer 2014)	Best in Wales Value (Summer 2014)	Top Quartile Value Wales 2014/15	Summer 2015 Target	Summer 2015 Outturn Results (if available)	Target 2016/17 (Summer 2016)	Target Rationale for 2016/17 (Summer 2016) Please ensure the rationale includes reasons: (1) where top quartile performance is not being targeted (2) where the target is poorer performance than achieved previously	Aspirational Target (Summer 2017)	Target Classification (current)	Target Classification (proposed)	Classification Rationale	NSI / PAM / Local
<b>FINAL STATEMENTS OF EDUCATIONAL NEED</b>																	
EDU/015a Annually	The percentage of final statements of special education need issued within 26 weeks, including exceptions <i>* Ranked 11th in Wales for 2014/15</i>	%	Higher	87.70%	Middle Quartile	64.5%	100.0%	96.4%	90%+	95.60%	<b>90%+</b>		<b>90%+</b>	Maintenance			NSI
EDU/015b Annually	The percentage of final statements of special education need issued within 26 weeks, excluding exceptions <i>* Ranked joint 1st in Wales for 2014/15</i>	%	Higher	100%	Top Quartile	95.6%	100.0%	100.0%	100%	95.80%	<b>100%</b>		<b>100%</b>	Maintenance			NSI
EDU/016a Annually	Percentage of pupil attendance in primary schools <i>* Ranked 9th in Wales for 2014/15</i>	%	Higher	94.8%	Lower Middle Quartile	94.8%	95.8%	95.0%	94.9%	94.72%	<b>95.1%</b>		<b>95%</b>	Incremental			PAM
EDU/016b Annually	Percentage of pupil attendance in secondary schools <i>* Ranked 7th in Wales for 2014/15</i>	%	Higher	93.90%	Upper Middle Quartile	93.6%	94.6%	93.9%	94.3%	94.24%	<b>94.5%</b>		<b>95%</b>	Incremental			PAM
<b>EDUCATION OF LOOKED AFTER CHILDREN</b>																	
<b>PUPIL ATTAINMENT &amp; OUTCOMES</b>																	
EDU/002ii Annually	Reduce the percentage of learners (in local authority care) leaving education without a recognised qualification. <i>* Ranked joint 1st in Wales for 2014/15</i>	%	Lower	0%	Top Quartile	1.2%	0%	0%	0.0%		<b>0%</b>		<b>0%</b>	Maintenance			NSI
SCC/037 Annually	The average external qualifications point score for 16 year old looked after children, in any local authority maintained learning setting <i>* Ranked 4th in Wales for 2012/13</i>	Points	Higher	358 points	Upper Quartile	276 points	439 points	317 points	270 points					Not Set			NSI
<b>PUPIL ATTENDANCE &amp; EXCLUSIONS</b>																	
SCC/002 Annually	The percentage of children looked after at 31 March who have experienced one or more changes of school, during a period or periods of being looked after, which were not due to transitional arrangements, in the 12 months. <i>* Ranked 14th in Wales for 2013/14</i>	%	Lower	18.2%	Bottom Quartile	13.5%	3.30%	9.3%	10%					Not Set			NSI



## EDUCATION & YOUTH OVERVIEW & SCRUTINY COMMITTEE

<b>Date of Meeting</b>	Thursday, 28 <sup>th</sup> April 2016
<b>Report Subject</b>	Quarter 3 Improvement Plan Monitoring Report
<b>Cabinet Member</b>	Cabinet Member for Corporate Management
<b>Report By</b>	Education & Youth Overview & Scrutiny Facilitator
<b>Type of Report</b>	Strategic

### EXECUTIVE SUMMARY

The Improvement Plan 2015/16 was adopted by the Council in June 2015. This report presents the monitoring of progress for the third quarter of 2015/16 focusing on the areas of under performance relevant to the Education & Youth Overview & Scrutiny Committee.

This report is an exception based report and therefore detail focuses on the areas of under-performance.

### RECOMMENDATIONS

1	That the Committee consider the 2015/16 Quarter 3 Improvement Plan Monitoring Report, highlight concerns and feedback details of any challenge to the Corporate Resources Overview & Scrutiny Committee which is responsible for the overview and monitoring of performance.
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## REPORT DETAILS

1.00	<b>EXPLAINING THE QUARTER 3 IMPROVEMENT PLAN MONITORING REPORT</b>
1.01	The Improvement Plan monitoring report gives an explanation of the progress being made towards the delivery of the impacts set out in the 2015/16 Improvement Plan. The narrative is supported by performance indicators and/or milestones which evidence achievement. In addition, there is an assessment of the strategic risks and the level to which they are controlled.
1.02	The detailed sub-priority report, shown at Appendix 1, is in a new format, which has been generated from the new performance management solution, CAMMS.
1.03	<p>CAMMS has been purchased to provide benefits which include:</p> <ul style="list-style-type: none"> <li>• efficiencies by reducing duplication and data entry;</li> <li>• a single version of the truth;</li> <li>• improved visibility and accountability for performance and programme / project management objectives; including an audit trail; and</li> <li>• dynamic, exception based reporting with dashboards and standard reports.</li> </ul>
1.04	<p>Analysis of performance against the Improvement Plan measures is undertaken using the RAG (Red, Amber and Green) status. This is defined as follows:-</p> <p><b><u>Performance</u></b></p> <ul style="list-style-type: none"> <li>• RED – equates to a position of under-performance against target.</li> <li>• AMBER – equates to a mid-position where improvement may have been made but performance has missed the target.</li> <li>• GREEN – equates to a position of positive performance against target.</li> </ul> <p><b><u>Outcome</u></b></p> <ul style="list-style-type: none"> <li>• RED – equates to a forecast position of under-performance against target at year end.</li> <li>• AMBER – equates to a forecast mid-position where improvement may have been made but performance will miss target at year end.</li> <li>• GREEN – equates to a forecast position of positive performance against target at year end.</li> </ul>
1.05	The high level (RED) risk area identified for the Education & Youth Overview & Scrutiny Committee, is as follows:-

1.05.1	<p><b>Priority: Skills and Learning</b>  <i>Risk: Limited funding to address the backlog of known repair and maintenance works in Education and Youth assets will be further reduced to meet new pressures on the Education and Youth Budgets</i></p> <p>School Modernisation remains a key tool in enabling the Authority to invest appropriately in its school portfolio, this will involve a reduction in schools within the Council's portfolio and a reduction of unfilled places.</p>
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<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	There are no specific financial implications for this report; however the Council's Medium Term Financial Plan is aligned to resource the priorities of the Improvement Plan.

<b>3.00</b>	<b>CONSULTATIONS REQUIRED / CARRIED OUT</b>
3.01	The Chief Officer Team and the Performance Leads from across the Authority have contributed to help shape the new approach to reporting.

<b>4.00</b>	<b>RISK MANAGEMENT</b>
4.01	Progress against the risks identified in the Improvement Plan have been reported on for quarter 3 and the detail is included in the report at Appendix 1.

<b>5.00</b>	<b>APPENDICES</b>
5.01	Appendix 1 – Quarter 3 Improvement Plan Progress Report – Skills and Learning.

<b>6.00</b>	<b>LIST OF ACCESSIBLE BAKCGROUND DOCUMENTS</b>
6.01	<p><b><u>Improvement Plan 2015/16</u></b></p> <p><a href="http://www.flintshire.gov.uk/en/Resident/Council-and-Democracy/Improvement-Plan.aspx">http://www.flintshire.gov.uk/en/Resident/Council-and-Democracy/Improvement-Plan.aspx</a></p> <p><b>Contact Officer:</b> Ceri Shotton  Overview &amp; Scrutiny Facilitator</p> <p><b>Telephone:</b> 01352 702350</p> <p><b>Email:</b> <a href="mailto:ceri.shotton@flintshire.gov.uk">ceri.shotton@flintshire.gov.uk</a></p>

<b>7.00</b>	<b>GLOSSARY OF TERMS</b>
7.01	<b>Improvement Plan</b> – the document which sets out the annual priorities of the Council. It is a requirement of the Local Government (Wales) Measure 2009 to set Improvement Objectives and publish an Improvement Plan.
7.02	<b>CAMMS</b> – is an integrated planning, risk management and programme/project management and reporting software. It was purchased in April 2015 and work to commence implementation began in May; focusing initially on the Council’s Improvement Plan and the Portfolio of Social Services. The link below provides further information about CAMMS. <a href="http://cammsgroup.com/">http://cammsgroup.com/</a>
7.03	<b>School Modernisation</b> – the process by which the Local Authority ensures there are a sufficient number of high quality school places, of the right type in the right locations.



# Quarter 3 Improvement Plan Progress Monitoring Report – Skills and Learning

Flintshire County Council



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## Actions

### 4 Skills and Learning

#### 4.1 Improving learning provision and opportunities to achieve better learner outcomes

##### 4.1.1 Apprenticeships and Training

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.1.1 Work with the public, private and voluntary sectors to maximise the number of apprenticeships, traineeships and work experience opportunities, communicated through the Common Application Process (CAP)	Jeanette Rock - Principal Education Officer Inclusion	In Progress	01-Apr-2015	31-Mar-2016	70.00%	 AMBER	 AMBER

#### ACTION PROGRESS COMMENTS:

Through the Youth Engagement and Progression Framework, officers are continuing to track and support young people who are NEET or at risk of becoming NEET. Regular liaison with partners has secured access to a range of provision around work related skill development for the identified young people and this has supported engagement with suitable outcomes such as traineeships and enhanced work experience packages.



IOSH Managing Safely Training has been provided to secondary schools and Inclusion staff to enable them to identify and vet appropriate work experience packages. It is envisaged that this will lead to increased opportunities within this area.

Information regarding opportunities within Flintshire has been fed into the Common Application Process (CAP), a system operated through Careers Wales. This has been run as a pilot and is under review, the outcome of which will direct future activity in relation to how this is taken forward.

A Training Academy Project Board has been established (October 2015) to oversee and coordinate the work of the Council in relation to community benefit opportunities in relation to training and employment. Increasing the number and range of apprenticeships is focus for the Board.

Members of the Training Academy Project Board are networking to actively promote awareness of and the benefits of apprenticeships. Links have been established with Secondary Headteachers and a Flintshire Apprenticeship Day will be held for schools on the 16th March 2016.

Last Updated: 21-Jan-2016



ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.1.2 Increase training and apprenticeship opportunities for local people through our major capital programmes (WHQS and SHARP).	Sean O'Donnell - Contract Surveyor	In Progress	05-Jun-2015	31-Mar-2016	15.00%	 AMBER	 AMBER

**ACTION PROGRESS COMMENTS:**

A number of apprentices have been appointed with contractors as part of the new WHQS programmes. To date 4 opportunities have been created through the various programmes and the service continues to work with the contractors to maximise these opportunities and ensure they fulfil their contractual obligations. A Community Benefit and Training Academy is being established by Flintshire County Council to oversee the growth of apprenticeship opportunities in the county across the major investment programmes.

The Advert for the Apprentices as part of the academy was publicised early in Quarter 4 inviting applications from the 4th January to the 19th January 2016.

Last Updated: 08-Feb-2016

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.1.3 Support the Young Entrepreneur Programme with the Flintshire Business Entrepreneurship Network (BEN).	Sharon Jones - Communities First Cluster Delivery Manager East	In Progress	05-Jun-2015	31-Mar-2016	80.00%	 GREEN	 GREEN



**ACTION PROGRESS COMMENTS:**

BEN on track over both CF Clusters. Celebration event planned for September 2015. Total membership is 84. We are supporting the Wrexham BEN to develop their structure, following Good Practice from Flintshire.

A very successful Celebration event was held with over 100 attendees. Lesley Griffiths AM plus Local Councillors attended. A video was shown promoting the BEN. This will be shared with other CF teams. This project is on Track.

Last Updated: 11-Jan-2016



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ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.1.4 Support the development of two academies focusing on Retail and Construction for over 18's leading to employment.	Nigel Davies - Communities First Cluster Delivery Manager West	Completed	01-Apr-2015	31-Mar-2016	100.00%	 GREEN	 GREEN

**ACTION PROGRESS COMMENTS:**

Launch of the Construction Academy by April 2015 -The Construction and Retail Academies launched January 2015. Due to procurement and commissioning of posts the launch was held back, but an Acting Up post was put in place. The Academy set up previously at Ysgol Maes Hyfred continued with the Academy at Artisans Shop in retail and hospitality. 8 pupils attended with 3 placement at the Artisans shop.

Last Updated: 14-Aug-2015

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.1.5 Implement the Youth Engagement and Progression Framework for learners in danger of disengaging through: <ul style="list-style-type: none"> <li>• Targeting vocational and employability skills</li> <li>• Enhancing personal support, including coaching, mentoring and help with transition</li> <li>• Increasing the use of release on temporary licence (ROTL) for young people in the youth justice service; to better engage with post-custody education, training and employment prior to release.</li> </ul>	Jeanette Rock - Principal Education Officer Inclusion	In Progress	01-Apr-2015	31-Mar-2016	50.00%	 AMBER	 GREEN

**ACTION PROGRESS COMMENTS:**



There has been a delay to the implementation date of TRAC. The Welsh European funding Office (WEFO) has requested further detail around the project and adjustment to the Business Plan. The proposed start date is now likely to be March 2016. Extra capacity to support learners has been made available through the Resilience Team, funded through Families First. The team became operational in October 2015 and works with young people identified as Tier 2 on the Youth Engagement & Progression Framework.

The collation of provision into a local database has been beneficial in terms of intervention. Schools and LA officers have greater awareness regarding the range of provision across Flintshire and meetings are now taking place between Wrexham and Flintshire officers to extend knowledge of provision across both counties.

Last Updated: 21-Jan-2016

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#### 4.1.2 Modernised and High Performing Education

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.2.1 Working effectively with the Regional School Improvement Service (GwE) to: <ul style="list-style-type: none"> <li>o share best teaching practice and resources across schools and the region;</li> <li>o identify and target support for those schools most in need;</li> <li>o develop the capacity of schools to respond to national initiatives and curriculum reforms; and</li> <li>o improve skills in literacy and numeracy.</li> </ul>	Claire Homard - Principal Education Officer Primary	In Progress	01-Apr-2015	31-Mar-2016	60.00%	 GREEN	 GREEN

**ACTION PROGRESS COMMENTS:**

Senior Challenge Adviser is attending a range of Flintshire meetings with Officers, Headteachers and Members by invitation. Regional meeting structure has been redefined by Chief Officer's Group. Meetings of LA Officers with GwE Senior Challenge Adviser are on-going and focus on effective monitoring of schools to identify and target support for schools most in need. GwE are represented at School Standards Monitoring Group meetings. Feedback provided to help development of regional model document for LA/School Partnership Agreements. GwE Senior Challenge Adviser has taken over the administration and leadership of Secondary Forums from the LA. GwE have also organised regional conferences to share best practice. New Foundation Phase Profile Train the Trainers event held 2nd June. Six training events were then delivered in June to cover all schools. Pupil portfolio Referral Unit (PPRU) Post Inspection Action Plan has been drafted and progress against recommendations is being monitored through Education & Youth Programme Board. Discussions held with GwE on need for support for PPRU resulted in GwE advertising for a Challenge Adviser to fulfil this need in the new school year. Interviews for this post to be held on 13th October. Work on Literacy and Numeracy continues to develop as GwE Challenge Advisers identify schools in need of support and then group them together to more effectively target intervention at these schools by using the resources available eg Associate Partners. Co-leading schools initiatives have been rolled out by GwE from September 2015 onwards with Green and High Yellow schools working in networks with a nominated Challenge Adviser to provide peer challenge, peer support and to share best practice. 14 Flintshire schools across the primary and secondary sector have been selected as Pioneer and Co-Leading Schools by GwE/WG in key areas such as Digital Learning, Creative Learning, Literacy, Numeracy, Successful Futures (Curriculum Framework) and New Deal (Workforce Development). Flintshire has the highest number of schools nominated across the GwE region.

Last Updated: 17-Nov-2015

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.2.2 Reducing the impact of poverty and disadvantage, including through the Families First Programme (2015-17) and Flintshire's Integrated Youth Services Strategy, (2014-18), "Delivering Together"	Ann Roberts - Families First Lead / Youth Services Manager	Ongoing	01-Apr-2015	31-Mar-2016	80.00%	 GREEN	 GREEN

**ACTION PROGRESS COMMENTS:**



The Flintshire Families First Programme (2015-2017) continues to deliver on the outcomes for the Child Poverty Strategy (WG, 2011) and it has fully re commissioned in July 2015. This is to ensure that delivery is focussed on the areas of evidenced need and that it targets those families who are furthest from education and employment opportunities. However we have had notification of an 11.7% cut which we are managing at present. This will impact on delivery and outcomes. The evidence based collaborative approach has enabled bespoke commissioning of projects to maximise the full grant for effective impact for poverty mitigation and reduction. Welsh Government review and monitor the delivery and have returned a positive evaluation statement and supported the innovative commissioning plans. The fact that we have reviewed the programme annually has enabled us to react to the 11.7% cut in funding with minimal impact on delivery. The new commissioned projects are now all effective from 01.10.15 to 31.03.16. The Youth Support Service Plan (Delivering Together 2014-2018) has a collaborative approach to delivery of universal entitlement for all 11-25 year olds, with a focus on engagement, participation, informal learning and accreditation. It offers preventative approaches to enable young people to have learning and earning opportunities to mitigate the effects of poverty , improve financial literacy and build resilience and coping skills to minimise the NEET (Not in Education Employment or Training) population in Flintshire. It also supports our young parents population by offering parenting courses and enabling supported learning opportunities. The innovative new RESILIENCE project is now in place and shares accommodation and staff with the 3rd sector. This will enhance the emerging TRAC programme which is delayed at WG level. The Families First and Delivering Together programmes also enhance workforce development opportunities for our future potential workforce by encouraging volunteering, work placements and accreditation. The Integrated Youth Provision report update was taken to scrutiny on 17.09.15 to update on the above in more detail and all recommendations were agreed. The agreed actions have now been implemented. This has enabled us to effect a saving of £36,000 from the revue of caretaking proposal agreed on 17.09.15.

Regional agreement across North Wales has been secured regarding the use of the child profile tool to identify young people between 11 and 19 who are at risk of disengagement. This tool is an integral part of the ONE data base which links SIMS (School Management Information System) used in schools. Negotiations are underway in terms of purchase cost and training requirements. Once identified young people will be signposted in to a range of intervention strategies to support continued engagement including enhanced personal support

and alternative curriculum opportunities. FCC was a successful partner in a regional bid for European Social Fund to support the additional provision for Autumn term 2015.

Work with key partners engaged in the Integrated Youth Service plan "Delivering Together" has ensured that young people are not unnecessarily brought in to the Youth Justice System. The Youth Justice Bureau approach has been introduced and its work has developed to ensure appropriate diversionary approaches are taken resulting in significant reduced re offending rates. Sub Regional (Flintshire and Wrexham) Scrutiny Partnership is evolving to review effective decision making based around regionally agreed criteria. The new management structure for the Integrated Youth Provision plan is effective from 01.01.16. The structure has allowed for shared delivery approaches to be developed. The Youth Service and Youth Justice teams will physically co locate by April 2016 which will further enhance this approach.

Last Updated: 22-Jan-2016



ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.2.3 Improving outcomes for Looked After Children and young people exiting the Youth Justice System	Chris Clarke - Youth Justice Service Manager	In Progress	01-Apr-2015	31-Mar-2016	50.00%	 AMBER	 GREEN

**ACTION PROGRESS COMMENTS:**

Progress reported as at Q2 is still relevant for Q3.

1. Regional Looked After Children (LAC) action Plan generated by GwE and being implemented
- 3 & 4 Symud Ymlaen have promoted service across YJS and Children's Services. Referral Packs available to staff and individual training and development plans being initiated with young people. Youth Justice Service confirmed 8 referrals and 4 young people actively engaged in training
5. Restorative Justice pilot sites identified though long term staff absence likely to impact upon delivery. Financial constraints and single practitioner in role unlikely to support replacement/cover
6. Regional LAC Action Plan - Launch planning scheduled for July 15
9. Trauma/Attachment training delivered to key professionals including Youth Justice Service (YJS) and education staff- implementation of appropriate strategies in order to improve outcomes for learners and young people presenting with >5 convictions in 24 month period (YJS). Consultation by Cordis Bright to commence October 15 through to June 16.



Last Updated: 23-Feb-2016

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.2.4 Developing and implementing a plan for the next phase of Schools Modernisation, including continuing to implement the 21st Century School (Band A) programme.	Damian Hughes - Senior Manager, School Planning & Provision	In Progress	01-Apr-2015	31-Mar-2016	50.00%	 GREEN	 GREEN
<p><b>ACTION PROGRESS COMMENTS:</b>            Implementation plan for the next stage of School Modernisation approved by Cabinet in June 2015. Band A projects at Connah's Quay (Post 16) and Holywell Learning Campus approved by Welsh Government. Construction projects started on site Jan 2015, projects are currently are on time and within budget. Anticipated completion dates for operational buildings, September 2016.</p> <p>(No negative change in progress from Q2)            Last Updated: 11-Feb-2016</p>							

## Performance Indicators

### 4 Skills and Learning

#### 4.1.1 Apprenticeships and Training



KPI Title	Pre. EOY Actual	Period Actual	Period Target	Perf. RAG	Perf. Indicator Trend	YTD Actual	YTD Target	YTD RAG
IP4.1.1M04 Number of training and apprenticeship opportunities started as a result of the Welsh Housing Quality Standards contracts	No Data	6	0.9	 GREEN	↑	10	2.7	 GREEN

**Lead Officer:** Tony Jones - Capital Works Team Manager

**Reporting Officer:** Sean O'Donnell - Contract Surveyor

**Aspirational Target:**

**Progress Comment:** In addition to the new apprentices being engaged through local subcontractors, 2 of the main contractors have engaged the services of apprentices direct with the assistance of the framework provider Procure Plus.

KPI Title	Pre. EOY Actual	Period Actual	Period Target	Perf. RAG	Perf. Indicator Trend	YTD Actual	YTD Target	YTD RAG
IP4.1.1M05 Number of training and apprenticeship opportunities started as a result of the Strategic Housing and Regeneration Programme contracts	No Data	1	1	 GREEN	↑	1	1	 GREEN

**Lead Officer:** Melville Evans - Strategic Housing and Regeneration Programme (SHARP) Programme Manager

**Reporting Officer:** -

**Aspirational Target:**

**Progress Comment:** A Commercial Trainee has been appointed by Wates to work on the SHARP. Detailed plans are now being developed to commence the recruitment of new apprenticeships in Quarter 4 as part of the new Flintshire Community Benefit and Training Academy.



KPI Title	Pre. EOY Actual	Period Actual	Period Target	Perf. RAG	Perf. Indicator Trend	YTD Actual	YTD Target	YTD RAG
IP4.1.1M06 Number of people leaving the Construction Academy with a qualification	No Data	0	Not Set		↓	29	Not Set	

**Lead Officer:** Niall Waller - Enterprise and Regeneration Manager  
**Reporting Officer:** Sharon Jones - Communities First Cluster Delivery Manager East  
**Aspirational Target:**  
**Progress Comment:** There were no new leavers from the Academy this quarter with qualifications.

KPI Title	Pre. EOY Actual	Period Actual	Period Target	Perf. RAG	Perf. Indicator Trend	YTD Actual	YTD Target	YTD RAG
IP4.1.1M07 Number of people leaving the Construction Academy with a job	No Data	0	Not Set		↓	7	Not Set	

**Lead Officer:** Niall Waller - Enterprise and Regeneration Manager  
**Reporting Officer:** Sharon Jones - Communities First Cluster Delivery Manager East  
**Aspirational Target:**  
**Progress Comment:** There were no new leavers from the Academy this quarter with employment.

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KPI Title	Pre. EOY Actual	Period Actual	Period Target	Perf. RAG	Perf. Indicator Trend	YTD Actual	YTD Target	YTD RAG
IP4.1.1M08 Number of people leaving the Retail Academy with a qualification	No Data	0	Not Set		↔	11	Not Set	

**Lead Officer:** Niall Waller - Enterprise and Regeneration Manager  
**Reporting Officer:** Sharon Jones - Communities First Cluster Delivery Manager East  
**Aspirational Target:**  
**Progress Comment:** The Retail Academy is on going with 4 Students, this course is due to be completed in March 2016. They are due to leave with a Customer Service Qualification.



KPI Title	Pre. EOY Actual	Period Actual	Period Target	Perf. RAG	Perf. Indicator Trend	YTD Actual	YTD Target	YTD RAG
IP4.1.1M09 Number of people leaving the Retail Academy with a job	No Data	1	Not Set		↔	4	Not Set	

**Lead Officer:** Niall Waller - Enterprise and Regeneration Manager  
**Reporting Officer:** Sharon Jones - Communities First Cluster Delivery Manager East  
**Aspirational Target:**  
**Progress Comment:** 1 person from this course has gained employment.

#### 4.1.2 Modernised and High Performing Education

KPI Title	Pre. EOY Actual	Period Actual	Period Target	Perf. RAG	Perf. Indicator Trend	YTD Actual	YTD Target	YTD RAG
IP4.1.2M31 The percentage of young people of school age in the youth justice system that are offered 25 hours ETE	No Data	80	40	 GREEN	↓	80	40	 GREEN

**Lead Officer:** Chris Clarke - Youth Justice Service Manager  
**Reporting Officer:** Louisa Greenly - Performance Management & Information Officer  
**Aspirational Target:**  
**Progress Comment:** This KPI looks at those young people who are of statutory school age and whether they are being offered 25 hours of education, employment or training. There are young people who meet the criteria to be included in the cohort this quarter.




KPI Title	Pre. EOY Actual	Period Actual	Period Target	Perf. RAG	Perf. Indicator Trend	YTD Actual	YTD Target	YTD RAG
IP4.1.2M32 The percentage of young people above school age in the youth justice system that are offered 16+ ETE	No Data	66	55	 GREEN	↑	66	55	 GREEN




**Lead Officer:** Chris Clarke - Youth Justice Service Manager  
**Reporting Officer:** Louisa Greenly - Performance Management & Information Officer  
**Aspirational Target:**  
**Progress Comment:** There were 3 young people in this cohort, and 2 of the 3 were undertaking more than 16 hours education, training or employment.

# RISKS

## 4 Skills and Learning

### 4.1.1 Apprenticeships and Training

RISK TITLE	LEAD OFFICER	SUPPORTING OFFICERS	INITIAL RISK RATING	CURRENT RISK RATING	TREND ARROW	RISK STATUS
Local employers and learning providers do not work closely enough to identify and meet the skills based needs of the future.	Ian Budd - Chief Officer - Education and Youth	Jeanette Rock - Principal Education Officer Inclusion				Open
<p><b>Potential Effect:</b></p> <p><b>Management Controls:</b></p> <p><b>Progress Comment:</b> Latest annual performance information has Flintshire with the lowest level of young people 16+ not in education, employment or training in Wales. There is a continuing need to support our most vulnerable young people to access employment and training and to develop apprenticeship opportunities matched to long term market intelligence on economic development.</p>						

RISK TITLE	LEAD OFFICER	SUPPORTING OFFICERS	INITIAL RISK RATING	CURRENT RISK RATING	TREND ARROW	RISK STATUS
Training places will not match current and future employer aspirations and needs.	Ian Budd - Chief Officer - Education and Youth	Jeanette Rock - Principal Education Officer Inclusion				Open
<p><b>Potential Effect:</b></p> <p><b>Management Controls:</b></p> <p><b>Progress Comment:</b> Latest annual performance information has Flintshire with the lowest level of young people 16+ not in education, employment or training in Wales. There is a continuing need to support our most vulnerable young people to access employment and training and to develop apprenticeship opportunities matched to long term market intelligence on economic development.</p>						

### 4.1.2 Modernised and High Performing Education

RISK	LEAD OFFICER	SUPPORTING OFFICERS	INITIAL RISK	CURRENT RISK	TREND	RISK
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TITLE			RATING	RATING	ARROW	STATUS
Schools do not receive and/or make best use of the support they need from the Council and GwE	Ian Budd - Chief Officer - Education and Youth	Claire Homard - Principal Education Officer Primary	Amber	Amber	↔	Open

**Potential Effect:** Schools are less well informed about developments and what their actions to ensure continued improvement should be. Progress in improving outcomes for learners is reduced.

**Management Controls:**

**Progress Comment:** GwE Challenge Advisers make regular visits to schools. Regular meetings of LA Officers with GwE Senior Challenge Adviser facilitate a review of those schools least likely to make good use of the support available. Where schools are not engaging effectively with support services from either the Council or GwE, the Senior Manager for School Improvement will take appropriate action on a continuum on intervention with the most serious outcome being the issuing of a Warning Notice to the Headteacher and/or Governing Body.

RISK TITLE	LEAD OFFICER	SUPPORTING OFFICERS	INITIAL RISK RATING	CURRENT RISK RATING	TREND ARROW	RISK STATUS
Numbers of school places will not be sufficient to meet the future demands of changing demographics	Ian Budd - Chief Officer - Education and Youth	Damian Hughes - Senior Manager, School Planning & Provision	Red	Amber	↔	Open

**Potential Effect:** Budgetary pressures, rise in cost per pupil, rising in pupil teacher ratios, unsustainable schools in some areas, oversubscribed schools in others, more admission appeals

**Management Controls:**

**Progress Comment:** The likelihood of not having enough spaces in schools overall is low, however there may be pressures in particular locations and phases as demographics change. Currently there are in excess of 4000 unfilled places in the school estate, doing nothing, will have a negative effect on school financial allocations and raise pupil teacher ratios.

RISK TITLE	LEAD OFFICER	SUPPORTING OFFICERS	INITIAL RISK RATING	CURRENT RISK RATING	TREND ARROW	RISK STATUS
Limited funding to address the backlog of known repair and maintenance works in Education and Youth assets will be further reduced to meet new pressures on the Education and Youth Budgets	Ian Budd - Chief Officer - Education and Youth	Damian Hughes - Senior Manager, School Planning & Provision	Red	Red	↔	Open

**Potential Effect:** The fabric of Education and Youth buildings will continue to decline

**Management Controls:**

**Progress Comment:** School Modernisation remains a key tool in enabling the Authority to invest appropriately in its school portfolio, this will involve a reduction in schools within the Council's portfolio and a reduction of unfilled places.



## EDUCATION & YOUTH OVERVIEW & SCRUTINY COMMITTEE

<b>Date of Meeting</b>	Thursday 28 <sup>th</sup> April, 2016
<b>Report Subject</b>	Recommendations from the School Transport Task & Finish Group
<b>Cabinet Member</b>	Cabinet Member for Education
<b>Report Author</b>	Education & Youth Overview & Scrutiny Facilitator
<b>Type of Report</b>	Operational

### EXECUTIVE SUMMARY

A decision was made by the Education & Youth Overview & Scrutiny Committee on the 17<sup>th</sup> September, 2015 to establish a School Transport Task & Finish Group.

The Group has met on three separate occasions to consider the outcome of the diagnostic work carried out to identify savings within the Integrated Transport Unit (ITU).

This report sets out the recommendations of the Group, for consideration by the Education & Youth Overview & Scrutiny Committee with a view to making recommendations to Cabinet.

### RECOMMENDATIONS

1	That the Committee endorse the recommendations of the Task & Finish Group and submit them to Cabinet for its consideration.
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## REPORT DETAILS

1.00	EXPLAINING THE WORK OF THE TASK & FINISH GROUP
1.01	<p>The School Transport Task &amp; Finish Group was established in September 2015. The Membership of the group is as follows:-</p> <ul style="list-style-type: none"><li>• Cllr Paul Cunningham</li><li>• Cllr Peter Curtis</li><li>• Cllr Andy Dunbobbin</li><li>• Cllr Nancy Matthews</li><li>• Cllr Carolyn Thomas</li><li>• Mr David Hytch</li><li>• Mrs Rebecca Stark</li><li>• Mr Bernard Stuart</li></ul>
1.02	<p>Meetings of the Task &amp; Finish Group were also attended by Ian Budd, Chief Officer (Education &amp; Youth), Katie Wilby, Transportation &amp; Logistics Manager and Gill Yates, Pupil Support Service Manager who provided specialist advice.</p>
1.03	<p>Following Cabinet approval in May 2015, it was agreed that an ITU should be established for the Authority to ensure an integrated approach to service delivery and operational management. Budget management and eligibility assessment for mainstream home to school transport has also transferred to the ITU within the Streetscene and Transportation portfolio. Policy setting for school transport has remained within the Education &amp; Youth portfolio.</p>
1.04	<p>In May, 2015, Cabinet also approved the engagement of a suitably qualified business partner (JMP Consultants) to assist with the assessment and delivery of the financial benefit that will be derived from the ITU. This has resulted in a diagnostic review of all transport operations across the Authority in order to identify any savings opportunities and efficiencies within the current operating arrangements.</p>
1.05	<p>JMP consultants have identified the following areas of discretionary provision as ones that could be considered for further policy development work and consideration by the Local Authority:</p> <ul style="list-style-type: none"><li>• <b>Denominational School Transport</b><ul style="list-style-type: none"><li>- Removal of free transport</li><li>- Charge a nominal fee</li></ul></li><li>• <b>Concessionary Spare Seats</b><ul style="list-style-type: none"><li>- Increase the fee for spare seats</li><li>- Withdraw concessionary spare seats</li></ul></li><li>• <b>Post-16 Transport</b><ul style="list-style-type: none"><li>- Removal of free transport</li><li>- Charge a nominal fee</li></ul></li><li>• <b>Remove Benefits Entitlement</b></li></ul>

	<ul style="list-style-type: none"> <li>• <b>Investigate aligning school times</b> <ul style="list-style-type: none"> <li>- (cost-benefit analysis required)</li> </ul> </li> </ul>
1.06	The policy change options have not been presented to Cabinet for consideration and will be submitted following consultation with the Education & Youth Overview & Scrutiny Committee, together with any recommendations the Committee wish to make.
1.07	At its meeting held on the 14 <sup>th</sup> March, 2016, the Task & Finish Group considered the breakdown of information for each policy change option as identified as part of the Integrated Transport Unit Diagnostic review.
1.08	<p>Following a detailed presentation, the Task &amp; Finish Group recommended that in considering any operational and policy changes, Cabinet should:-</p> <ul style="list-style-type: none"> <li>• Carefully consider the business cases and implementation plans for any change;</li> <li>• Undertake equality impact assessment in relation to any proposed policy change at an early point in the process;</li> <li>• Consider/mitigate the impact of any charges on families with more than one child;</li> <li>• Consider the impact of any changes on low income families; and</li> <li>• To promote independence for learners (travel training) and alternatives (where appropriate) to individualised transport provision.</li> </ul>

<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	The savings identified within the diagnostic review are subject to Cabinet approval.

<b>3.00</b>	<b>CONSULTATIONS REQUIRED / CARRIED OUT</b>
3.01	Statutory consultations and notifications would need to be undertaken prior to adoption of any changes in policy entitlements. Statutory consultations on policy change options have not been considered or authorised by the Council's Cabinet.

<b>4.00</b>	<b>RISK MANAGEMENT</b>
4.01	An equalities impact assessment will be required for any approved policy changes.

<b>5.00</b>	<b>APPENDICES</b>
5.01	None.

<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
6.01	<p>None.</p> <p><b>Contact Officer:</b> Ceri Shotton Overview &amp; Scrutiny Facilitator</p> <p><b>Telephone:</b> 01352 702305</p> <p><b>E-mail:</b> <a href="mailto:ceri.shotton@flintshire.gov.uk">ceri.shotton@flintshire.gov.uk</a></p>

<b>7.00</b>	<b>GLOSSARY OF TERMS</b>
7.01	<b>Denominational School Transport</b> – is transport where a child attends a specific school for denominational reasons.
7.02	<b>Concessionary Spare Seats</b> – where spare seats are available on a school bus, these can be sold to pupils who are not entitled to free transport.
7.03	<b>Post-16 Transport</b> – transport for post-16 students to a place of education or training.
7.04	<b>Benefits Entitlement</b> – free transport for people who are in receipt of benefits who reside in Flintshire.





## EDUCATION & YOUTH OVERVIEW & SCRUTINY COMMITTEE

<b>Date of Meeting</b>	Thursday 28 <sup>th</sup> April, 2016
<b>Report Subject</b>	Forward Work Programme
<b>Cabinet Member</b>	N / A
<b>Report Author</b>	Education & Youth Overview & Scrutiny Facilitator
<b>Type of Report</b>	Operational

### EXECUTIVE SUMMARY

Overview & Scrutiny presents a unique opportunity for Members to determine the Forward Work programme of the Committee of which they are Members. By reviewing and prioritising the Forward Work Programme Members are able to ensure it is Member-led and includes the right issues. A copy of the Forward Work Programme is attached at Appendix 1 for Members' consideration which has been updated following the last meeting.

The Committee is asked to consider, and amend where necessary, the Forward Work Programme for the Education & Youth Overview & Scrutiny Committee.

### RECOMMENDATION

1	That the Committee considers the draft Forward Work Programme and approve/amend as necessary.
2	That the Facilitator, in consultation with the Chair and Vice-Chair of the Committee be authorised to vary the Forward Work Programme between meetings, as the need arises.

## REPORT DETAILS

<b>1.00</b>	<b>EXPLAINING THE FORWARD WORK PROGRAMME</b>
1.01	Items feed into a Committee's Forward Work Programme from a number of sources. Members can suggest topics for review by Overview & Scrutiny Committees, members of the public can suggest topics, items can be referred by the Cabinet for consultation purposes, or by County Council or Chief Officers. Other possible items are identified from the Cabinet Work Programme and the Improvement Plan.
1.02	<p>In identifying topics for future consideration, it is useful for a 'test of significance' to be applied. This can be achieved by asking a range of questions as follows:</p> <ol style="list-style-type: none"><li>1. Will the review contribute to the Council's priorities and/or objectives?</li><li>2. Is it an area of major change or risk?</li><li>3. Are there issues of concern in performance?</li><li>4. Is there new Government guidance of legislation?</li><li>5. Is it prompted by the work carried out by Regulators/Internal Audit?</li></ol>
<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	None as a result of this report.
<b>3.00</b>	<b>CONSULTATIONS REQUIRED / CARRIED OUT</b>
3.01	Publication of this report constitutes consultation.
<b>4.00</b>	<b>RISK MANAGEMENT</b>
4.01	None as a result of this report.
<b>5.00</b>	<b>APPENDICES</b>
5.01	Appendix 1 – Current Forward Work Programme
<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
6.01	<p>None.</p> <p><b>Contact Officer:</b> Ceri Shotton Overview &amp; Scrutiny Facilitator</p> <p><b>Telephone:</b> 01352 702305</p> <p><b>E-mail:</b> <a href="mailto:ceri.shotton@flintshire.gov.uk">ceri.shotton@flintshire.gov.uk</a></p>

7.00	<b>GLOSSARY OF TERMS</b>
7.01	<b>Improvement Plan:</b> the document which sets out the annual priorities of the Council. It is a requirement of the Local Government (Wales) Measure 2009 to set Improvement Objectives and publish an Improvement Plan.

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**CURRENT FWP**

Date of meeting	Subject	Purpose of Report	Scrutiny Focus	Responsible / Contact Officer	Submission Deadline
9 June 2016	<p><b>Q4 – Year End Improvement Plan Monitoring Reports and Chief Officer Performance Report</b></p> <p><b>Learner Outcomes – to include attendance and exclusions</b></p> <p><b>Skills Shortage</b></p>	<p>To enable Members to fulfil their scrutiny role in relation to performance monitoring.</p> <p>To provide Members with a summary of learner outcomes across primary and secondary school.</p> <p>To enable the Committee to review what measures schools have in place to reduce the skills shortage</p>	<p>Assurance/Monitoring</p> <p>Assurance/Monitoring</p> <p>Assurance/Monitoring</p>	<p>Education &amp; Youth Facilitator</p> <p>Head of Inclusion Service</p> <p>Head of Inclusion Service</p>	2 June 2016
7 July 2016	<p><b>Regional School Effectiveness and Improvement Service (GwE)</b></p>	<p>To receive an update on progress with the development of the regional school effectiveness and improvement service, to include a presentation from the Chief Officer of GwE.</p>	Assurance/Monitoring	Chief Officer Education & Youth	30 June 2016

**Items to be scheduled**

- School Governors – following the outcome of the national governance review
- Review/monitoring report following school re-organisation – September 2017
- Skilled Education Workforce Shortage – Suggested by Cllr Mackie on 15 March, 2016

**INFORMATION REPORTS TO BE CIRCULATED TO THE COMMITTEE**

Item	Purpose of information report	Month
Incidents of arson, vandalism and burglaries in Flintshire schools	Information reports on incidents of arson, vandalism and burglaries in Flintshire schools	March
Health & Safety in Schools	Information report on accidents during the academic year and the actions taken to support schools in achieving healthy and safe environment	December

**Suggested Venues for future meetings**

- Hawarden High School
- Sychdyn Primary School
- Southdown Primary School
- Ysgol Y Felin, Holywell

**REGULAR ITEMS**

<b>Month</b>	<b>Item</b>	<b>Purpose of Report</b>	<b>Responsible / Contact Officer</b>
	<b>School Modernisation</b>	To update Members on the progress made with School Modernisation	Chief Officer Education and Youth
<b>January</b>	<b>Self-evaluation on education services</b>	To update Members on overall service performance	Senior Manager – Inclusion & Progression
<b>February</b>	<b>Learner Outcomes – include attendance and exclusions in annual learner outcomes report</b>	To provide Members with a summary of learner outcomes across primary and secondary school	Chief Officer Education and Youth
<b>April</b>	<b>Regional School Effectiveness and Improvement Service (GwE)</b>	To receive an update on progress with the development of the regional school effectiveness and improvement service, to include a presentation from the Chief Officer of GwE.	Chief Officer Education and Youth
<b>November</b>	<b>School Balances</b>	To provide the Committee with details of the closing balances held by Flintshire schools at the end of the financial year	Finance Manager
<b>Annually</b>	<b>Learning from the School Performance Monitoring Group (SPMG)</b>	To receive the annual report on progress and learning from the SPMG	Senior Manager – School Improvement

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