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To: Cllr David Healey (Chairman)

Councillors: Janet Axworthy, Sian Braun, Geoff Collett, Paul Cunningham, Andy Dunbobbin, Patrick Heesom, Dave Hughes, Kevin Hughes, Tudor Jones, Dave Mackie, Ian Smith, Martin White and David Williams

Co-opted Member:

Lynn Bartlett, David Hytch, Rita Price and Rebecca Stark

21 September 2018

Dear Sir/Madam

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, 27th September, 2018 in the Delyn 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 - 20)

Purpose: To confirm as a correct record the minutes of the meetings held on 24 May and 28 June 2018, and the minutes of the joint meeting with Social & Health Care Overview & Scrutiny Committee on 24 May 2018.

4 **TEACHERS PAY AWARD 2018** (Pages 21 - 46)

Report of Chief Officer (Education and Youth) - Cabinet Member for Education

Purpose: To advise of the estimated costs and current funding position for the national pay awards for teachers and school support staff

5 **SCHOOL HOLIDAY ENRICHMENT PROGRAMME** (Pages 47 - 62)

Report of Chief Officer (Education and Youth) - Cabinet Member for Education

Purpose: To update Members on activities of the programme

6 **SCHOOL RESERVE BALANCES YEAR ENDING 31 MARCH 2018** (Pages 63 - 78)

Report of Chief Officer (Education and Youth) - Cabinet Member for Education

Purpose: To report to members the year end schools balances as at 31 March 2018

7 **FORWARD WORK PROGRAMME** (Pages 79 - 86)

Report of Education and Youth Overview & Scrutiny Facilitator

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

Yours faithfully



Robert Robins
Democratic Services Manager

EDUCATION & YOUTH OVERVIEW & SCRUTINY COMMITTEE **24 MAY 2018**

Minutes of the meeting of the Education and Youth Overview & Scrutiny Committee of Flintshire County Council held in the Council Chamber, County Hall, Mold, Flintshire on Thursday, 24 May, 2018

PRESENT:

Councillors: Janet Axworthy, Sian Braun, Geoff Collett, Paul Cunningham, Patrick Heesom, David Healey, Kevin Hughes, Tudor Jones, Dave Mackie, Ian Smith, Martin White and David Williams

CO-OPTED MEMBERS: Lynne Bartlett and David Hytch

SUBSTITUTION: Councillor Paul Johnson (for Dave Hughes) and Mike Reece (for Andy Dunbobbin)

IN ATTENDANCE:

Education & Youth Overview & Scrutiny Facilitator

1. APPOINTMENT OF CHAIR

The Facilitator advised that it had been confirmed at the Annual Meeting of the County Council that the Chair of the Committee should come from the Labour Group. As Councillor Ian Dunbar had been appointed to this role by the Group, the Committee was asked to endorse the decision.

RESOLVED:

That Councillor David Healey be confirmed as the Chairman of the Committee.

2. APPOINTMENT OF VICE-CHAIR

Councillor Paul Cunningham nominated David Hytch as Vice-Chair of the Committee and this was duly seconded.

On being put to the vote David Hytch was appointed Vice-Chair of the Committee.

David Hytch thanked the Committee for their renewed confidence in him.

RESOLVED:

That David Hytch be appointed Vice-Chair of the Committee.

3. DECLARATIONS OF INTEREST (INCLUDING WHIPPING DECLARATIONS)

There were no declarations of interest.

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

There were no members of the public or the press in attendance.

(The meeting started at 1.30 pm and ended at 1.35 pm)

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Chairman

**JOINT EDUCATION & YOUTH AND SOCIAL & HEALTH CARE
OVERVIEW & SCRUTINY COMMITTEE
24 MAY 2018**

Minutes of the meeting of the Joint Education & Youth and Social & Health Care Overview & Scrutiny Committee of Flintshire County Council held at County Hall, Mold on Thursday, 24 May 2018

PRESENT:

Councillors: Janet Axworthy, Marion Bateman, Sian Braun, Geoff Collett, Paul Cunningham, Carol Ellis, David Healey, Gladys Healey, Patrick Heesom, Cindy Hinds, Dave Hughes, Kevin Hughes, Tudor Jones, Mike Lowe, Dave Mackie, Hilary McGuill, Martin White, David Williams and David Wisinger

CO-OPTED MEMBERS: Lynn Bartlett, David Hytch, and Rebecca Stark

APOLOGIES: Interim Chief Officer (Education and Youth)

SUBSTITUTIONS: Councillor Mike Reeve (for Andy Dunbobbin)

CONTRIBUTORS:

Councillor Christine Jones, Cabinet Member for Social Services; Councillor Ian Roberts, Cabinet Member for Education and Youth, Chief Officer (Social Services); Senior Manager Safeguarding and Commissioning; Senior Manager Children and Workforce; Senior Manager Inclusion and Progression; Senior Manager Integrated Youth Provision; Early Years and Family Support Manager; Safeguarding Unit Service Manager, Family Support Manager and Planning and Development Officer

ATTENDANCE:

Education and Youth Overview & Scrutiny Facilitator and Committee Officer

1. APPOINTMENT OF CHAIR FOR THE MEETING

The Education & Youth Facilitator sought nominations for a Chair for the meeting.

RESOLVED

That Councillor David Healey be appointed as Chairman for the meeting.

2. DECLARATIONS OF INTEREST

Councillor Sian Braun declared a personal interest in Agenda Item 9 – Childcare Offer for Wales, Flintshire due to her accessing this service.

3. CORPORATE PARENTING STRATEGY

The Chief Officer (Social Services) introduced a report to endorse a refreshed Corporate Parenting Strategy for Flintshire. He advised that the report outlined the ongoing work being undertaken to form a new Corporate Parenting Strategy within the context of the Social Services and Well-being (Wales) Act 2014 and national developments relating to Corporate Parenting.

The Planning and Development Officer provided background information and reported on the main considerations, as detailed in the report, concerning progress in developing Flintshire's Corporate Parenting Strategy. He explained that the Strategy would be in place for at least 5 years to ensure consistency and make a positive difference for looked after children and care leavers. He referred to the draft Corporate Parenting Strategy 2018-2023 which had been provided to the Committee for endorsement.

Councillor Hilary McGuill asked if the text in the Strategy could be amended to read as if it were addressing a child. The Planning and Development Officer agreed to amend the text accordingly.

Councillor Kevin Hughes asked if the Strategy could be amended to reflect, where a looked after child was placed in foster care, consideration would be given to placing them with foster parents who had the same religious beliefs or ethnicity. The Senior Manager Children and Workforce explained that this was already taken into consideration and agreed to include it within the Strategy.

Following a suggestion by Councillor Carol Ellis, the Committee recommended that a short presentation on Corporate Parenting be given at a future meeting of the County Council and also to the Chief Officer Team. The Senior Manager Children and Workforce suggested that young people be invited to shape the presentation to provide Members with real life examples.

Mrs. Rebecca Stark suggested that personal examples from young people showing how the Strategy had worked for them be added to the final Strategy.

Councillor Janet Axworthy suggested that the title of the Strategy be changed to 'Looking After You: Corporate Parenting Strategy'.

In response to a suggestion from Councillor Cindy Hinds and the further comments made by the Committee around the Pride of Flintshire event, the Senior Manager Children and Workforce suggested that he e-mail all Members with a brief overview of the Pride of Flintshire event and also to invite contributions from Members.

Mr. David Hytch asked if co-opted Members of the Education & Youth Overview & Scrutiny Committee could be included in the e-mail and also be invited to attend the Pride of Flintshire event in September.

RESOLVED:

- (a) That the proposed actions to publish a new Corporate Parenting Strategy, taking into account the proposed amendments suggested by Members, be endorsed;
- (b) That the proposed action for all Flintshire County Council staff to be responsible for delivering the Strategy be endorse;
- (c) That the proposed action to develop and implement a cross-portfolio action plan to deliver on the statements outline in the Strategy, be endorsed; and
- (d) That Corporate Parenting be raised at a future County Council meeting and Chief Officer Team, with the involvement of young people.

4. EDUCATIONAL ATTAINMENT OF LOOKED AFTER CHILDREN IN FLINTSHIRE

The Senior Manager – Inclusion and Progression introduced a report on the Annual Education Attainment of Looked After Children. She advised that the report outlined the academic attainment of Flintshire’s Looked After Children for the academic year 2016-2017. The data related to the Looked After Children cohort identified in line with the definition ‘A child of statutory school age, i.e. between 5 and 16 years, who was looked after during the academic year 2016-17, for at least one year prior to 31 August 2017’. The Senior Manager explained that for the purpose of the report, children looked after under Short/Breaks/Respite Care were not included in the statistical analysis. The data had been grouped into four age groups corresponding to the National Curriculum Key Stages. The Senior Manager reported on the main points as detailed in the report.

Mrs. Lynne Bartlett asked if the educational attainment of children who had previously been looked after was monitored. The Senior Manager – Inclusion and Progression said that once this data had been defined it could be collated.

Councillor Hilary McGuill raised concerns around the number of Looked After Children in Education who were leaving school without qualifications and asked how this was being addressed. The Senior Manager – Inclusion and Progression reported on the various initiatives being used to engage with young people to encourage them to continue with their education. She commented on the challenges and emotional difficulties experienced by some young people in their early years which could also impact on their performance throughout their education. Councillor Hilary McGuill suggested that looked after children who had gained success through educational settings, be invited to speak to looked after children who were feeling disaffected by education for one reason or another.

In response to a question around mental health and the possible shortage of psychologists in North Wales, the Chair advised that Marilyn Wells, CAMHS Service Manager, and Andrew Gralton, Assistant Director of Children's Services would be attending the meeting of the Social & Health Overview & Scrutiny Committee to be held on 14 June 2018, to discuss the CAMHS.

Councillor Gladys Healey expressed concerns around the schools admission policy and said that some parents experienced difficulty in enrolling their child into a local school. She also commented on the increasing number of parents who elected to have their child educated at home. In response to the concerns Councillor Ian Roberts explained that there were various reasons why some children were not able to attend their parent's choice of school. He also advised that there were no boundaries for school admissions. Councillor Roberts reported that there was a national increase in the number of parents who chose to have their child educated at home. The Senior Manager – Inclusion and Progression reported that the Welsh Government was undertaking work to look at the increasing trend for home tuition and the reasons why parents opted for this service.

Councillor Carol Ellis commented on the emotional and physical difficulties experienced by some young people during their upbringing and said that their achievements were commendable as a result of the problems they had overcome. In response to a question from Councillor Ellis on the support available to Looked After Children in school, the Senior Manager – Inclusion and Progression, explained that there were substantial support systems in place in schools and referred to the post of a designated Looked After Children teacher in schools and the wider counselling services which were available.

Councillor David Williams referred to the range of vocational courses available to young people as an alternative pathway to higher education and career opportunities.

Councillor Cindy Hinds commented on the issue of bullying of young people via social media and asked how this was being addressed in schools. The Senior Manager – Inclusion and Progression, said this problem was taken seriously by schools and spoke of the work undertaken to provide guidance and support to schools on how to deal with it.

The Committee recommended that a report on School Admissions be submitted to a future meeting of the Education & Youth Overview & Scrutiny Committee.

RESOLVED:

- (a) That Members actively engage as Corporate Parents for Looked After Children, promoting awareness and challenging provision within Flintshire educational settings;

- (b) That Members actively encourage all educational staff to promote the educational welfare of Looked After Children within Flintshire establishments at a 'whole school level'; and
- (c) That a report on School Admissions be submitted to a future meeting of the Education & Youth Overview & Scrutiny Committee.

5. SAFEGUARDING OF CHILDREN AND CHILD PROTECTION

The Senior Manager Safeguarding and Commissioning introduced a report to provide information on the Children's Safeguarding provision and Child Protection process within the County boundaries. She explained that the report provided key statistical and performance related information about children at risk for whom the Authority had significant safeguarding responsibilities.

The Senior Manager Safeguarding and Commissioning referred to the main considerations, as detailed in the report, around Children's safeguarding, Education and Youth, and Social Services priorities for the safeguarding of children, and corporate safeguarding.

In response to a question by Councillor Tudor Jones concerning whether the targets for review of children on the Child Protection Register were met, the Safeguarding Unit Service Manager explained that the Authority had robustly achieved all its targets for review of children on the register in line with the All Wales Child Protection Procedures.

Councillor Kevin Hughes asked if information was available on the ages of children on the child protection list and also whether there was any correlation between the ages and the categories of risk. The Safeguarding Unit Service Manager said that the data on ages of children was available and could be shared. She also said that the data could be broken down to see if there was any correlation between the ages and the categories of risk.

Councillor Hilary McGuill raised concerns regarding the safeguarding of children in the vicinity of school premises at the end of the school day. In response the Safeguarding Unit Service Manager referred to the work of the Corporate Safeguarding Panel and advised that representatives from both Education Services and the Police attended the Panel and commented on the partnership work which took place around areas of shared concern. Councillor McGuill suggested that the Police be asked to monitor 'hot spots' in areas of concern to prevent children and young people from harm and to deter anti-social behaviour.

Councillor Patrick Heesom commented on the lack of provision of youth services for young people in Flintshire which he said had created a 'dire' social need.

RESOLVED:

- (a) That the information in relation to the Safeguarding of Children and Child Protections for the period 1st April 2017 to 31st March 2018, be noted; and
- (b) That due regard be taken to the partnership working taking place across portfolio areas to protect children and young people from harm.

6. ADDITIONAL LEARNING NEEDS AND EDUCATION TRIBUNAL (WALES) ACT 2018

The Senior Manager – Inclusion and Progression introduced a report to update on implementation plans arising from the Additional Learning Needs Bill Legislation. She provided background information and reported on the main considerations, as detailed in the report.

During discussion Officers responded to the questions raised by Councillor Tudor Jones regarding the care and support provided to young people with Additional Learning Needs (ALN) from the age of 18.

The Senior Manager – Inclusion and Progression reported that it would be reasonable to anticipate that the increase in age range from 19 to 25 and the broadening of the legislative cover, would result in a larger number of Individual Development Plans. The revised legislation also provided for the responsibility for the commissioning and funding of Post 16 specialist provision to transfer from Welsh Government (WG) to Local Authorities; the mechanism for this was yet to be defined.

It was suggested that a further report on what Flintshire was doing for care leavers could be provided to a future meeting of both the Education & Youth Overview & Scrutiny and Social & Health Care Overview & Scrutiny Committees.

RESOLVED

- (a) That the report be noted; and
- (b) That an update report on local and regional implementation plans arising from the legislation be submitted to a future meeting of both Education & Youth Overview & Scrutiny and Social & Health Care Overview & Scrutiny Committees

7. FLINTSHIRE EARLY HELP HUB

The Senior Manager Integrated Youth Provision, introduced a report to provide an overview of the operation and effectiveness of the Early Help Hub. She provided background information and invited the Senior Manager Children and Workforce to present the report.

The Senior Manager Children and Workforce explained that the Hub offered families advice and assistance when previously referrals would not have been actioned and there was a high risk of a repeat referral back to Children's Services with more complex need being defined. He reported on the development of the Early Help Hub which could be summarised into the following phases:

- Design
- Soft launch
- Implementation

Members spoke in support of the excellent work which had been undertaken on the Early Help Hub and congratulated officers on their achievements. Members also spoke in support of the collaborative work which had been undertaken to design and develop the Hub with multi-partner agencies, citing the North Wales Police and Public Service Board as an example.

Mrs. Rebecca Stark commented on the need for funding to be continued in the future and asked how the profile of the Early Help Hub could be raised to ensure the Welsh Government, other authorities and organisations/bodies, were aware of the work and the positive outcomes being achieved in Flintshire.

RESOLVED

- (a) That the Committee congratulate officers on the work which had been undertaken on the Early Help Hub;
- (b) That the ongoing work and commitment to the Early Help Hub as part of a wider programme to support families experiencing trauma aligned to Adverse Childhood Experiences (ACE's) be supported; and
- (c) That the Committee support the collection of data and evidence to demonstrate the need for continued Families First funding from Welsh Government.

8. CHILDCARE OFFER FOR WALES, FLINTSHIRE

The Chief Officer (Social Services) introduced a report on the rollout of free childcare provision and advised that the report provided an update on the funded Childcare Offer for Wales in Flintshire. He invited the Early Years and Family Support Manager to present the report.

The Early Years and Family Support Manager reported on progress in developing and delivering the Childcare Offer for Wales in Flintshire and referred to the main considerations as detailed in the report.

Councillor Martin White congratulated officers on the excellent work which had been undertaken to roll out the Childcare Offer in Flintshire.

RESOLVED:

- (a) That the progress made to full roll out of the Childcare Offer in Flintshire be endorsed; and
- (b) That the proposed cross-country delivery plan be endorsed.

9. ATTENDANCE BY MEMBERS OF THE PRESS AND PUBLIC

There were no members of the press or public in attendance

(The meeting started at 2.00 pm and ended at 5.05 pm)

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Chairman

EDUCATION AND YOUTH OVERVIEW & SCRUTINY COMMITTEE
28 JUNE 2018

Minutes of the meeting of the Education and Youth Overview & Scrutiny Committee of Flintshire County Council held in the Delyn Committee Room, County Hall, Mold on Thursday, 28 June 2018

PRESENT: Councillor David Healey (Chairman)

Councillors: Janet Axworthy, Geoff Collett, Paul Cunningham, Andy Dunbobbin, Patrick Heesom, Dave Hughes, Kevin Hughes, Tudor Jones, Dave Mackie, Martin White and David Williams

CO-OPTED MEMBERS: Lynn Bartlett, David Hýtch and Rebecca Stark

APOLOGIES: Councillors Sian Braun and Ian Smith

ALSO PRESENT: Councillor Marion Bateman attended as an observer, together with Councillor Paul Jones of Wrexham County Borough Council

CONTRIBUTORS: Councillor Ian Roberts, Cabinet Member for Education; Interim Chief Officer (Education & Youth); Senior Manager, School Planning and Provision

IN ATTENDANCE: Education & Youth Overview & Scrutiny Facilitator and Democratic Services Officer

For minute number 7

Arwyn Thomas (Managing Director) and Alwyn Jones (Assistant Director) of GwE

5. DECLARATIONS OF INTEREST

Councillors Collett, Dunbobbin and Kevin Hughes declared a personal interest on Agenda Item 5 'School Modernisation' as they were school governors.

Following officer advice, Councillor Tudor Jones declared a personal interest on the same item as he was a member of the campaign team to prevent the amalgamation of Lixwm and Brynford schools.

6. MINUTES

The minutes of the meeting held on 12 April 2018 were submitted.

Matters Arising

Minute number 46: Integrated Youth Services - Councillor Heesom reminded the Interim Chief Officer that she was to meet with him to discuss his concerns about the wider provision of youth services across the County, adding that his suggestion for a workshop had not been progressed. In recalling the debate, the Chairman said that the Committee had agreed to invite the Youth Council to discuss the issues and report back. This was confirmed by the Facilitator who clarified that the suggestion had not

been agreed by the Committee as part of its resolutions. Councillor Heesom went on to refer to the need for an appropriate mechanism to consult with young people.

On the same item, Councillor Dunbobbin asked that the minutes reflect his comments in favour of the Supporting Service Children in Education (SSCE) campaign on the service child pupil premium on which he had attended a seminar in Cardiff earlier in the month.

The Chairman took the opportunity to commend the Youth Council on its response to the recent announcement by Airbus.

RESOLVED:

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

7. REGIONAL SCHOOL EFFECTIVENESS AND IMPROVEMENT SERVICE (GWE)

The Interim Chief Officer (Education & Youth) introduced the update from GwE including the annual report 2017/18 identifying strengths in standards, provision and leadership, along with areas for improvement and development.

The Committee welcomed GwE representatives Arwyn Thomas, Managing Director and Alwyn Jones, Assistant Director, who gave a presentation covering the following:

- Wales Reform Journey
- Accountability
- Toward a self improving school system
- Successes
- Challenges

During the presentation, information was shared on preparations for education reform involving the development of a new curriculum with a local rather than national focus and culture shift to support rather than challenge schools. An offer was made to deliver a workshop to Members in the Autumn to provide clarity on the next steps to help understanding of the changes ahead.

In response to a question from Councillor Cunningham on governance arrangements, the Managing Director said that regional and local accountability was in place through the GwE joint committee (comprising representatives from the six local authorities) and regular meetings between GwE representatives and the six Overview & Scrutiny committees. He highlighted the importance of effective communication channels to ensure that schools received adequate support and referred to business plans detailing the offer for each local authority in the region.

Rebecca Stark asked about timescales to show how the eight elements of education reform would come together. The Managing Director said that milestones were set for the initial two year period and a phased approach would be taken to prepare for the reforms in discussion with Welsh Government (WG). Timescales would

be shared via a cluster approach with the aim of each partner reaching the same stage simultaneously. The Interim Chief Officer said that timelines published by WG could be made available to Members and she provided clarification on other timelines that were in the remit of local authorities. In response to concerns about early availability of resources, the Managing Director acknowledged that some materials were slow in emerging and that the preparations would help to achieve more stability in the system. Rebecca Stark also spoke about the need for funding to help schools implement the changes, particularly in the secondary sector. The Managing Director said that representations were being made to WG for funding to support schools in becoming reform ready and he referred to a potential increase in teacher training days to assist schools. The Interim Chief Officer spoke in support of this approach due to the pressures already absorbed by schools and she said there was a degree of optimism for additional funding from the UK Government.

Lynn Bartlett welcomed the focus on support for schools but said that funding was required to support school collaboration. The Managing Director spoke about the importance of directing funding to clusters to enable those schools to make their own key decisions. In response to further comments, he spoke about an increased focus on wellbeing as part of the Curriculum Development element.

Following praise by Councillor Heesom for the vision behind the reforms, the Managing Director said that this was about schools supporting pupils to serve their communities and become active leaders.

David Hÿtch called for support across the wider curriculum with reporting mechanisms highlighting pupil achievement in all areas rather than focussing on core subjects. This view was acknowledged and shared by the GwE representatives. In response to concerns about Head Teacher welfare - particularly in the secondary sector - and the effect of GwE 'deep dive' visits, the increased focus on support was highlighted, along with improving language in a positive way and encouraging openness and sharing problems.

Members were advised by the Interim Chief Officer that there were no significant recruitment issues with Head Teachers in Flintshire as senior posts were filled and well supported, with turnover at secondary level due to natural means, eg retirement. Whilst the number of applicants had reduced, the identification of a cohort of emerging prospective future Heads was proving to be effective.

Councillor Roberts spoke about the importance of the School Standards Monitoring Group in providing a measure of challenge to schools on areas of under-performance.

David Hÿtch asked about alternative support to replace that previously given by Governors Wales and was told that GwE would work closely with local authority colleagues to ensure that all Governors were captured as part of training.

Councillor Mackie said that the increased time in core subjects and reduced options available to young people conflicted with the aim for broader improvement. He reiterated his concerns that more could be done to ensure that young people received the best support possible which would improve Flintshire's position. He also pointed

out that the drop in performance of all the regional local authorities under GwE since the inception of the service was not replicated elsewhere in Wales.

The Managing Director explained about the funding arrangements to setup GwE when a national approach to challenge had been set. He said that accountability was now higher than ever before and that teachers sharing best practice would support improvement. He referred to the change in demographics over the period and said that GwE had been inspected four times this year and had recognised the positive, quality service provision to schools and local authorities in the region.

The Interim Chief Officer agreed that Flintshire's ranking was unacceptable and that the objective was to exceed the benchmark. In respect of GwE, the service had developed and the shift in focus to increase resources and target support in the secondary sector regionally would help the improvement journey; this approach was reflected in feedback from schools.

Councillor Mackie said it was important for the Committee to be given information on what was being done to seek improvements for Flintshire. Assurance was given by the Managing Director that the detailed plan for Flintshire was subject to quarterly monitoring and shared through performance reporting.

Councillor Axworthy asked if the Estyn report on GwE could be shared and she said that the Committee needed to be clear about data provided on schools. The Interim Chief Officer gave a reminder that information was shared with the Committee in various forms, for example the self-evaluation report at the previous meeting which summarised performance data and improvements. Requests for specific data could be pursued with officers outside the meeting.

The Chairman thanked the GwE representatives for their attendance and positive presentation, and welcomed the support for schools and staff. He proposed that the Committee accept the offer of the Autumn workshop, which was duly agreed.

RESOLVED:

- (a) That the GwE Annual Report 2017/18 be recommended and accepted;
- (b) That the presentation on supporting the reform journey be noted; and
- (c) That the Committee accepts the offer of a workshop in the Autumn.

8. SCHOOL MODERNISATION

The Senior Manager, School Planning and Provision, presented an update report on progress with the School Modernisation programme and emerging additional Capital Grant funding streams available through Welsh Government (WG).

Following an overview of progress on the 21st Century Schools programme, he advised that decisions were still awaited from WG on the Infants Class Size Grant bid for Ysgol Glan Aber and the Welsh Medium capital grant bid for Ysgol Glanrafon.

Confirmation of the Early Years' Capital Grant was also outstanding along with the qualifying criteria.

Councillor Heesom commented on the need for schools across the County to be given equal consideration for building improvements, in particular Bryn Pennant in Mostyn which was expanding and required roof repairs. This was noted by the Senior Manager who advised that schools with condition issues were retained on a list and brought forward when funding was available. Councillor Heesom also sought an update on Ysgol Mornant in Picton.

Councillor Williams referred to investment at Deeside Sixth and requested a future item on available courses, entry qualifications, student numbers and those dropping out. He asked about future extension of capacity at Castell Alun High School due to the number of housing developments in surrounding areas. He was told that the programme was fluid to allow for additional capacity and that a snapshot of the process would be included in the School Admissions item scheduled for later in the year. The Senior Manager provided Councillor Williams with an update on work at Penyffordd School and advised that traffic issues raised by the school would be picked up through the regular meetings.

In commending the Cabinet decision on Lixwm and Brynford Schools, Councillor Tudor Jones suggested that options could be explored for Brynford to expand the school with joint use as a community village hall, which could attract WG grant funding. He spoke about the need to support Ysgol Mornant where the community was investing in the Welsh language and said that engaging with communities could identify a means of both parties achieving their objectives.

Councillor Roberts explained that the basis of the Cabinet decision was due to the scale of support to retain education in those communities. It was hoped that the Council could work with those communities to achieve a successful federation.

RESOLVED:

- (a) That the Committee notes the contents of the report and progress of the School Modernisation programme; and
- (b) That the Committee notes the requests for further information and relevant investment outlined by Members.

9. YEAR-END COUNCIL PLAN MONITORING REPORT 2017/18

The Interim Chief Officer presented the 2017/18 year-end progress report on the Council Plan for 2017-23 providing analysis on the 'Learning Council' priority which was relevant to the Committee.

The Facilitator gave a reminder of the forthcoming Member workshop to help understanding of performance reporting.

Councillor Mackie agreed to discuss separately with officers a number of items in the previous report that were missing from this update. He questioned the end date

for action 3.1.1.2 on enhancing skills which was recorded as 50% complete and asked if the risk rating on leadership capacity not meeting school needs should be Red to reflect the difficulty in recruiting teachers in certain subjects.

On the latter point, Councillor Roberts was aware of issues of teacher supply and he cited various options to address this including the benefits of Key Stage 2 teachers providing cover at Key Stage 3. He spoke about the need for schools to work in partnership with trainers, and welcomed the new teacher training partnership between Chester and Bangor Universities.

The Interim Chief Officer explained that some measures had been adapted to become more specific across all portfolios. She advised that whilst there were no major problems recruiting Head Teachers in Flintshire, issues had been identified at some schools recruiting at senior to middle tiers of leadership. As a way forward, she suggested engaging with schools through the Secondary Heads' Federation to identify pressure points. An overview of anonymised results could then be reported back to the Committee.

This was welcomed by Councillor Mackie who suggested repeating the practice to identify trends over time. The Interim Chief Officer said that ongoing issues with individuals schools were addressed through advisory roles and school monitoring procedures.

The Facilitator advised that at a recent meeting, the Corporate Resources Overview & Scrutiny Committee had agreed to await the action plan to address areas of under-performance with a Red and Amber risk rating with a downturn performance trend.

In response to a question from Councillor Kevin Hughes, the Interim Chief Officer said that uncertainty on grant funding was a continuing concern. She welcomed key Ministerial decisions on the reinstatement of the School Uniform Grant to cover Year 1 as well as and Year 7 pupils, and Flintshire's allocation of the Minority Achievement Grant following successful lobbying. There was no clarification on grant funding for small schools and rural schools, and officers continued to make the case to WG on the importance of sharing information at an earlier stage to enable forward planning.

Councillor Kevin Hughes suggested that Members engage with schools to encourage parents to recycle pupil uniforms.

Councillor Roberts expressed his gratitude to the Senior Manager, School Planning and Provision, and his team for the volume of work undertaken to produce the recent report to Cabinet on school modernisation.

Following comments by David Hýtch on the increased percentage of attendance across the portfolio of Pupil Referral Units, Councillor Roberts referred to the report on School Exclusions scheduled in the Forward Work Programme.

RESOLVED:

That the Committee notes the Year-End Council Plan Monitoring Report 2017/18 to monitor under performance.

10. FORWARD WORK PROGRAMME

In presenting the current Forward Work Programme for consideration, the Facilitator referred to a suggestion at the previous meeting for a workshop on post-16 provision which had been scheduled immediately after the September meeting. Councillor Roberts asked that representatives of Deeside Sixth be invited to attend the workshop.

Councillor Kevin Hughes spoke about the importance of tackling period poverty due to concerns about the number of young girls unable to afford sanitary products. He said it was crucial that schools provide support by keeping a free of charge supply and appointing a named female point of contact. He went on to refer to the availability of Welsh Government funding to address the problem and improve facilities in schools.

The Interim Chief Officer acknowledged this national issue which was also affecting school attendance figures, and explained that a steering group had been set up to review and formalise arrangements at secondary schools in Flintshire, all of which had supplies of products available. A range of activities were being implemented including the development of a corporate reporting mechanism (in conjunction with the Youth Participation team) to ensure that support was correctly targeted and the Youth Council was engaged in helping to promote the resources and support available. In order to maximise grant funding, options were being explored with product manufacturers and neighbouring Authorities to achieve value for money.

Councillor Cunningham thanked Councillor Hughes for raising the topic and the Council for putting actions into place.

Following a query by David Hÿtch, the Facilitator advised that the information reports on incidents of arson, vandalism and burglaries in Flintshire schools were being pursued with the relevant officer.

Councillor Roberts suggested that the next annual progress update from GwE be scheduled as a standalone item at a special meeting.

RESOLVED:

- (a) That the Forward Work Programme as amended, be approved; and
- (b) That the Facilitator, in consultation with the Chairman of the Committee, be authorised to vary the Forward Work Programme between meetings, as the need arises.

11. **MEMBERS OF THE PUBLIC AND PRESS IN ATTENDANCE**

There was one member of the press in attendance.

(The meeting started at 2pm and ended at 4.45pm)

.....
Chairman



EDUCATION & YOUTH OVERVIEW & SCRUTINY COMMITTEE

Date of Meeting	Thursday 27 th September 2018
Report Subject	Teachers Pay Award 2018
Cabinet Member	Cabinet Member for Education & Youth
Report Author	Chief Officer, Education & Youth
Type of Report	Operational

EXECUTIVE SUMMARY

Currently the UK Government's Secretary of State for Education has responsibility for setting pay and conditions for teachers in both England and Wales. The Wales Act 2017 will transfer this responsibility to Welsh Ministers who will set the pay award from September 2019.

In July the Secretary of State announced the teachers' pay award for the academic year 2018/19 and made reference to the award being fully funded in England. There was however, no mention of Wales which provoked considerable discussion between Local Government, Welsh Government and UK Government about the need for additional funding to cover the cost of the award in Wales.

Flintshire has campaigned from the outset that as a national award over which the Council has little influence it should be fully funded. Given the costs pressures facing Local Government and schools there is no capacity to absorb any further pay pressures. It is estimated that the award would add a further £1.9m to the financial forecast for 2019/20; this is not included in the forecast based on the expectation of full national funding.

On the 14 September the Leader of the Council was informed by the Secretary of State for Wales that funding would be made available to Wales for the teachers' pay award. It is estimated that this additional funding will meet approximately half of the pay award.

In addition there is a likelihood that teacher pension employer contributions will increase in 2019/20 which would further significantly impact on costs.

RECOMMENDATIONS

1	Members are requested to note the local and national issues surrounding the teachers' pay award.
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REPORT DETAILS

1.00	EXPLAINING TEACHERS' PAY AWARD
1.01	<p>The teachers' pay award was announced by the Secretary of State for Education (Damian Hinds) on 24 July 2018. In his statement he indicated that a fully funded pay rise would be delivered for classroom teachers and those in leadership positions based on the recommendation of the School Teachers' Review Body (STRB).</p> <p>Mr Hinds indicated that additional funding would be available to support schools in England through the Department for Education existing budget; which appeared to suggest that no new funding had been identified from Treasury sources. There was no reference in his statement as to the implications for Wales.</p> <p>See appendix 1 for the full Secretary of State statement.</p>
1.02	<p>The School Teachers' Review Body recommended the following statutory uplifts:</p> <ul style="list-style-type: none">• 3.5% increase to the minima and maxima of the Main pay range• 2% increase to the minima and maxima of the Upper Pay Scale (UPS)• 1.5% increase for those on the Leadership pay range.
1.03	<p>There has been a statutory consultation process which ended on Monday 3rd September, and the Secretary of State will now need to publish a final STPCD (School Teachers Pay & Conditions Document) which gets 'laid' before Parliament to complete the procedural issues. It is only after the publication of the final document that any new requirements can be implemented. At the present time we have no clear indication of when that publication will take place. Any award will be backdated to September regardless of the actual date of implementation.</p>
1.04	<p>The STPCD provides for flexibility in the application of uplifts to all other pay points in the teachers' pay range. In Wales, in previous years, the WLGA has brokered an approach which uses this flexibility to introduce a fair, consistent and affordable approach to teachers pay in local authority maintained schools. This has resulted in a consensus across Wales on how the non-statutory element would be applied and a standardised pay spine for school teachers in Wales.</p> <p>The Authority has then made a recommendation to school Governing Bodies and asked them to confirm whether or not they want the negotiated</p>

	<p>uplift applied. In previous years all schools have supported this approach and opted to implement the negotiated pay award.</p> <p>In 2017/18 the STPCD provided for a 2% increase to the minima and maxima of the Main pay range – the Wales agreement was to uplift all scale points in between by 1%.</p>
1.05	The Wales Act devolves power to Welsh Government to set teachers' pay from the 2019/20 academic year. In the meantime there will need to be discussion nationally as to how the current academic year pay award will be implemented across Wales.
1.06	<p>An analysis of Flintshire's current teacher staffing across grade ranges shows the following:</p> <p>27% of teachers are on Main pay range 59% of teachers are on UPS 14% of teachers are on Leadership</p>
1.07	<p>The estimated cost of applying the STRB recommendations across all pay spines is:</p> <p>2018/19 £0.801m - cost of uplift from September 2018 2019/20 £1.932m - full year effect of the September 2018 pay award plus and assumption of a 1.5% increase from September 2019.</p>
1.08	<p>Since the publication of the draft document and the statement by the Secretary of State the WLGA has been campaigning for funding to support the implementation of the teachers' pay award for 2018. Some of this has been on a formal basis and there has also been considerable informal discussion which is ongoing to help ensure that schools and/or local authorities receive financial support.</p> <p>Appendices 2 & 3 show copies of letters from the WLGA Leader, Councillor Debbie Wilcox to both Damian Hinds, Secretary of State for Education in Westminster and Kirsty Williams Cabinet Secretary for Education at Welsh Government outlining the issues and pressures for Welsh schools.</p>
1.09	<p>On 14 September Cllr Aaron Shotton (Council Leader) received a letter from the Secretary of State for Wales indicating that Wales would receive a further £8.7m in 2018/19 and £14.8m in 2019/20 to support the implementation of the teachers' pay rise (See Appendix 4).</p> <p>A high level estimate is that Flintshire's share of this additional funding would be in the region of £0.435m in 2018/19 and £0.965m in 2019/20.</p>
1.10	There is also a likelihood that teacher pension employer contribution costs will rise in September 2019 which would also significantly impact on costs. Although the scale of the increase is unknown at this stage it is estimated that there could potentially be an increase of £0.437m in 2019/20 with the full year impact being £0.752m.
1.11	The Council's latest financial forecast for 2019/20 shows a projected budget

	<p>gap of £13.7m. This does not include any provision for the teachers' pay award or increased pension costs as this should be a nationally funded cost pressure.</p> <p>After taking efficiencies into account and assuming a hypothetical increase in Council Tax of 4.5% the Council will still require a minimum increase in the Revenue Support Grant of 3% to balance the budget in 2019/20. This would rise to an estimated 4% to be able to meet the anticipated shortfall in funding for the additional teacher pay and pension costs.</p>
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2.00	RESOURCE IMPLICATIONS
2.01	Delegated school budgets were uplifted by £1.140m for inflation and reduced by £0.288m for demography in 2018/19. The net effect was an increase of £0.852m (0.98%). Further one off funding of £460k was allocated from Reserves. The net funding increase including the one off funding was insufficient to cover the NJC pay award which averaged 5.6% increase in support staff costs in schools.
2.02	Six out of Flintshire's 11 secondary schools are in a financial deficit position.
2.03	There is currently no capacity for the Authority to provide additional funding to cover the teachers' pay award.

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	Heads Federations.
3.02	Schools Budget Forum.
3.03	Teaching Unions/Education Consultative Committee.
3.04	Welsh Government/WLGA.
3.05	Governing Bodies.

4.00	RISK MANAGEMENT
4.01	If the award is unfunded this will impact on the financial resilience of schools.
4.02	Schools may have to consider reducing their workforce which could result in redundancies and increasing class sizes.
4.03	Educational outcomes may reduce if class sizes have to increase.
4.04	Stress placed on headteachers of trying to manage an increasingly difficult financial situation at the same time to achieve educational excellence.
4.05	This generation of pupils may be adversely affected by the continuing

	austerity measures which in turn will impact on the future economic prosperity and social wellbeing of Wales.
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5.00	APPENDICES
5.01	Appendix 1 – Secretary of State for Education statement on teachers’ pay award.
5.02	Appendix 2 – Letter to Minister for Education (Damian Hinds) from WLGA Leader (Debbie Wilcox).
5.03	Appendix 3 – Letter to Kirsty Williams from WLGA Leader (Debbie Wilcox).
5.04	Appendix 4 – Letter to Cllr Aaron Shotton from Secretary of State.

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	None. Contact Officer: Lucy Morris, Education & Youth Finance Manager Telephone: 01352 704016 E-mail: Lucy.morris@flintshire.gov.uk

7.00	GLOSSARY OF TERMS
7.01	<p>School Teachers’ Review Body (STRB) – The School Teachers' Review Body (STRB) makes recommendations on the pay, professional duties and working time of school teachers in England and Wales and reports to the Secretary of State for Education and the Prime Minister. STRB is an advisory non-departmental public body, sponsored by the Department for Education.</p> <p>School Teachers Pay & Conditions Document (STPCD) – The School Teachers' Pay and Conditions Document is an annually published document which forms a part of the contract of all teachers and head teachers in maintained schools in England and Wales. The document is binding on all maintained schools and local education authorities.</p> <p>Revenue Support Grant – The annual amount of money the Council receives from Welsh Government to fund what it does alongside the Council Tax and other income the Council raises locally. The Council can decide how to use this grant across services.</p>

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House of Commons: Written Statement (HCWS912)

Department for Education

Written Statement made by: **The Secretary of State for Education (Mr Damian Hinds)** on 24 Jul 2018.

Teachers Update

We want to ensure that we can recruit and retain brilliant teachers. To ensure that teaching remains an attractive and fulfilling profession, we are delivering a fully funded pay rise for classroom teachers and those in leadership positions.

The School Teachers' Review Body (STRB) has recommended a 3.5% uplift to the minima and maxima of all pay ranges and allowances in the national pay framework for the pay award due to be implemented from September 2018. I have decided to accept in full the STRB's recommendation for a 3.5% uplift to the minima and maxima of the main pay range, building on last year's 2% uplift to the main pay range. This will both raise starting salaries significantly and increase the competitiveness of the early career pay framework. We are also announcing a substantial uplift to pay ranges for leaders and higher-paid teachers: the minima and maxima of the upper pay range will be uplifted by 2% and on the leadership pay range by 1.5%.

As a result, classroom teachers will see the biggest benefit with starting salaries increasing between £803 and £1,004, and those at the top of the main pay range will be eligible for increases between £1,184 and £1,366. Schools will continue to determine how their staff are paid and thanks to the flexible performance-based pay system we have introduced schools are still able to choose to give teachers or leaders a higher pay rise where this is appropriate to their particular local context and budget.

We will be supporting schools in England to implement the award with an investment of £508 million through a new teachers' pay grant of £187 million in 2018-19 and £321 million in 2019-20 from the existing Department for Education budget. This will cover, in full, the difference between this award and the cost of the 1% award that schools would have anticipated under the previous public sector pay cap. The grant will provide additional support to all maintained schools and academies, over and above the core funding that they receive through the national funding formula. We will publish further details on the distribution of this grant when the pay award is confirmed.

The Government is committed to world class public services and ensuring that public sector workers are fairly paid for the vitally important work that they do. It is thanks to our balanced approach to public finances – getting debt falling as a share of our economy, while investing in our vital services and keeping taxes low – that we are today able to announce this fair and deserved pay rise for teachers, their biggest increase since 2010/2011.

We ended the 1% average pay policy in September 2017, because we recognised more flexibility is now required to deliver world class public services including in return for improvements to public sector productivity.

We value the role of the independent Pay Review Bodies and thank them for their work in considering pay awards. In reaching a final position for 2018/19 public sector pay awards, we have balanced a need to recognise the value and dedication of our hard-working public servants whilst ensuring that our public services remain affordable in the long term, to contribute to our objective of reducing public sector debt. We have also sought to ensure that pay awards are fair

and consistent across public sector workforces, reflect existing pay and benefit packages, in addition to recruitment and retention levels.

It is vital that we consider all pay awards in light of wider pressures on public spending. Public sector pay needs to be fair both for public sector workers and the taxpayer. Around a quarter of all public spending is spent on pay and we need to ensure that our public services remain affordable for the future.

It is also vital that our world class public services continue modernising to meet rising demand for the incredible services they provide, which improve our lives and keep us safe.

I will deposit in the House libraries a full list of the recommendations and my proposed approach for all pay and allowance ranges.

My officials will write to all of the statutory consultees of the STRB to invite them to contribute to a consultation on the Government's response to these recommendations and on a revised School Teachers' Pay and Conditions Document and Pay Order. The consultation will last for six weeks.

My detailed response contains further information on these matters.

Ein Cyf /Our Ref:

Eich Cyf /Your Ref:

Dyddiad /Date:

Gofynnwch am/Please ask for:

Llinell uniongyrchol/Direct line:

Ebost/Email:

ST/SS

Steve Thomas

029 2046 8610

steve.thomas@wlga.gov.uk



CLILC • WLGA

Mr Damian Hinds MP
The Secretary of State for Education
House of Commons
London
SW1A 0AA

Dear Damian,

I write to you as the Leader of the Welsh Local Government Association with regards to your recent announcement regarding Teachers Pay.

We are obviously very pleased at the decision to make such a pay award to our 25,000 plus hardworking public servants in the school sector across Wales. We recognise that in practice this means those on the main pay scale will get 3.5 per cent, while those on the upper ranges will get 2 per cent and leaders will receive 1.5 per cent respectively. The decision means a cost of £508 million over two years, but unfortunately this will not be funded from new money from the Treasury. Similarly, we note that the Institute for Fiscal Studies has calculated that only 40% of teachers in England and Wales would be eligible for the higher 3.5% pay rise, while the remainder would receive increases below the current rate of inflation of 2.4%.

For leaders of local authorities across Wales this is problematic since potentially it leaves either Welsh Government, councils or schools to fund this rise without new resources being made available. If we misunderstand this point we would be grateful for your clarification since councils in Wales have seen budgets cut by 33% since the onset of austerity and any new unfunded burdens simply adds to the scale of these deep cuts.

The position in Wales needs urgent clarification. The Schools Teachers Pay and Conditions Document is an England and Wales statutory instrument and until such time that it is devolved the DfE have full responsibility for pay matters in Wales.

Your decision not to accept fully accept or fund the recommendations of the School Teachers Review Body confirms the view of Chris Keates, the general secretary of the National Association of Schoolmasters Union of Women Teachers (NASUWT), that "If ministers are serious about valuing and rewarding teachers, they need to take steps to end the culture rife in schools of only paying

Steve Thomas CBE
Prif Weithredwr
Chief Executive

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Croesawn ohebiaeth yn y Gymraeg a'r Saesneg a byddwn yn ymateb i ohebiaeth yn yr un iaith.

Ni fydd defnyddio'r naill iaith na'r llall yn arwain at oedi.

We welcome correspondence in Welsh and English and will respond to correspondence in the same language.
Use of either language will not lead to a delay.

teachers what they can get away with,". This is exacerbated by the announcement that DfE *'will be supporting schools in England to implement the award with an investment of £508 million through a new teachers Pay Grant'*.

It begs the question what about Wales? Will this grant be subject to the principles of the Barnett formula as you retain responsibility for the implementation of the statutory document in Wales and the statutory power for pay and conditions.

The situation in Wales after years of austerity is too serious to play the Westminster tactic of cost shunting to our devolved government. The use of the words **'new teachers pay grant'** in your statement is an acknowledgement that this is above and beyond what would have been expected under the public sector pay cap. Therefore, council leaders across Wales believe you have an obligation to provide a full consequential for Wales. I appreciate this letter falls within the period of parliamentary recess, but this is a matter that requires urgent consideration. As such I would request a meeting with you to discuss this matter further particularly as you retain responsibility for Teachers Pay in Wales up to 31st August 2019.

It is imperative that we have a clear understanding of this announcement especially as our councils already have to pay for the first 1 per cent of each of the rises announced and have significant concerns that unacceptable cuts to other parts of our budget could follow. I hope that we can move forward on this matter and you can reflect on these issues and that the right and proper consequential of 'new teacher pay grant' can be also be made for Wales and the hard-working public servants in our schools.

Yours sincerely,



Councillor Debbie Wilcox
Leader
Welsh Local Government Association

Dyddiad /Date:
Gofynnwch am/Please ask for:
Llinell uniongyrchol/Direct line:
Ebost/Email:

28 August 2018
Dr Chris Llewelyn
029 2046 8614
chris.llewelyn@wlga.gov.uk

Kirsty Williams AM
National Assembly for Wales
Cardiff Bay
Cardiff
CF99 1NA



Dear Kirsty,

Fair and Sustainable Funding for Essential Local Services

Please find attached a copy of the WLGA's recent publication, Fair and Sustainable Funding for Essential Local Services. We discussed the document briefly at our meeting on the 20th June and I agreed to share it with you once it was finalised. The document was discussed also with the Cabinet Secretary for Finance, Mark Drakeford AM, and the Cabinet Secretary for Local Government and Public Services, Alun Davies AM, at the last Finance Subgroup meeting and sets out the funding pressures facing local government over the coming year.

The document highlights the impact of austerity on public services and notes that just to stand still in providing current services, local government would need a revenue increase of £264m (5% of net-spend) in 2019-20 and 4% the year after. Pressures in schools and education account for £110m or 42% of the overall pressures being driven by unavoidable increases workforce and demand pressures:

- pay settlements for both teachers, assistants and other officers
- increases in employer contributions for both teachers' pensions and LGPS
- pupil numbers driving increasing demand

On current projections, local government will be required to absorb over £800m of pressures over the next 5 years. Either discretionary spend will decline from 15% to 5% of the net spend or local authorities will start to make cuts in services that have traditionally been protected. Without more resource schools will have to drastically pull back on teaching and non-teaching staff levels. In addition to calling for more resources for education and social care, the document argues for a further reduction in specific grants, the transfer of 6th form funding and the EIG in to the RSG.

The WLGA recognises that tough choices will need to be made across the Welsh-budget, but I cannot emphasise enough the needs of the essential local services that are vital to our communities.

Steve Thomas CBE
Prif Weithredwr
Chief Executive

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**Croesawn ohebiaeth yn y Gymraeg a'r Saesneg a byddwn yn ymateb i ohebiaeth yn yr un iaith.
Ni fydd defnyddio'r naill iaith na'r llall yn arwain at oedi.**

We welcome correspondence in Welsh and English and will respond to correspondence in the same language.
Use of either language will not lead to a delay.

Local government therefore needs sustainable, fair and flexible funding - greater fiscal autonomy and flexibility to respond to local needs and priorities:

I also wrote recently to the secretary of State for Education, Damian Hinds MP, highlighting the impact of the proposed teachers' pay award on Wales. While being very pleased at the decision to make such a pay award to our 25,000 plus hardworking public servants in the school sector across Wales, the decision means an additional cost of £27 million for the next academic year alone before power is devolved to Welsh Ministers. For leaders of local authorities across Wales this is problematic since potentially it leaves either Welsh Government, councils or schools to fund this rise without new resources being made available. I know that you share these concerns and I am more than happy to work with you to secure the additional resources needed to fund this pay award.

Yours sincerely



**Councillor Debbie Wilcox
Leader of WLGA**

Steve Thomas CBE
Prif Weithredwr
Chief Executive

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Local Services are Essential

All our communities rely on local government. Local government is democratically elected, champions the interests of Wales' diverse communities and provides many valued and vital everyday services that are the foundations of our society. Council services:

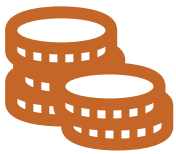
- Support and protect the most vulnerable in society
- Tackle inequalities in society
- Promote a fairer Wales through inclusive growth

Local government is the economic bedrock of Wales:

- employing over **10%** of the Welsh workforce and educating and training our future workforce
- spending **£3.5bn** on goods and services in national & local economies
- promoting economic growth in all 4 regions

Local government creates opportunities for every citizen which help sustain and strengthens our communities.

How do we do this?



£4.3bn

revenue support from Welsh Government



£1.3bn

in Council Tax from residents



£0.9bn

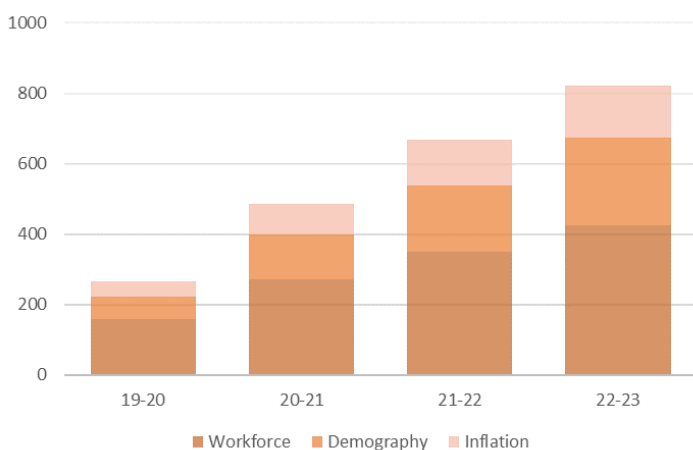
infrastructure (capital) spending



144,000

full time and part time employees

What local services need in the medium-term



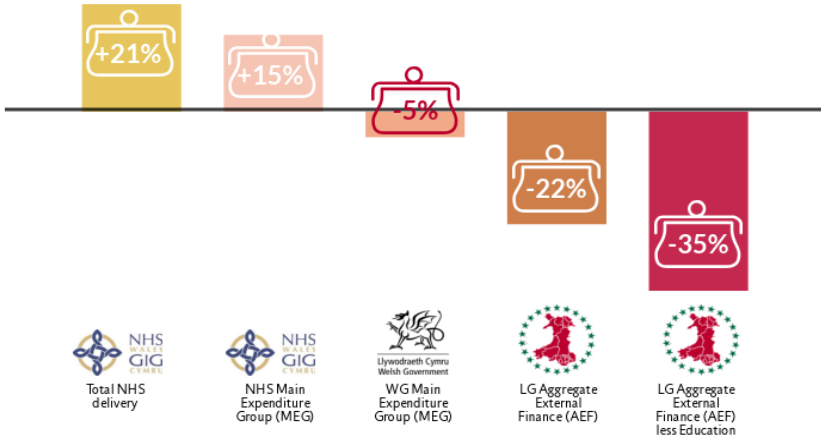
Just to stand still on providing current services, local government would need a revenue increase of £264m (5% of net spend) in 2019-20 and 4% the year after.

Unavoidable workforce costs are increasingly driving inflationary pressures.

In 2021-22 and the year after, the overall inflationary pressures run at around 3% in each year.

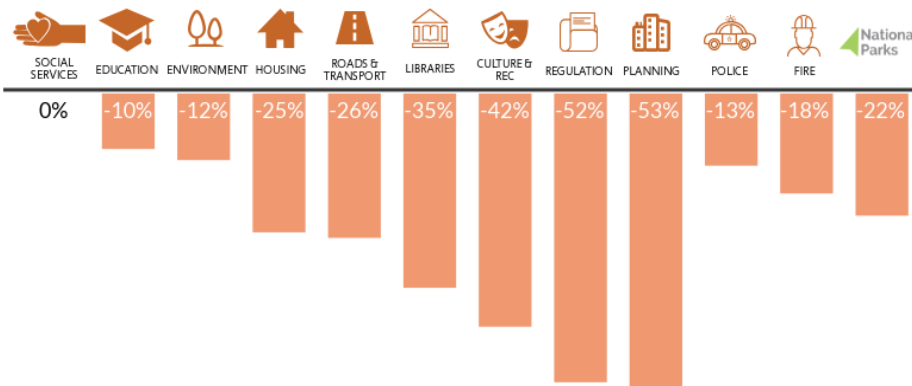
10 Years of Austerity

Change in Funding since 2009-10



Local Government has borne the brunt of austerity, core grant funding has reduced by 22% after adjusting for inflation by 2019-20. If you take schools out, core funding has fallen by 35%.

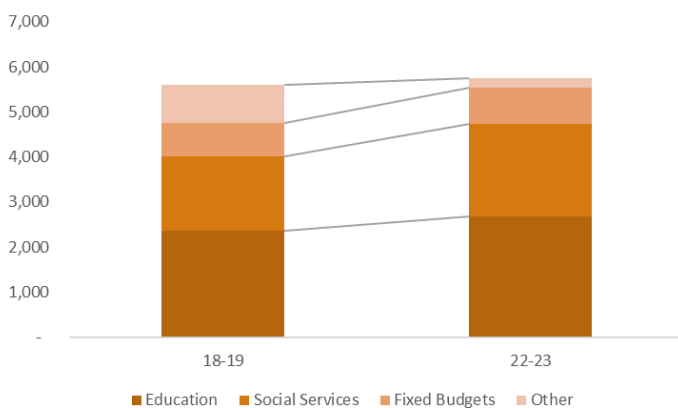
Service spend change since 2009-10



Local services have been devastated. Schools and social care have been relatively protected but other services have seen dramatic reductions in spend.

The structure of budgets for local services

Social Care and Education account for nearly 72% of the £5.6bn net spend on local services. Another 13% of the budget is fixed: it is outside the control of the council such as debt repayments, support for council taxpayers or levies for other bodies such as fire.



In the past cuts were visited on the remaining budget which accounts for 15% of the overall budget. It is difficult to see how it can be reduced even more.

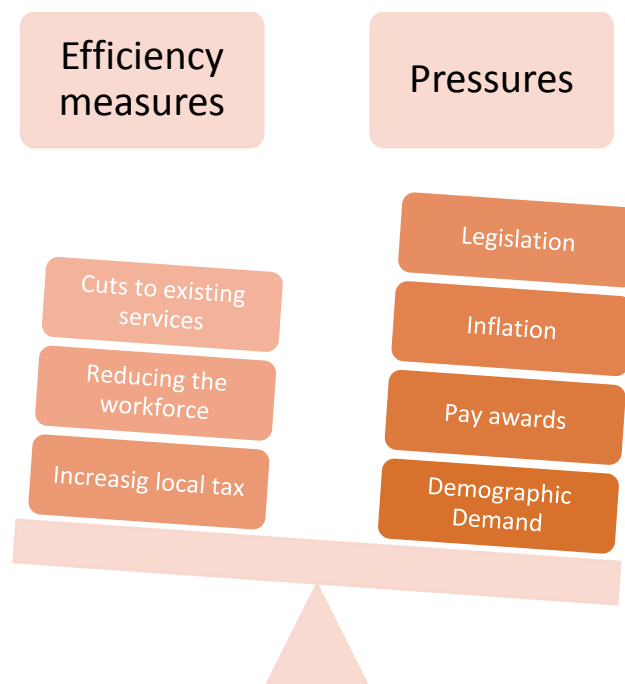
On current projections local government will be required to absorb over £800m of pressures over the next 5 years. Either discretionary spend will decline to 3% of the budgets or local authorities will start to make cuts in services that have

traditionally been protected. Without more resource schools will have to drastically pull back on teaching and non-teaching staff levels. Social care thresholds will need to increase. Vital spending on key services such as economic development, public protection, waste and culture will be paired back even further.

Local Services at a Tipping Point

If local government continues to face the same level of grant reduction, there are extremely difficult choices ahead. The trade-offs and consequences of this must be fully understood.

Responding to this, many Councils are already out to budget consultation, highlighting the magnitude and scale of the budget gaps. But many local authorities are now reaching a tipping point.



Without a more fundamental review of how we fund services there is little wriggle room for further cuts. The current model is not sustainable, annual incremental budgeting just stores up problems for the future.

Just look around at the decline of our community services and assets. From libraries to leisure centres, community centres to meals on wheels, youth & music services to food inspections. In the words of the great author Phillip Pullman we are in danger of "killing off every humane, life-enhancing, generous, imaginative and decent corner of our public life".

Cllr Debbie Wilcox, Leader, WLGA Conference 2018

What Services Need from the 2019-20 Budget

We recognise that tough choices will need to be made across the Welsh budget but we cannot emphasise enough the needs of the essential local services that are vital to our communities.

Local government therefore needs sustainable, **fair and flexible funding** – greater fiscal autonomy and flexibility to respond to local needs and priorities:

<h2>Revenue Settlement</h2> <ul style="list-style-type: none"> ❖ No more cuts and local government funding pegged to the Welsh Government Budget ❖ Proper investment in and protection of the local government workforce ❖ Additional investment in Social Care to recognise rising demand 	<h2>A better funding framework</h2> <ul style="list-style-type: none"> ❖ Multiyear budget settlements ❖ Greater accountability for health budgets ❖ Greater flexibility around grant schemes that should ultimately be transferred into the settlement ❖ New responsibilities to be fully funded
<h2>Local Taxation</h2> <ul style="list-style-type: none"> ❖ No council tax capping ❖ Reform of local taxation to make it fairer ❖ Powers to introduce discretionary taxation 	<h2>Capital Investment, Infrastructure & Growth</h2> <ul style="list-style-type: none"> ❖ Increased funding to return investment to pre-2009-10 levels ❖ Reduction in the retention rate for 21st Century Schools ❖ A joint lobby to Treasury to end the HRA borrowing cap

Longer Term

We cannot keep going on like this, storing up problems for the future. Over the long term, linking in with the overall Welsh Government budget process, we need a fundamental review of Wales' priorities and how services are funded, ultimately with a view of improving outcomes. We must prioritise and invest in those services that prevent negative outcomes in the future and contribute most to sustainable economic growth.

Our Essential Local Services

Social Protection, Well-being & Prevention



Children's Services

According to the latest data, nearly 16,000 children received care and support from local authorities in Wales. Just under 6,000 children were 'looked after' by local authorities last year, a figure that has increased by nearly a quarter over 10 years.

Rapidly increasing and complex needs, along with constrained funding is placing significant pressure on children's social care services. With a statutory duty to safeguard and promote the well-being of looked after children, councils have committed to providing as much resource as possible to safeguard and support children and their families, but this commitment leaves some challenging choices elsewhere such as early intervention.



Adult Social Care

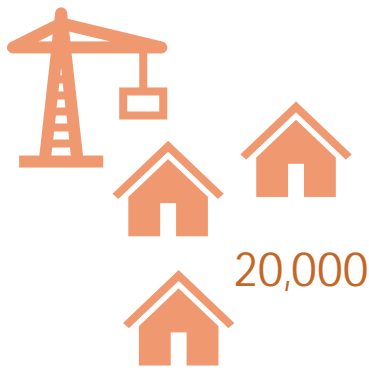
Adult social care services support and protect vulnerable adults, allowing them to live independent, dignified lives. By 2035, the number of people aged over 65 will have increased by a third and number aged over 85 will have doubled. Spending will have to grow at 4% every year on top of general inflation to meet these pressures.

Adult social care continues to help mitigate demand pressures on the NHS and is not simply about support at the 'back door'; councils work closely with the NHS to improve self-management of conditions, prevention, community support and information and advice, which are all services that stop people presenting at the 'front door' in the first place. In addition, adult social care plays a significant impact on the wider Welsh economy, contributing about £2.2 billion to the economy and creating 127,000 jobs.



Support for Carers

Councils provide vital support to adult and young carers, helping them to manage their caring role. There are more than 370,000 unpaid carers in Wales, with the increase in the older population, we are likely to see more older people in a caring role, with the number of carers over 85 predicted to double in the next 20 years. Councils provide vital support to people, young and old to help them to remain in their caring role.



Affordable Housing and Tackling Homelessness

Councils are playing a vital role in the delivery of 20,000 new affordable homes including the building of significant numbers of new council homes for the first time. Alongside building new homes, Councils are ensuring their existing stock meets or exceeds the Welsh Housing Quality Standard by 2020.



Councils have a vital role in using their duties to tackle and prevent homelessness and reducing the number of rough sleepers. Providing debt advice; intervening in cases of domestic abuse; benefit help; and help in managing rent arrears all contribute to this aim.

Welfare Advice and Support



Benefits teams across Wales administer payments to nearly a quarter of a million Housing Benefit and Council Tax Support recipients every year. Helping deal with debt and the consequences of debt is an important aspect of Councils' work. As at June 2017 the Money Advice Service noted that the average UK household owed £7,413 in unsecured debt. The UK average of over-indebtedness per local authority stands at 15.4% however in Wales 17 of the 22 LA's have debt levels above the average reaching a peak of 21.9% in Blaenau Gwent.

Libraries, Recreation and Leisure



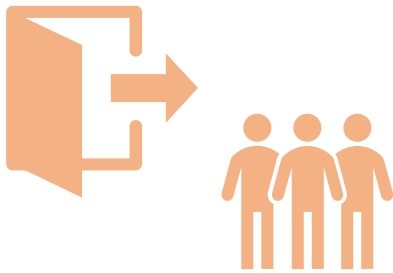
Councils play an integral role in promoting healthy lives across communities and providing access for all to services which can improve their health and well-being. This includes providing sport facilities, leisure centres, libraries, museums and parks, as well as organising or promoting cultural activities. These services form the fabric of communities and are geared to ensure that those who have least access and are least financially advantaged can use the services.

The cultural and social benefits of these services also encourage people come into and participate in their communities and are very often tourist attractions in their own rights, thus helping to grow inclusive local economies. Spending on culture and recreation fell by 42% between 2009-10 and 2017-18 and spending on libraries fell by 35%. Important local services are being hollowed out.



Public Protection - Animal Health, Environmental Health, Licensing, Trading Standards

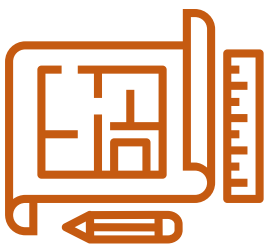
These services are under significant threat, due to cost pressures which have seen budgets decimated by almost 51% to levels of funding last seen in the mid-1990s. The total budget for Public Protection Services is typically less than a half of one percent of the local government budget. Further reductions would have severe consequences.



For Trading Standards and Environmental Health Services there has been a sharp decline in the workforce, worryingly, these are officers with specialist skills and knowledge not available elsewhere in local government. Statutory competency requirements will be breached, leading to legal challenge and review. Both workforces have an ageing demographic and very few new entrants. Qualifications, training and recruitment is at a critical point for sustainability.



If this trend continues for the next five years public protection services will break, and those unique protections will be lost from local government. Given the potential of substantial regulatory change in the aftermath of Brexit and strong demand from SME's for regulatory advice and support, there is a severe risk that Wales will be very poorly placed to respond to the many and diverse challenges, routinely dealt with by public protection departments.



Planning & Development Control

Each of the 25 planning authorities in Wales (22 local authorities and 3 national parks authorities) sets the framework for the development and use of land within their area through the preparation of a Local Development Plan. They are collaborating at a regional level to co-ordinate strategic land use planning matters and support sustainable regional development across authority areas.



The Planning service plays a vital role in promoting and controlling building development, protecting and conserving the environment, supporting business and economic development, protecting architectural heritage and encouraging high standards of building design and environmental management. It therefore fundamentally shapes the places and environments in which communities and businesses operate. The achievement of inclusive and sustainable

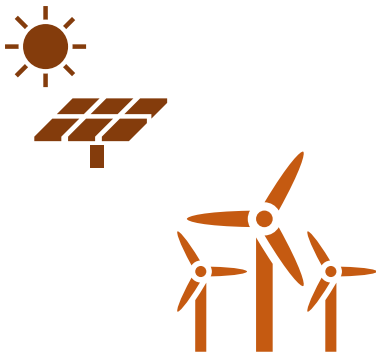


growth depends heavily on the planning system being able to identify and facilitate spatial relationships based on good connectivity, efficient interaction and the minimisation of unnecessary journeys. However, successive cuts since 2009-10 have seen Planning budgets roughly halved, reducing the capacity of authorities to pursue these ends.

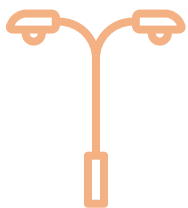
Waste Management and Energy Efficiency



Local authorities collected 1.6m tonnes of municipal waste from households across Wales according to the latest published data for 2016-17. The percentage of this material that was prepared for reuse, recycling or composting continued to increase to 64%, above the current target of 58%. It places Wales second in the world for the recycling of household waste. The target will rise to 70% in 2024-25 so continued progress is needed.

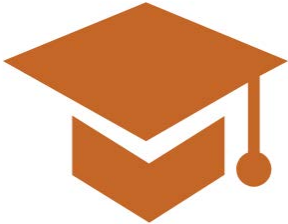


For many years now, Welsh Government has supported local authorities with grants to develop recycling services and assistance in the procurement of treatment facilities. Recent progress, though, has had to be made in the face of a reduction in the level of that grant support. On a like-for-like basis, grant funding has reduced by third from the peak. To maintain progress, further planned reductions in funding need to be revisited. In addition, work is needed to encourage – and where necessary enforce – changes in household behaviour to ensure the recycling facilities provided by councils are fully used. There is also a need for investment in new reprocessing facilities so that materials have a ready domestic market and can be turned into new products as part of a ‘circular resource economy’.



Councils continue to provide advice and to signpost households to various sources of support to help improve energy efficiency. They have also taken steps to improve their own energy efficiency by switching to LED street lighting and to generate more of the energy they use from renewable sources (around 300 schemes generating nearly 30,000 MWh at the end of 2016).

Education



Investment in education is an essential part of helping individuals to fulfil their potential and to enable them to contribute meaningful to sustainable and prosperous communities. Education and economic growth are closely linked and it is universally accepted that investment in schools is an effective way of increasing inclusive growth as well as securing economic growth. Local government is committed therefore to raising standards in education and improving outcomes for learners because of these individual and collective benefits. Councils spend £2.5 billion a year on educating children and young people with educational services covering early years as well as school-based and community education.

There is concern that continued use of specific grants and various funding streams causes complexity and confusion and reduces local flexibility and democratic oversight. There are similar concerns about the impact on vulnerable groups and learners when those grants are cut, such as the recent reductions to the Education Improvement Grant and related grants.

Local government is currently negotiating a revision to the National Model for Regional Working with the Welsh Government and other partners and argues that all funding should be channelled through local authorities rather than directly to schools or consortia. This will reduce complexity while ensuring the appropriate level of democratic accountability. The WLGA is also pressing for 6th form funding to be included in the RSG rather than creating a separate grant under the new Tertiary Education and Research Commission.



On other policy areas, the expansion of the childcare offer (early years) is a key priority for the Welsh Government, and local government is very supportive of the expansion. However, councils are clear that it must be fully resourced, and be truly additional to the current local government settlement, to ensure it is not at the expense of other vital services. In addition, there remain concerns over the true costs of the ALN Act, including the transfer of post-16 specialist places to local authorities and there is similar anxiety over the implementation costs of delivering the new curriculum. Finally, there are continuing concerns about the impact on services of the proposed cut to the EIG and related grant reductions.



Inclusive Economic Growth

Local authorities across Wales have been working together regionally to promote economic development in ways that will benefit all communities. Although official unemployment in Wales has fallen to 4.4% (May 2018), low productivity, low wages and job insecurity remain major issues. City Deals have been secured with the UK Government and the Welsh Government for the Cardiff Capital Region and for Swansea Bay, while Growth Deals are being pursued by North Wales and Growing Mid Wales. The deals are intended to improve productivity, raise skills and connect communities with new opportunities.

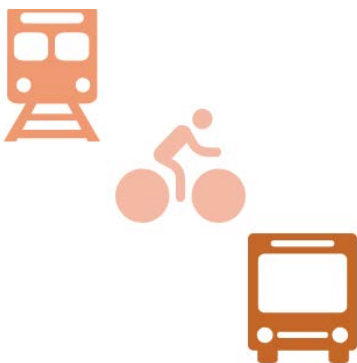


Local authorities work closely with the private sector not only in terms of the direct business support they offer but also in relation to a range of other issues such as transport, waste, trading standards, environmental health, education and skills development, care services and housing demand. As well as being major employers, employing around 10% of the total Welsh workforce, councils also spend around £3.5 billion on local and national businesses through procurement.



Highways, Transport and Infrastructure

The highway infrastructure is critical to all other services and to the efficient operation of local business and social activity. Local authorities have been developing Highway Asset Management Plans (HAMPs) to enable a more strategic approach to the way they look after this vital asset. For HAMPs to operate effectively, the level of funding must be sufficient to enable councils to follow up on the recommendations they generate. Revenue funding has reduced by 26%.



An increasing share of local authority highways funding that has been supporting the development of smaller-scale, active travel routes for walking and cycling. Bus services are being encouraged to form part of more integrated approaches, including 'metro' developments as part of the city/regional deals. Councils are having to consider what transport will look like in the future. Answers to questions about the future role of autonomous vehicles, electric, hydrogen and hybrid cars and buses, car clubs and active travel will help to determine the investment needed in infrastructure for the future. The need to decarbonise transport to meet targets in the Climate Change Act 2008

and Environment (Wales) Act 2016 will be a fundamental consideration here.



Connectivity involves more than the highway network. Increasingly, digital connectivity and (high speed) broadband is a vital consideration for households, tourists and businesses. Local authorities have worked with Welsh Government and service providers to facilitate the roll out of superfast broadband. Providing greater digital access to councils' own services is increasingly important, too, as a way of improving service delivery and accessibility and realising efficiency savings.



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14 September 2018

103SOS 18

Dear Aaron,

TEACHERS' PAY IN WALES

Yesterday I confirmed that the UK Government will provide Welsh Ministers with an additional £23.5m to fund the previously announced teachers' pay award for 2018/19.

This Government values our dedicated public-sector workers and recognises that they deserve to be fairly rewarded for the vital work they do, which is why we ended the 1% public sector pay cap last year. The pay rises we announced in July were the biggest in almost 10 years for around one million public sector workers across Britain – including teachers, armed forces personnel, prison officers, police, doctors and dentists.

I know that councils in Wales have been particularly concerned around how the teacher pay award would be funded in Wales, given that the Department for Education will fund the increase from its existing budgets. However, we recognise the unique set of circumstances in how the teacher pay award currently operates and we recognise that a UK Government decision to increase teacher pay rates beyond previous pay policy has unavoidable cost implications for Local Authority budgets. That is why I worked closely with colleagues across government to ensure that these cost implications were addressed.

Therefore, in line with the principles set out in the Statement of Funding Policy, the Welsh Government will receive £8.7m in 2018/19 and £14.8m in 2019/20 for the teacher pay award in Wales.

As you will know we devolved the power to set teacher's pay in the Wales Act. This will come into force later this month, and will give the Welsh Government the power to set pay rates for the academic year 19/20.

I hope that you will agree this outcome is the best possible result for Wales and councils such as yours, and demonstrates the commitment of the UK Government to the smooth operation of the devolution settlement and Statement of Funding policy.

Yours,



Rt Hon Alun Cairns MP
Secretary of State for Wales
Ysgrifennydd Gwladol Cymru



EDUCATION & YOUTH OVERVIEW AND SCRUTINY COMMITTEE

Date of Meeting	Thursday 27 th September 2018
Report Subject	School Holiday Enrichment Programme
Cabinet Member	Cabinet Member for Education
Report Author	Chief Officer Education and Youth
Type of Report	Operational

EXECUTIVE SUMMARY

Childcare provision can be a challenge for families during the school holidays and some struggle to afford or access food that provides a healthy diet when the Free Breakfast in Primary Schools initiative and Free School Meals (FSM) are not available. Some children also experience social isolation and a lack of intellectual stimulation, normally provided by school or family enrichment activities, and this may contribute to widening the attainment gap.

The School Holiday Enrichment Programme (SHEP) is a school-based scheme that provides healthy meals, food and nutrition education, physical activity and enrichment sessions to children during the summer holidays. *'Food and Fun'* is the brand identity used at local level to promote the scheme to children and families.

This report has been produced in response to members seeking an update on the School Holiday Enrichment Programme delivered in two secondary schools in Flintshire during July - August 2018.

RECOMMENDATIONS

1	That members receive the report on the School Holiday Enrichment Programme and note the progress made.
2	That members support the programme in the authority in 2019.

REPORT DETAILS

1.00	BACKGROUND
1.01	<p>1. <u>School Holiday Enrichment Programme (SHEP)</u></p> <p>‘Food and Fun’ is an innovative partnership approach involving Local Authorities, Schools, Catering Services, Sport Development and Health professionals. The aim is to prevent children going hungry in the summer holidays and to improve children’s health and promote learning through a programme of enrichment activities.</p> <p>Each scheme is open for a total of 12 days over 3 weeks in the school summer holidays, with capacity for up to 40 children at each site. The core daily components involve: a free breakfast, a minimum of one hour physical activity, nutrition education and free lunch. On one day each week, family members are invited to join the children for lunch.</p> <p>The School Holiday Enrichment Programme (SHEP) was first developed by Food Cardiff in 2015 and awarded the NHS Wales Award in 2016. The model was rolled out beyond Cardiff in 2016 and implemented in 19 schools in Communities First Cluster areas across Wales following support from the Welsh Local Government Association (WLGA) and five local authorities (the City of Cardiff, the Vale of Glamorgan, Neath Port Talbot, Denbighshire and Wrexham).</p> <p>An evaluation was undertaken by Cardiff University and found evidence of positive impacts on children’s activity levels, diet, social isolation, and opportunities for learning and engagement with school. Data collected via activity monitors worn by 48 children showed children were significantly more likely to achieve the daily recommendation of 60 minutes moderate to vigorous physical activity when attending the scheme (71%) compared to other non-scheme weekdays (48%).</p> <p>Overall, 98% of children reported eating breakfast and all children ate lunch on scheme days. The majority reported consuming more fruit and vegetables (67%), less sugary snacks (66%) and less sugary / fizzy drinks (81%) at the scheme than at home. Potential social and educational benefits were also found: 75% of children reported making new friends at scheme; parents and staff observed more positive attitudes to school among children attending SHEP.</p> <p>As a result of the evaluation, SHEP received further funding in 2017 which increased the number of local authorities engaged to 12, coordinating 38 schemes throughout Wales. In 2018 the uptake among local authorities has increased to 16, with 53 schemes active over the summer offering up to 2300 places. This included 2 schemes in Flintshire for the first time.</p>
1.02	<p>Flintshire Approach</p> <p>A SHEP Steering Group was established in Autumn 2017 with representation from Healthy Schools, Newydd Catering, Aura, BCUHB, Family Information Service, Play Development and Revenues & Benefits.</p>

	<p>Schools participating in SHEP in 2018 were required to have a Free School Meal eligibility greater than 18.1% (primary school) or 17.5% (secondary school). It is expected that the local authority would deliver two SHEP schemes in the first year. Funding for up to £5000 is available for each scheme from the WLGA, with an expectation that the amount is match funded by stakeholders.</p> <p>A model of good practice shared at the national SHEP conference in November 2017 was the ‘transition approach’: a secondary school as the host school with pupils invited from Year 6 from the feeder primary schools and open to a proportion of existing Year 7 pupils from the secondary.</p> <p>In order to maximise the reach of the programme the Steering Group agreed this would be the preferred model for 2018 and three high schools were identified as eligible with FSM percentage above 17.5%</p> <p>Two schools agreed to participate in the programme in summer 2018: Ysgol Treffynnon and St Davids High School. At both sites, SHEP was open to Year 6 pupils from their feeder primary schools and existing Year 7 pupils. By utilising the transition approach it was felt children would get to know some of the school staff before the new term started in September and help form relationships with their peers. They would also benefit from familiarising themselves with the school site. The activities were designed for pupils to integrate with one another and build on their communication and team work skills.</p>
1.03	<p>Delivery</p> <p>In Flintshire, SHEP was delivered 4 days each week for 3 weeks from Monday 23rd July – Thursday 9th August, 9.00am – 1.00pm. Two SHEP Coordinators from each school were identified to oversee the schemes and these were supported with members of the Healthy Schools team, Sport Flintshire and a range of specialists each day. See Appendix 1 / 2 for timetables of activities.</p> <p>At Ysgol Treffynnon the average number of pupils in attendance over the three weeks was 24. The highest attendance was 29 and lowest was 17. At St David’s High School the average number of pupils in attendance was 16. The highest attendance was 19 pupils and lowest was 12.</p> <p>The most popular activity reported by pupils at both sites was cooking. This was delivered twice each week with a food technology specialist teacher using specifically designed ‘healthy’ recipes for SHEP. All ingredients were provided and the sessions took place in the designated food technology classrooms on both sites, which were well equipped. Pupils were able to take home what they had cooked.</p> <p>The physical activity opportunities each day were varied and enabled pupils to experience new sports and gain knowledge of local clubs. ‘Parkour’ gymnastics proved popular on both sites as did invasion sports including basketball.</p> <p>The majority of the food for the breakfast and lunches was donated by local</p>

	<p>suppliers which is an example of excellent partnership working from Newydd. Pupils enjoyed the opportunity to sample new menu items ahead of September. Parents attending each week had the opportunity to eat a different school meal and sit with their child / children. Tesco Broughton and Asda Queensferry have also supported SHEP this year through donations.</p> <p>The 6 nutrition education lessons were successfully delivered at both sites and these complimented the recipes that were used for the cooking activities and also the lunches served each day e.g. eating a balanced meal. This was to reinforce consistent messages around healthy eating. The delivery of two sessions at each school were observed by a BCUHB dietician from a quality assurance perspective and received good feedback.</p> <p>A wide range of enrichment activities were offered utilising local organisations and specialists e.g. fire service, welsh rugby union, libraries, museums.</p> <p>Christine Powdrill the national lead for SHEP at WLGA visited both schools on Tuesday 7th August.</p>
1.04	<p>Opportunities for 2019</p> <ul style="list-style-type: none"> • Review which weeks the programme is offered • Increase the number of schemes (up to 4) • Increase the age range of the pupils participating (to include Year 5 pupils) • Develop 'Food and Fun' brand locally on social media and among schools / parents to raise awareness and increase attendance • Expand community links with local businesses and sports clubs. • Develop enrichment activities; cooking to include opportunities for parents to participate • Training and development opportunities for pupil volunteers.

2.00	RESOURCE IMPLICATIONS
2.01	SHEP is funded by Welsh Government on an annual basis through the WLGA: £5,000 per scheme (up to 40 children) is available and is to be match 'in kind' by key stakeholders / local authority.
2.02	'In kind' costs and sustainability of SHEP will require careful consideration going forward. Welsh Government has allocated £500,000 in the draft budget for SHEP 2019/20 although have not confirmed the grant funding beyond this.

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	All children attending SHEP were required to complete an evaluation questionnaire at the end of the three weeks. The results are collated online and analysed by the WLGA. Parents are also asked to complete an evaluation questionnaire. Informal evaluations were also undertaken on a weekly basis at each school and flexibility within the programming allowed

	for changes as required based on pupils views.
3.02	<p>Early analysis from key questions within the <u>pupil</u> evaluation forms highlighted the following:</p> <p>What did you think about this club? Like / Okay / Dislike 88% of pupils at St David’s High School responded that they liked the club and 12% stated it was okay. At Ysgol Treffynnon, 71% of pupils reported they liked the club and 29% stated it was okay.</p> <p>Did you learn something new about food and healthy eating? Yes / No / Unsure 82% of pupils at St David’s High School responded yes, 6% responded no and 12% unsure. At Ysgol Treffynnon, 52% responded yes, 34% responded no and 14% responded unsure.</p> <p>Did you eat Breakfast? Yes / No /Unsure 47% of pupils at St David’s High School responded yes, 41% responded no and 12% responded unsure. At Ysgol Treffynnon 90% responded yes and 10% responded no.</p> <p>Did you eat lunch? Yes / No / Unsure At St David’s High School 82% of pupils responded yes and 18% responded no. At Ysgol Treffynnon 100% responded yes.</p> <p>Did you make new friends? Yes / No / Unsure 100% responded yes at St David’s High School. At Ysgol Treffynnon 90% responded yes and 10% responded no.</p>
3.03	<p>Early analysis from key questions within the <u>parents</u> evaluation forms highlighted the following:</p> <p>Do you think the club has benefitted your child / children? Yes / No / Unsure 100% of parents responded yes at St David’s High School and 100% of parents at Ysgol Treffynnon also reported yes.</p> <p>Would you recommend this club to others? Yes / No / Unsure 100% of parents responded yes at St David’s High School and 100% of parents at Ysgol Treffynnon also reported yes.</p> <p>Feedback from a parent at Ysgol Treffynnon noted on their evaluation form <i>‘this has been excellent, my daughter has loved every minute of club. Well done on such a great club. Thankyou’.</i></p> <p>Feedback from a parent at St David’s High school noted on their evaluation form <i>‘this club has been amazing for my daughter. She has come home every day after the club telling me what a fantastic time she has had each day. She has particularly enjoyed the cooking and sports aspects of the club. It’s just fantastic and I would definitely recommend it to everyone!’</i></p>
3.04	Official analysis of all evaluations is being undertaken this half term by the WLGA and the findings of which will be shared at the end of November 2018.

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4.00	RISK MANAGEMENT
4.01	Support for children who are experiencing ‘holiday hunger’ and parents who are feeling the financial burden would be impacted if the funding is not secured.

5.00	APPENDICES
5.01	Appendix 1 - SHEP timetable for St David’s High School Appendix 2 – SHEP timetable for Ysgol Treffynnon.

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	<p>SHEP Wales bilingual leaflet 2018 https://www.wlga.wales/SharedFiles/Download.aspx?pageid=62&mid=665&fileid=1030</p> <p>Food and Fun School Holiday Enrichment Programme 2017 Evaluation report http://www.wlga.wales/SharedFiles/Download.aspx?pageid=62&mid=665&fileid=1550</p> <p>SHEP 2016 Evaluation Infographic https://www.wlga.wales/SharedFiles/Download.aspx?pageid=62&mid=665&fileid=722</p> <p>Well-being of Future Generations (Wales) Act 2015 http://www.legislation.gov.uk/anaw/2015/2/contents/enacted</p> <p>Spotlight Report Article 31: the right for all children to have rest and leisure, to engage in play and recreational activities and to participate in cultural life and the arts https://www.childcomwales.org.uk/wp-content/uploads/2018/04/Play-FINAL.pdf</p> <p>Contact Officer: Claire Sinnott, Learning Advisor – Health, Wellbeing & Safeguarding Telephone: 01352 704054 E-mail: Claire.sinnott@flintshire.gov.uk</p>

7.00	GLOSSARY OF TERMS
7.01	SHEP – School Holiday Enrichment Programme

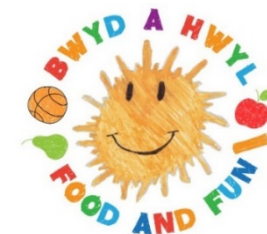
	<p>WLGA – Welsh Local Government Association</p>
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	<p>BCUHB – Betsi Cadwaladr University Health Board</p>
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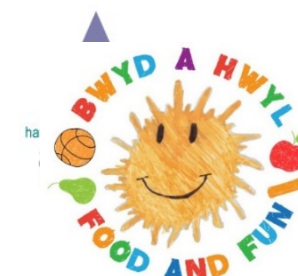
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SHEP Timetable 2018 – Week 1



Monday 23rd July	9:00-9:20	9:20-10.20	10:20-10:30	10:30-11:30	11.30-12.30	12:30-1:00
	Breakfast Yoghurt, Fruit Cereal & Toast	1. Nutrition Session Fruit and veg taste test	Break Fruit snack	Aura Libraries & A star Sports	Physical Activity Football Rounders	Lunch Chicken, Noodles, Stir Fry Fresh Fruit Kebab
Tuesday 24th July	9:00-9:20	9:20-10:20	10:20-10:30	10:30-11:30	11:30-12:30	12:30-1:00
	Breakfast Yoghurt, Fruit Cereal & Toast	1. Cooking Session Veg Spring Rolls Fruit Salad	Break Fruit snack	First Aid	Physical Activity Tennis Rugby	Lunch Meatballs + Pasta Mixed Salad Yoghurt Bar
Wednesday 25th July	9:00-9:20	9:20-10:20	10:20-10:30	10:30-11:30	11.30-12:30	12:30-1:00
	Breakfast Yoghurt, Fruit Cereal & Toast	2. Nutrition Session Eatwell guide, Eatwell bingo, Eat well relay game	Break Fruit snack	Circus Skilz	Physical Activity Athletics Body Zorbs	Lunch Tortilla stack, sweetcorn Baked Wedges Fruit Flapjack
Thursday 26th July	9:00-9:20	9:20-10:20	10:20-10:30	10:30-11:30	11:30-12:30	12.30-1:00 Evaluations
	Breakfast Yoghurt, Fruit Cereal & Toast	2. Cooking Session Chicken Fajitas	Break Fruit snack	Music	Physical Activity Cricket Netball	Parents Lunch Cheesy pasta, ham & peas with salad Fruit Muffin



SHEP Timetable 2018 – Week 2

Monday 30 th July	9:00-9:20	9:20-10:20	10:20-10:30	10:30-11:30	11.30-12.30	12:30-1:00
	Breakfast Yoghurt, Fruit Cereal & Toast	3. Nutrition Session Go whoa foods (fats), go and whoa tag activity, collage activity	Break Fruit snack	Graffiti Art	Physical Activity Football Rounders	Lunch Meatballs + Pasta Mixed Salad Yoghurt Bar
Tuesday 31 st July	9:00-9:20	9:20-10:20	10:20-10:30	10:30-11:30	11:30-12:30	12:30-1:00
	Breakfast Yoghurt, Fruit Cereal & Toast	3. Cooking Session Fruity cheese cake pots Frittatas	Break Fruit snack	Parkour gymnastics	Physical Activity Golf Handball	Lunch Tortilla stack, sweetcorn Baked Wedges Fruit Flapjack
Wednesday 1 st August	9:00-9:20	9:20-10:20	10:20-10:30	10:30-11:30	11.30-12:30	12:30-1:00
	Breakfast Yoghurt, Fruit Cereal & Toast	4. Nutrition Session - Sugar Hop, sugar in drinks, sugar in bottles	Break Fruit snack	Chris Marchant Stars	Physical Activity Basketball Badminton	Lunch Cheesy pasta, ham & peas with salad Fruit Muffin
Thursday 2 nd August	9:00-9:20	9:20-10:20	10:20-10:30	10:30-11:30	11:30-12:30	12:30-1:00
	Breakfast Yoghurt, Fruit Cereal & Toast	4. Cooking Session Bacon & Courgette muffins Blueberry Muffins	Break Fruit snack	Welsh Rugby Union	Physical Activity Volleyball Softball	12:30-1:00 Evaluations Parents Lunch Chicken, Noodles, Stir Fry Fresh Fruit Kebab



SHEP Timetable 2018 – Week 3

Monday 6th August	9:00-9:20	9:20-10.20	10:20-10:30	10:30-11:30	11.30-12.30	12:30-1:00
	Breakfast Yoghurt, Fruit Cereal & Toast	5. Nutrition Session - Design a healthy meal, design a healthy breakfast	Break Fruit snack	Circus Skilz	Physical Activity Cheerleading Football	Lunch Tortilla stack, sweetcorn Baked Wedges Fruit Flapjack
Tuesday 7th August	9:00-9:20	9:20-10:20	10:20-10:30	10:30-11:30	11:30-12:30	12:30-1:00 EVALUATIONS
	Breakfast Yoghurt, Fruit Cereal & Toast	5. Cooking Session – Pizza (bread) Salad	Break Fruit snack	Welsh Rugby Union	Parkour gymnastics	Lunch Chicken, Noodles, Stir Fry Fresh Fruit Kebab
Wednesday 8th August	9:00-9:20 EVALUATIONS	9:20-10:20	10:20-10:30	10:30-11:30	11.30-12:30	12:30-1:00 EVALUATIONS
	Breakfast Yoghurt, Fruit Cereal & Toast	Nutrition session Food Art	Break Fruit snack	Environmental artist	Physical Activity Cricket Handball	Lunch Meatballs + Pasta Mixed Salad Yoghurt Bar
Thursday 9th August	9:00-9:20 EVALUATIONS	9:20-10:20	10:20-10:30	10.30-11.30	11:30-12:30	12:30-1:00 EVALUATIONS
	Breakfast Yoghurt, Fruit Cereal & Toast	6. Cooking Session - Bread art – toppings, flavours, shapes	Break Fruit snack	Music	Physical Activity Football Inflatable Lacrosse	Parents Lunch Cheesy pasta, ham & peas with salad Fruit Muffin

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Monday 23 rd July	9:00-9:20	9:20-10:20	10:20-10:30	10:30-11:30	11.30-12.30	12:30-1:00
	Breakfast Yoghurt, Fruit Cereal & Toast	Physical Activity Body Zorbs Football Rounders	Break Fruit snack	Street Skilz	Street Skilz ----- 1.Nutrition Session –Fruit & veg taste test	Lunch Chicken, Noodles, Stir Fry Fresh Fruit Kebab
Tuesday 24 th July	9:00-9:20	9:20-10:20	10:20-10:30	10:30-11:30	11:30-12:30	12:30-1:00
	Breakfast Yoghurt, Fruit Cereal & Toast	Physical Activity Tennis Football	Break Fruit snack	Arts & Crafts	1.Cooking Session Veg Spring Rolls Fruit Salad	Lunch Cheesy pasta, ham & peas with salad Fruit Muffin
Wednesday 25 th July	9:00-9:20	9:20-10:20	10:20-10:30	10:30-11:30	11.30-12:30	12:30-1:00
	Breakfast Yoghurt, Fruit Cereal & Toast	Physical Activity Athletics	Break Fruit snack	A star Sports & Greenfield Valley	2.Nutrition Session – Eatwell guide, Eatwell bingo, eat well relay game	Lunch Tortilla stack, sweetcorn Baked Wedges Fruit Flapjack
Thursday 26 th July	9:00-9:20	9:20-10:20	10:20-10:30	10:30-11:30	11:30-12:30	12:30-1:00
	Breakfast Yoghurt, Fruit Cereal & Toast	Physical Activity Cricket Netball	Break Fruit snack	Welsh Rugby Union	2.Cooking Session – Chicken Fajitas	Evaluations Parents Lunch Meatballs + Pasta Mixed Salad Yoghurt Bar

SHEP Timetable 2018 - Week 2

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Monday 30th July	9:00-9:20	9:20-10:20	10:20-10:30	10:30-11:30	11.30-12.30	12:30-1:00
	Breakfast Yoghurt, Fruit Cereal & Toast	Physical Activity Basketball Badminton	Break Fruit snack	Circus Skilz	3. Nutrition Session – Go & whoa foods (fats), go & whoa tag activity, collage activity	Lunch Meatballs + Pasta Mixed Salad Yoghurt Bar
Tuesday 31st July	9:00-9:20	9:20-10:20	10:20-10:30	10:30-11:30	11:30-12:30	12:30-1:00
	Breakfast Yoghurt, Fruit Cereal & Toast	Physical Activity Golf Handball	Break Fruit snack	North Wales Arson Reduction	3. Cooking Session – Fruity cheese cake pots Frittatas	Lunch Tortilla stack, sweetcorn Baked Wedges Fruit Flapjack
Wednesday 1st August	9:00-9:20	9:20-10:20	10:20-10:30	10:30-11:30	11.30-12:30	12:30-1:00
	Breakfast Yoghurt, Fruit Cereal & Toast	Physical Activity Rugby Rounders	Break Fruit snack	Graffiti Art	4. Nutrition Session – Sugar Hop, sugar in drinks, sugar in bottles	Lunch Cheesy pasta, ham & peas with salad Fruit Muffin
Thursday 2nd August	9:00-9:20	9:20-10:20	10:20-10:30	10:30-11:30	11:30-12:30	12:30-1:00
	Breakfast Yoghurt, Fruit Cereal & Toast	Physical Activity Volleyball Softball	Break Fruit snack	Chris Marchant Stars	4. Cooking Session – Bacon & Courgette muffins Blueberry Muffins & Chris Marchant Stars	EVALUATIONS Parents Lunch Chicken, Noodles, Stir Fry Fresh Fruit Kebab



Arlwyo a Glanhau
NEWydd
Catering & Cleaning

Cynlluniau Ysgolion Iach - Rhwydwaith Cymru



Welsh Network of Healthy School Schemes



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board





Monday 6 th August	9:00-9:20	9:20-10:20	10:20-10:30	10:30-11:30	11:30-12:30	12:30-1:00
	Breakfast Yoghurt, Fruit Cereal & Toast	Physical Activity Cheerleading Football	Break Fruit snack	First Aid	5. Nutrition Session – Design a healthy meal, design a healthy breakfast	Lunch Chicken, Noodles, Stir Fry Fresh Fruit Kebab
Tuesday 7 th August	9:00-9:20	9:20-10:20	10:20-10:30	10:30-11:30	11:30-12:30	12:30-1:00
	Breakfast Yoghurt, Fruit Cereal & Toast	Physical Activity Tennis Netball	Break Fruit snack	Tim Pugh Environmental artist	5. Cooking Session – Pizza (bread) Salad	Lunch Cheesy pasta, ham & peas with salad Fruit Muffin
Wednesday 8 th August	9:00-9:20	9:20-10:20	10:20-10:30	10:30-11:30	11:30-12:30	12:30-1:00
	Breakfast Yoghurt, Fruit Cereal & Toast	Physical Activity Cricket Rugby	Break Fruit snack	Circus Skilz	6. Nutrition Session - Food art	Lunch Tortilla stack, sweetcorn Baked Wedges Fruit Flapjack
Thursday 9 th August	9:00-9:20	9:20-10:20	10:20-10:30	10:30-11:30	11:30-12:30	12:30-1:00
	Breakfast Yoghurt, Fruit Cereal & Toast	Physical Activity Inflatable Stadium Lacrosse	Break Fruit snack	Parkour gymnastics	6. Cooking Session - Bread art – toppings, flavours, shapes	Parents Lunch Meatballs + Pasta Mixed Salad Yoghurt Bar

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EDUCATION & YOUTH OVERVIEW AND SCRUTINY COMMITTEE

Date of Meeting	Thursday 27 September 2018
Report Subject	School Reserve Balances Year Ending 31 March 2018
Cabinet Member	Cabinet Member for Education
Report Author	Chief Officer, Education & Youth
Type of Report	Operational

EXECUTIVE SUMMARY

The overall level of reserves held by Flintshire schools was £1.275m at 31 March 2018. This is a decrease of 11% compared with the previous year. Overall secondary schools net deficit increased by £410k or 47%. This was offset by a £314k (15%) increase in primary reserves. A summary of the position is shown in table 1.

Table 1

School Sector	2017-18 Schools Delegated Budget	March 2018 Balance surplus/ (deficit)	March 2017 Balance surplus/ (deficit)	Change Between Years
	£'000	£'000	£'000	£'000
Primary	48,105	2,393	2,079	314
Secondary	40,145	-1,286	-876	-410
Specialist	3,832	168	230	-62
Overall Totals	92,082	1,275	1,433	-158

RECOMMENDATIONS

1	Members are requested to note the school reserves balances as at the 31 March 2018.
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REPORT DETAILS

1.00	EXPLAINING SCHOOL BALANCES
1.01	<p>The analysis of reserve balances for each school in Flintshire at the end of March 2018 is shown at appendix 1. It should be noted that in March the Authority received an unexpected although welcome school maintenance grant from Welsh Government of £710k, the full value of which was allocated to schools. This had a positive effect on the outturn position of school reserve balances however it does to some extent mask the underlying trend.</p>
1.02	<p>Secondary school budgets continue to be under pressure. At the end of the financial year six of Flintshire's 11 secondary schools had deficits amounting to £1.591m. Without the school maintenance grant school reserve balances would have been £246k worse.</p> <p>The level of reserves held by schools with positive balances is less than 2% of budget which highlights concerns about the financial resilience of the secondary school sector in Flintshire.</p> <p>There are a number of factors which have contributed to the current financial position. The ongoing austerity measures over recent years have resulted in schools having to absorb inflationary increases in pay, pension and NI increases. Another factor has been the demographic changes in the distribution of pupils across the primary and secondary sectors. Secondary pupil numbers have been declining whilst primary pupil numbers have been increasing and this has resulted in a redistribution of funding between sectors. This trend is now reversing and pupil numbers in the secondary sector are set to increase which will have a positive financial impact on the secondary sector.</p>
1.03	<p>Primary balances in Flintshire showed an overall increase of £314k, which if adjusted for the maintenance grant would actually be a reduction of £141k (7%). As in previous years primary balances have held up well despite the continuing pressure of austerity measures. Primary Headteachers have been proactive in managing their budgets however as referred to in 1.02 above primary pupils numbers are forecast to reduce and this will create challenges for Headteachers in managing their budgets.</p>
1.04	<p>At the end of the financial year there were 3 primary schools with deficit balances totalling £57k compared with 4 primary schools with total deficits of £51k in the previous year.</p> <p>There were 19 primary schools with balances greater than £50k. This reduces to 16 if adjusted for the school maintenance grant. This compares with 14 schools in the previous year.</p> <p>Surplus Balances</p> <p>In accordance with the Authority's Scheme, schools must provide a statement on how they intend to use any surplus over £50k for primary schools and over £100k for secondary schools and specialist schools. The Authority also requires a statement from schools as to the use that the</p>

	<p>governing body proposes to make of a school balance which exceeds 5% of the school budget share or £10,000, whichever is the greater.</p> <p>The Schools Accounting Team request and scrutinise this information paying particular attention to those schools with balances over £50k/£100k. However, in 2017/18 the Authority indicated to schools that given the continuing pressures on budgets a flexible approach would be adopted to surplus balances.</p>
1.05	<p>The ongoing pressures and the focus for Headteachers on managing a difficult financial situation and striving for educational excellence is a constant pressure. Staffing generally equates to a majority proportion of a school's budget, so schools must have a long-term plan that takes into account potential staffing changes through retirement, mobility, progression, change in numbers, etc.</p> <p>The Schools Accounting Team provides financial support to schools through a service level agreement. In consultation with schools the service level agreement was reviewed last year and an enhanced level of service was offered to primary schools. Most schools signed up for the enhanced service and the new offer was implemented from September 2017.</p>
1.06	<p>The Schools Accounting Team are working with schools to take a longer-term view of their financial position, not a year-on-year approach. As a minimum, schools will need to set up a three-year budget plan (schools in deficit a five-year plan) which is regularly reviewed and rolled forward, looking at how they can remain sustainable and continue to deliver excellent educational outcomes. As part of this, schools will need to carefully consider their staffing mix, and plan how they will make most effective use of their staff.</p>
1.07	<p>Deficit Balances</p> <p>Governors have no legal right to set a deficit budget without the consent of the Authority and should not presume that such consent will be granted. However, the Authority will consider approving a licensed deficit to a school where it agrees that there are circumstances in which it would be unreasonable for that school to balance its budget in the current financial year.</p> <p>Outside this provision, schools should ensure that total planned expenditure for the financial year should not exceed the budget share, adjusted by amounts carried forward from the previous financial year. The Authority has no power to write off the deficit balance of any school.</p> <p>Deficit balances are carried forward every year by the deduction of the relevant amounts from the following year's budget share. The Authority has a licensed deficit guidance and procedure which schools must adhere to.</p> <p>Appendix 2 see extract from the Scheme for Financing Schools.</p> <p>Appendix 3 Licensed deficit application guidance.</p>
1.08	<p>We are developing resources for Headteachers and governors to support</p>

	<p>them in carrying out financial health checks.</p> <ul style="list-style-type: none"> • An efficiency metric, which indicates how a school's efficiency compares to similar schools. • A benchmarking report card, which encourages comparisons of spending data between similar schools. • A top-ten checks list, which provides guidance as to the types of questions governing bodies may wish to ask their school leadership teams relating to financial health. <p>This will be assisted by the national schools benchmarking tool which is being developed by Welsh Government.</p>
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2.00	RESOURCE IMPLICATIONS
2.01	The impact of continuing austerity measures on the financial resilience of schools is an area of concern.

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	This report went to Audit Committee on 12 September and will be submitted to the Schools Budget Forum on 27 September. The report has been circulated to all Headteachers.

4.00	RISK MANAGEMENT
4.01	As funding levels to schools decrease as a consequence of the austerity measures facing local government, there is a risk that more schools will slip into a deficit position. The Schools Accounting Team have developed a risk rating process to identify schools where the financial position is a cause for concern so that they can target their support.
4.02	To balance budgets schools may need to review their staffing structures which may result in redundancies.
4.03	Continued pressure on school finances may result in increased class sizes, a reduced curriculum and falling standards.
4.04	Schools forecasting a significant deficit position will be required to apply for a licensed deficit. The application will be reviewed by the Finance Manager and approval granted by the Chief Officer.
4.05	Schools deficits are funded by the overall collective balances of schools, however there is a risk that the level of deficits will exceed the positive balances. This means that the Authority will have to consider how net deficit school budgets are funded.
5.00	APPENDICES

5.01	Appendix 1 – Final School Balances 2017-18
	Appendix 2 – Extract Scheme for Financing Schools
	Appendix 3 - Licensed Deficit Application Guidance

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	None. Contact Officer: Lucy Morris, Education & Youth Finance Manager Telephone: 01352 704016 E-mail: Lucy.morris@flintshire.gov.uk

7.00	GLOSSARY OF TERMS
7.01	<p>School Reserves Reserves are sums of money that schools carry forward from one year to the next. They arise from underspends and overspends against school allocations over time. Schools are responsible for managing their own finances. The level of reserves held by an individual school will depend on a number of factors. These will include the timing of receipt of income and of payments, and the level of contingency fund the school governing body considers appropriate and the particular plans each school has for expenditure.</p> <p>Benchmarking The process of measuring the performance of a school’s products, services, or processes against those of another school either of a similar size and demographic or a school considered to be the best in the sector. The point of benchmarking is to identify internal opportunities for improvement.</p> <p>Flintshire County Council’s Scheme for Financing Schools The Scheme defines the financial relationship between Flintshire County Council and its maintained schools. The Scheme details the financial management arrangements to which the Authority and its schools are required to adhere. The framework for this Scheme is based on legislative provisions contained in sections 45-53 of the School Standards and Framework Act, 1998 and as further detailed in The School Funding (Wales) Regulations 2010.</p>

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Flintshire County Council
Schools Reserve Balances as at March 31 2018

Appendix 1

School	Delegated Budget 2017/18 £	2017/18 Final Balance £	Balance as % of Delegated Budget	2016/17 Final Balance £
BRYNFORD CP	361,363	35,179	9.7%	25,883
BUCKLEY WESTWOOD CP	762,973	4,689	0.6%	6,298
BUCKLEY SOUTHDOWN	1,229,843	12,853	1.0%	62,005
BUCKLEY MOUNTAIN LN	1,396,693	92,497	6.6%	43,271
CAERWYS VP	291,589	16,663	5.7%	16,598
CARMEL CP	627,426	16,609	2.6%	26,242
YSGOL Y FOEL	254,650	2,190	0.9%	4,052
YSGOL PARC Y LLAN	481,356	44,469	9.2%	35,663
BRYN DEVA	956,932	14,860	1.6%	34,044
GOLFTYN CP	1,344,163	62,864	4.7%	56,685
WEPRE CP	1,072,319	55,770	5.2%	57,060
CAE'R NANT	1,253,043	96,483	7.7%	41,776
DRURY CP	521,211	-10,815	-2.1%	2,880
EWLOE GREEN	1,198,694	25,578	2.1%	38,786
BRYN GARTH CP	406,092	22,797	5.6%	29,336
FLINT CORNIST DRIVE	1,049,488	60,857	5.8%	58,319
YSGOL CROES ATTI	810,767	5,545	0.7%	1,024
FLINT GWYNEDD JR	1,547,797	93,131	6.0%	47,919
FLINT ST MARYS RC	1,007,244	78,019	7.7%	72,435
GREENFIELD CP	937,639	44,774	4.8%	25,371
GRONANT CP	301,149	28,090	9.3%	16,609
GWERNAFFIELD CP	462,072	77,471	16.8%	77,303
GWERNMYNYDD CP	292,644	57,718	19.7%	18,146
GWESPYR PICTON	242,063	32,145	13.3%	16,133
HAWARDEN VILLAGE	1,322,498	41,797	3.2%	10,492
HAWARDEN PENARLAG	673,235	20,841	3.1%	14,030
HR KINNERTON DERWEN	677,564	46,936	6.9%	27,418
ST WINEFRIDES RC	549,153	-15,360	-2.8%	-25,621
YSGOL GWENFFRWD	735,188	58,126	7.9%	66,181
YSGOL ESTYN HOPE	738,763	2,390	0.3%	16,038
LEESWOOD CP	497,372	6,565	1.3%	18,749
LIXWM CP	306,366	31,572	10.3%	37,578
MOLD YSG GLANRAFON	1,131,605	34,434	3.0%	25,015
MOLD BRYN COCH	2,122,860	48,838	2.3%	9,493
MOLD YSG BRYN GWALI	773,286	86,046	11.1%	86,021
MOLD ST DAVIDS RC	359,184	30,709	8.5%	27,519
MOSTYN BRYN PENNANT	564,766	52,441	9.3%	49,149
NANNERCH VP	279,842	20,669	7.4%	742
NERCWYS VP	269,870	25,886	9.6%	25,854
NORTHOP OWEN JONES	475,774	24,115	5.1%	1,462
NORTHOP HALL CP	643,273	41,248	6.4%	30,639
YSGOL PENYFFORDD	948,794	86,898	9.2%	43,129
PENTROBIN VP	401,053	15,667	3.9%	-249
QUEENSFERRY CP	693,721	39,916	5.8%	76,141
RHOS HELYG CP	530,695	21,545	4.1%	31,255
SALTNEY ST ANTHONYS	566,639	34,203	6.0%	45,854
SALTNEY FERRY CP	509,695	17,992	3.5%	1,586
SALTNEY WOOD MEM	608,383	20,076	3.3%	-3,600
SANDYCROFT CP	1,157,261	7,550	0.7%	40,786
SEALAND CP	687,159	8,073	1.2%	2,782
ST ETHELWOLDS VP	413,992	8,219	2.0%	13,988
VEN EDWARD MORGAN	941,885	69,134	7.3%	72,548
TY FYNNON	1,061,580	61,009	5.7%	36,108
SYCHDYN CP	638,590	44,306	6.9%	32,201
TRELAWNYD VP	364,732	61,018	16.7%	21,587
TRELOGAN CP	309,184	7,322	2.4%	5,628
YSG TERRIG TREUDDYN	271,407	21,550	7.9%	16,677
WHITFORD VP	445,655	38,862	8.7%	20,879
ABERMORDDU	710,067	55,619	7.8%	62,608

Flintshire County Council
Schools Reserve Balances as at March 31 2018

Appendix 1

BAGILLT GLAN ABER	550,388	95,795	17.4%	83,299
BAGILLT MERLLYN	610,653	-31,105	-5.1%	-21,566
BROUGHTON CP	1,571,983	21,131	1.3%	38,096
YSGOL MYNYDD ISA	2,011,073	12,590	0.6%	47,334
YSGOL MAES Y FELIN	1,170,380	147,849	12.6%	142,768
TOTAL	48,104,775	2,392,905		2,044,433

Total Deficit	-57,280	-0.1%	-51,036
Total Underspend	2,450,186	5.1%	2,095,469
Net	2,392,905	5.0%	2,044,433

School	Delegated Budget 2017/18 £	2017/18 Final Balance £	Balance as % of Delegated Budget	2016/17 Final Balance £
BUCKLEY ELFED HS	3,089,179	53,223	1.7%	-139,804
CONNAHS QUAY HIGH	4,200,764	-164,379	-3.9%	-106,958
JOHN SUMMERS HIGH* closed	657,027		0.0%	-4,926
FLINT HIGH	3,405,993	80,210	2.4%	50,854
RICHARD GWYN	2,957,061	-412,779	-14.0%	-426,957
HAWARDEN HIGH	4,901,172	69,706	1.4%	65,125
HOLYWELL HIGH	1,737,564	-585,964	-33.7%	-270,244
CASTELL ALUN HIGH	5,501,415	59,538	1.1%	101,494
MOLD ALUN HIGH	6,674,338	43,018	0.6%	36,926
YSGOL MAES GARMON	2,268,322	-245,321	-10.8%	-249,557
ARGOED HIGH	2,756,545	-26,002	-0.9%	83,545
ST DAVIDS HIGH	1,995,956	-157,105	-7.9%	-15,575
TOTAL	40,145,337	-1,285,856	-3.2%	-876,076

Total Deficit	-1,591,551	-4.0%	-1,214,021
Total Underspend	305,695	0.8%	337,945
Net	-1,285,856	-3.2%	-876,076

School	Delegated Budget 2017/18 £	2017/18 Final Balance £	Balance as % of Delegated Budget	2016/17 Final Balance £
YSGOL PEN COCH	1,733,042	100,622	5.8%	57,886
YSGOL MAES HYFRYD	2,099,017	67,571	3.2%	172,108
TOTAL	3,832,059	168,193	4.4%	229,994

Total Deficit	0	0.0%	0
Total Underspend	168,193	4.4%	229,994
Net	168,193	4.4%	229,994

92,082,171	1,275,242	1.4%	1,398,351
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Total Deficit	-1,648,831	-1.8%	-1,265,057
Total Underspend	2,924,073	3.2%	2,663,408
Net	1,275,242	1.4%	1,398,351

Appendix 2: Licensed Deficits - Flintshire Scheme for Financing Schools (Extract)

Section 4.5

Governors have no legal right to set a deficit budget without the consent of the Authority and must not presume that such consent will be granted. However, the Authority will consider approving a licensed deficit to a school where it agrees that there are circumstances in which it would be unreasonable for that school to balance its budgets in-year. This will be funded from the collective surplus of school balances held by the Authority on behalf of schools. A deficit is considered to exist where a school has a negative balance which exceeds £5,000 or 1% of the delegated budget.

The detailed arrangements applying to this scheme are set out below:

- (a) the maximum length of time over which a school may repay a deficit is three years. In exceptional circumstances and with the support of the Chief Education Officer and the Corporate Finance Manager this period may be extended to a maximum of five years.
- (b) deficit arrangements may be agreed in the following circumstances
 - Falling pupil numbers for one year which is expected to be followed by rising pupil numbers in future years
 - Spreading the cost of cyclical maintenance works over two or more years
 - Other circumstances agreed by the Authority to be reasonable;
- (c) the maximum level of deficit which may be agreed is 10% of a school's Budget Share. In exceptional cases this may be increased with the approval of Chief Education Officer and the Corporate Finance Manager.
- (d) school's wishing to apply to the Local Authority to set a deficit budget must consult the Schools Accountant in the first instance and must have regard to the advice given if they subsequently choose to apply for a deficit. A higher level of budget monitoring will be required by the school and Authority for the period of the deficit and until such a time afterwards as the Authority is satisfied that the school is maintaining a balanced budget.
- (e) Requests for licensed deficits will not normally be approved unless the school can produce a recovery plan which, in the view of the Authority, is realistic, prudent and does not exceed three years. Schools have a duty to identify potential deficits and to plan recovery action early. The Local Authority expects the Recovery Plan to be submitted by 1 June. The format of the Recovery Plan, and arrangements for its submission, will be specified by the Authority in the Finance Manual.

- (g) Where a licensed deficit application exceeds 5% of budget, where in the opinion of officers repayment is likely to prove particularly challenging, or where it has been identified through the monitoring process that the school is unlikely to meet its repayment targets, the Authority may impose additional restrictions on a school during the term of the license, as part of the license, eg the right of approval of specified staffing appointments or of contracts over a specified value. The need for such restrictions would be assessed on a school by school basis.

Appendix 3: Flintshire County Council Licensed Deficit Application and Recovery Plan

Deficit Budgets

Governing Bodies must not plan for a deficit budget – that is where planned expenditure exceeds anticipated income plus permitted reserves – without first agreeing a ‘Licensed Deficit’ arrangement with the Authority.

Similarly, where routine Budget Monitoring indicates that a School is forecasting an overall deficit for the financial year, the Governing Body must seek a ‘Licensed Deficit’ arrangement with the Authority without delay. The application for a licensed deficit must be received by the Finance Team within 60 days of the identification of the deficit position.

The template which needs to be completed to apply for a Licensed Deficit is set out below.

Licensed deficits will only be approved if a robust recovery plan has been produced by the school. Once the Schools Accountant is satisfied that the documentation provided fulfils the requirements, it will be forwarded onto the Chief Education Officer, Corporate Finance Manager and the Finance Manager for final approval.

Once the application has been approved a confirmation letter will be sent to the school. At this point your deficit budget will be loaded on to the General Ledger.

During the period of a licensed deficit, schools will not be permitted to recruit any staff or undertake any virements without the prior discussion and agreement of the Schools Accountant.

The confirmation letter will outline the procedures to be followed during the period of the licensed deficit as follows:

- Income and expenditure reports will be produced at the end of each accounting month, showing actual spending against the budget. This will be copied to the Chair of the Finance Committee.
- The Finance Committee should meet and receive a report on the budget position at least twice a term. At least once per term the Finance Committee must report in full to the Governing Body on the progress against the licensed deficit recovery plan.

The Assigned Finance Officer will perform the following checks:

- Actual monthly expenditure for staff appear in line with the staffing spreadsheets and agreed budget assumptions provided by the school

- Actual expenditure / income appear in line with planned / agreed budgets and corrective action is being taken where necessary.

On a termly basis the Assigned Finance Officer will consider the need for a meeting with the school to review the schools progress. The frequency of these visits will be reviewed on an on-going basis throughout the duration of the licensed deficit.

The Authority cannot, under any circumstances, write off a deficit.

The Governing Body must adhere to any recovery plan agreed with the authority, and regularly monitor adherence to the plan and contact the Finance Manager (Education) if it appears that the milestones cannot be met.

Flintshire County Council Licensed Deficit Application and Recovery Plan

School Name _____

What level of deficit are you applying for:-

<u>2018/2019</u>	<u>2019/2020</u>	<u>2020/2021</u>	<u>2021/2022</u>	<u>2022/2023</u>
<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
£0,000	£0,000	£0,000	£0,000	£0,000

There is an expectation that schools will recover deficit budgets within 3 years and in exceptional circumstances 5 years. Please document the reasons in the box below if the deficit application exceeds 3 years. Please note that where a school applies for a deficit recovery plan in excess of 3 years further authorisation is required from the Chief Education Officer and Chief Finance Officer.

Reason for Deficit

Please include in this section the reasons for the deficit budget and the circumstances leading up to the current position

Recovery Plan

Please include in this section a detailed narration of the recovery plan including the action to be taken and detailed timescales which link in with your agreed projections as approved by your governing body. (Please attach a copy of the minutes from your finance sub-committee as evidence of approval)

<i>Action</i>	<i>Target Date</i>	<i>Value of Saving £</i>

Additional Information to support your request for an agreed deficit.

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School

Signed _____ **Headteacher** **Date** _____

Signed _____ **Chair of the Governing Body** **Date** _____

Signed _____ **Chair of the Finance Committee** **Date** _____

Authority

Signed _____ **Chief Education Officer** **Date** _____

Signed _____ **Finance Manager (Education)** **Date** _____

Signed _____ **Chief Finance Officer** **Date** _____

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EDUCATION & YOUTH OVERVIEW & SCRUTINY COMMITTEE

Date of Meeting	Thursday, 27 th September 2018
Report Subject	Forward Work Programme
Cabinet Member	Not applicable
Report Author	Education & Youth Overview & Scrutiny Facilitator
Type of Report	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 of the Committee be authorised to vary the Forward Work Programme between meetings, as the need arises.

REPORT DETAILS

1.00	EXPLAINING THE FORWARD WORK PROGRAMME
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">1. Will the review contribute to the Council's priorities and/or objectives?2. Is it an area of major change or risk?3. Are there issues of concern in performance?4. Is there new Government guidance of legislation?5. Is it prompted by the work carried out by Regulators/Internal Audit?
2.00	RESOURCE IMPLICATIONS
2.01	None as a result of this report.
3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	Publication of this report constitutes consultation.
4.00	RISK MANAGEMENT
4.01	None as a result of this report.
5.00	APPENDICES
5.01	Appendix 1 – Draft Forward Work Programme
6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	<p>None.</p> <p>Contact Officer: Ceri Shotton Overview & Scrutiny Facilitator</p> <p>Telephone: 01352 702305</p> <p>E-mail: ceri.shotton@flintshire.gov.uk</p>

7.00	GLOSSARY OF TERMS
7.01	Improvement Plan: 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
Thursday 1st November 2018 2.00 p.m.	Presentation from the Regional School Effectiveness and Improvement Service (GwE)	To advise and consult with Memebers on how they were proposing to report education results following national policy change around league tables.	Consultation	Chief Officer (Education & Youth)	
Thursday 20th December 2018 2.00 p.m.	Quarter 1 and 2 Council Plan 2018/19 Monitoring Report School Modernisation School Admissions	To enable Members to fulfil their role in relation to performance monitoring To update Members on the progress made with School Modernisation To provide Members with a policy overview and update on numbers	Assurance Monitoring Assurance Monitoring Assurance Monitoring	Overview & Scrutiny Facilitator Senior Manager School Planning & Provision Admissions Manager	
Thursday 31st January 2019 2.00 p.m.	Self-evaluation on education services Welsh in Education Strategic Plan (WESP)	To update Members on overall service performance To update Members on progress of the WESP	Progress Monitoring Assurance Monitoring	Chief Officer (Education & Youth) Chief Officer (Education & Youth)	

	School Performance Management Group	To provide Members with assurance on monitoring School Performance	Assurance Monitoring	Chief Officer (Education & Youth)	
Thursday 21st March 2019 2.00 p.m.	Quarter 3 Council Plan 2018/19 Monitoring Report	To enable Members to fulfil their role in relation to performance monitoring	Assurance Monitoring	Overview & Scrutiny Facilitator	
	Learner Outcomes – include attendance and exclusions in annual learner outcomes report	To provide Members with a summary of learner outcomes across primary and secondary school	Assurance Monitoring	Chief Officer (Education & Youth)	
Thursday 16th May 2019 2.00 p.m.	Social Media & Internet Safety	To receive an annual report assurance/monitoring	Assurance Monitoring	Senior Manager – School Improvement	
	Care Leavers	To provide an update to Members on what the Council was doing for Care Leavers	Assurance Monitoring	Chief Officer (Education & Youth)	
	Additional Learning Needs	To provide an update to Members on Legislative Changes	Raising Awareness	Chief Officer (Education & Youth)	
Thursday 27th June 2019 2.00 p.m.	Quarter 4/Year-end Council Plan 2018/19 Monitoring Report	To enable Members to fulfil their role in relation to performance monitoring	Assurance Monitoring	Overview & Scrutiny Facilitator	

	Regional School Effectiveness and Improvement Service (GwE)	To receive an update on progress with the development of the regional school effectiveness and improvement service	Assurance/Monitoring	Overview & Scrutiny Facilitator	
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Items to be scheduled to a date

- School Governors – following the outcome of the national governance review
- School Health Research Network – to provide a report on the outcome of the research when available
- Requitment of Head Teachers and Senior and Middle Tier Leaders – An overview of anonymised results following engagement with the Secondary Heads’ Federation – suggested at 28th June meeting
- Post 16 Workshop – to be arranged early 2019 following the review of Post 16 transport

INFORMATION REPORTS TO BE CIRCULATED TO THE COMMITTEE

Item	Purpose of information report	Month
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

REGULAR ITEMS

Month	Item	Purpose of Report	Responsible / Contact Officer
	School Modernisation	To update Members on the progress made with School Modernisation	Senior Manager School Planning & Provision
February	Self-evaluation on education services	To update Members on overall service performance	Interim Chief Officer (Education & Youth)
April	Learner Outcomes – include attendance and exclusions in annual learner outcomes report	To provide Members with a summary of learner outcomes across primary and secondary school	Interim Chief Officer (Education & Youth)
June	Regional School Effectiveness and Improvement Service (GwE)	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.	Interim Chief Officer (Education & Youth)
December	School Balances	To provide the Committee with details of the closing balances held by Flintshire schools at the end of the financial year	Finance Manager
Annually	Learning from the School Performance Monitoring Group (SPMG);	To receive the annual report on progress and learning from the SPMG	Senior Manager – School Improvement;
Annually	Social Media & Internet Safety	To receive an annual report assurance/monitoring	Healthy Schools Practitioner
	Class Size Grant	To receive a regular update on how the Class Sizes Grant from Welsh Government was being used and how this aligned to the School Modernisation Programme	Senior Manager School Planning & Provision