



# Improvement Plan Progress Report for the Education & Youth Overview & Scrutiny Committee Quarter 1 2015/16

Flintshire County Council





## 4 Skills and Learning

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

#### 4.1.1 Apprenticeships and Training

#### ACTIONS

ACTION	RESPONSIBLE PERSON	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.1.1 Work with the public, private and voluntary sectors to maximise the number of apprenticeships, traineeships and work experience opportunities, communicated through the Common Application Process (CAP)	Jeanette Rock - Principal Education Officer Inclusion	In Progress	01-Apr-2015	31-Mar-2016	40.00%	 AMBER	 AMBER



#### ACTION PROGRESS COMMENTS:

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

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

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


Last Updated: 19-Aug-2015

ACTION	RESPONSIBLE PERSON	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.1.2 Increase training and apprenticeship opportunities for local people through our major capital programmes (WHQS and SHARP).	Tony Jones - Capital Works Team Manager	In Progress	01-Apr-2015	31-Mar-2016	10.00%	 AMBER	 GREEN

#### ACTION PROGRESS COMMENTS:

The Flintshire academy concept has been designed and awaiting comments / approval from committees before implementation.


Last Updated: 10-Aug-2015

ACTION	RESPONSIBLE PERSON	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.1.3 Support the Young Entrepreneur Programme with the Flintshire Business Entrepreneurship Network.	Sharon Jones - Communities First Cluster Delivery Manager East	In Progress	01-Apr-2015	31-Mar-2016	60.00%	 GREEN	

**ACTION PROGRESS COMMENTS:**

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


Last Updated: 04-Aug-2015

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

**ACTION PROGRESS COMMENTS:**




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

Last Updated: 14-Aug-2015

ACTION	RESPONSIBLE PERSON	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.1.5 Implement the Youth Engagement and Progression Framework for learners in danger of disengaging through: <ul style="list-style-type: none"> <li>• Targeting vocational and employability skills</li> <li>• Enhancing personal support, including coaching, mentoring and help with transition</li> <li>• Increasing the use of release on temporary licence (ROTL) for young people in the youth justice service; to better engage with post-custody education, training and employment prior to release.</li> </ul>	Jeanette Rock - Principal Education Officer Inclusion	In Progress	01-Apr-2015	31-Mar-2016	30.00%	 GREEN	

<p><b>ACTION PROGRESS COMMENTS:</b>  <b>Youth Progression Framework</b>  Work on implementation of the Youth Engagement &amp; Progression Framework is underway. An appropriate early identification tool (Child Profiling Tool) has been agreed regionally and this will support schools and the LA to identify young people at risk of disengagement and target a range of resources appropriately. Funding for this has been agreed and a timetable of training and implementation is to be developed, to facilitate use of this within the Autumn term 2015. The team of Personal Support staff has been increased through the use of grant funding and they continue to work with the young people identified through the current system.  A North Wales regional bid to the European Social Fund has been successful and has secured 3 years' worth of funding for enhanced provision in the form of alternative curriculum opportunities and support for transition. FCC is working in partnership with Wrexham County Borough Council and Coleg Cambria to implement this programme known as TRAC. FCC's Engagement Progression Coordinator has developed strong links with local providers and has contributed to the regional procurement framework to secure an appropriate range of provision in line with the needs of young people to be offered through TRAC. Information on existing training opportunities have been collated and this has improved the system of appropriate signposting and access. Where appropriate, providers have been asked to amend and adjust their provision to ensure that it meets individual vocational and employability skill needs. Service specifications between the Youth Justice Board and Werrington are in final draft form. Release On Temporary Licence (ROTL) arrangements with North Wales Youth Offending Teams is being pursued and monitored by the Regional Resettlement and Reintegration Board and nationally by Youth Justice Board Cymru.  Last Updated: 19-Aug-2015</p>							

## PERFORMANCE INDICATORS

TITLE	LEAD OFFICER	SUPPORTING OFFICER	PERIOD TARGET	PERIOD ACTUAL	PROGRESS RAG	PROGRESS COMMENTS
Number of training and apprenticeship opportunities started as a result of the Strategic Housing and Regeneration Programme contracts	Melville Evans - Strategic Housing and Regeneration Programme (SHARP) Programme Manager	N/A	0.00	0.00	 GREEN	Contracts have not yet commenced.
Number of training and apprenticeship opportunities started as a result of the Welsh Housing Quality Standards contracts	Nikki Evans - Senior Manager Council Housing Services	Tony Jones - Capital Works Team Manager	0.90	2.00	 GREEN	
Number of people leaving the Construction Academy with a qualification	Nigel Davies - Communities First Cluster Delivery Manager West	N/A	N/A Baseline 2015/16	14.00		The training in Health and Safety for construction has given participants qualifications in Health and Safety - Asbestos Awareness - Manual



						handling and the CSCS card.
Number of people leaving the Construction Academy with a job	Nigel Davies - Communities First Cluster Delivery Manager West	N/A	N/A Baseline 2015/16	3.00		3 have directly gone into employment.
Number of people leaving the Retail Academy with a qualification	Nigel Davies - Communities First Cluster Delivery Manager West	N/A	N/A Baseline 2015/16	11.00		The Academies Lead Officer role is not currently occupied and covered by an Acting up Officer. 8 Pupils from Maes Hyfred in Flint have attended and received training and a qualification in retail
Number of people leaving the Retail Academy with a job	Nigel Davies - Communities First Cluster Delivery Manager West	N/A	N/A Baseline 2015/16	3.00		The Academy has given skills and opportunity for people to take advantage of local jobs in retail such as at Home Bargains.

## RISKS

RISK TITLE	LEAD OFFICER	SUPPORTING OFFICER	INITIAL RATING	CURRENT RATING	PROGRESS COMMENTS
Local employers and learning providers do not work closely enough to identify and meet the skills based needs of the future.	Ian Budd - Chief Officer – Education and Youth	N/A	Amber Moderate (3)	Yellow Minor (2)	Latest annual performance information has Flintshire with the lowest level of young people 16+ not in education, employment or training in Wales.
Training places will not match current and future employer aspirations and needs.	Ian Budd - Chief Officer – Education and Youth	N/A	Amber Moderate (3)	Yellow Minor (2)	There is a continuing need to support our most vulnerable young people to access employment and training and to develop apprenticeship opportunities matched to long term market intelligence on economic development.

## 4.1.2 Modernised and High Performing Education



### ACTIONS

ACTION	RESPONSIBLE PERSON	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.2.1 Working effectively with the Regional School Improvement Service (GwE) to: o share best teaching practice and resources across schools and the region; o identify and target support for those schools most in need; o develop the capacity of schools to respond to national initiatives and curriculum reforms; and o improve skills in literacy and numeracy.	Claire Homard - Principal Education Officer Primary	In Progress	01-Apr-2015	31-Mar- 2016	40.00%	 GREEN	 GREEN

#### ACTION PROGRESS COMMENTS:

Senior Challenge Adviser is attending a range of Flintshire meetings with Officers, Headteachers and Members by invitation. Regional meeting structure is being redefined by Chief Officer's Group. Meetings of LA Officers with GwE Senior Challenge Adviser are on-going and focus on effective monitoring of schools to identify and target support for schools most in need. GwE are represented at School Standards Monitoring Group meetings. Feedback provided to help development of regional model document for LA/School Partnership Agreements. Awaiting final version. GwE Senior Challenge Adviser has taken over the administration and leadership of Secondary Forums from the LA. GwE have also organised regional conferences to share best practice. New Foundation Phase Profile Train the Trainers event held 2nd June. Six training events were then planned for June to cover all schools. Pupil portfolio Referral Unit (PPRU) Post Inspection Action Plan has been drafted. Discussions held with GwE on need for support for PPRU resulted in GwE advertising for a Challenge Adviser to fulfil this need in the new school year. Work on Literacy and numeracy is developing as GwE look to use Challenge Advisers to identify schools in need of support and then group them together to more effectively target intervention at these schools.

Last Updated: 04-Aug-2015

ACTION	RESPONSIBLE PERSON	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.2.2 Reducing the impact of poverty and disadvantage, including through the Families First Programme (2015-17) and Flintshire's Integrated Youth Services Strategy, (2014-18), "Delivering Together"	Ann Roberts - Families First Lead / Youth Services Manager	In Progress	01-Apr-2015	31-Mar- 2016	70.00%	 GREEN	 GREEN



#### ACTION PROGRESS COMMENTS:

The Flintshire Families First Programme (2015-2017) continues to deliver on the outcomes for the Child Poverty Strategy (WG, 2011) and has re commissioned in July 2015, to ensure that delivery is focussed on the areas of evidenced need and that it targets those families who are furthest from education and employment opportunities. The evidence based collaborative approach has enabled bespoke commissioning of projects to maximise the full grant for effective impact for poverty mitigation and reduction. Welsh Government review and monitor the delivery and have returned a positive evaluation statement and supported the innovative commissioning plans. The Youth Support Service Plan (Delivering Together 2014- 2018) has a collaborative approach to delivery of universal entitlement for all 11-25 year olds, with a focus on engagement, participation, informal learning and accreditation. It offers preventative approaches to enable young people to have learning and earning opportunities to mitigate the effects of poverty , improve financial literacy and build resilience and coping skills to minimise the NEET (Not in Education Employment or Training) population in Flintshire. It also supports our young parents population by offering parenting courses and enabling supported learning opportunities. The Families First and Delivering Together programmes also enhance workforce development opportunities for our future potential workforce by encouraging volunteering, work placements and accreditation.

Regional agreement across North Wales has been secured regarding the use of the child profile tool to identify young people between 11 and 19 who are at risk of disengagement. This tool is an integral part of the ONE data base which links SIMS (School Management Information System) used in schools. Negotiations are underway in terms of purchase cost and training requirements. Once identified young people will be signposted in to a range of intervention strategies to support continued engagement including enhanced personal support and alternative curriculum opportunities. FCC was a successful partner in a regional bid for European Social Fund to support the additional provision for Autumn term 2015.

Work with key partners engaged in the Integrated Youth Service plan "Delivering Together" has ensured that young people are not unnecessarily brought in to the Youth Justice System. The Youth Justice Bureau approach has been introduced and its work has developed to ensure appropriate diversionary approaches are taken resulting in significant reduced re offending rates. Sub Regional (Flintshire and Wrexham) Scrutiny Partnership is evolving to review effective decision making based around regionally agreed criteria.



Last Updated: 05-Aug-2015

ACTION	RESPONSIBLE PERSON	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.2.3 Improving outcomes for Looked After Children and young people exiting the Youth Justice System	Chris Clarke - Youth Justice Service Manager	In Progress	01-Apr-2015	31-Mar-2016	25.00%	 AMBER	 GREEN


**ACTION PROGRESS COMMENTS:**

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


Last Updated: 04-Aug-2015

ACTION	RESPONSIBLE PERSON	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.2.4 Developing and implementing a plan for the next phase of Schools Modernisation, including continuing to implement the 21st Century School (Band A) programme.	Damian Hughes - Programme Manager 21st Century Schools	In Progress	01-Apr-2015	31-Mar-2016	50.00%	 GREEN	 GREEN
<p><b>ACTION PROGRESS COMMENTS:</b>            Implementation plan for the next stage of School Modernisation approved by Cabinet in June 2015. Band A projects at Connah's Quay (Post 16) and Holywell Learning Campus approved by Welsh Government. Construction projects have started on site and currently are on time and within budget. Anticipated completion date September 2016.            Last Updated: 06-Aug-2015</p>							



## PERFORMANCE INDICATORS





TITLE	LEAD OFFICER	SUPPORTING OFFICER	PERIOD TARGET	PERIOD ACTUAL	PROGRESS RAG	PROGRESS COMMENTS
The percentage of young people above school age in the youth justice system that are offered 25 hours ETE	Chris Clarke – Youth Justice Manager	Louisa Greenly – Performance Management & Information Officer	40.00%	33.00%	 RED	<p>This cohort comprises those children or young people (CYP) whose statutory order ended in the quarter. Lack of progress with respect to the offer of education has been shaped by a number of factors-</p> <ol style="list-style-type: none"> <li>1. Small size of the cohort - improvements in most cases can be offset where a single case lacks of progress.</li> <li>2. Cohort characteristics - the cohort presents with complex needs and all cases evidence significant patterns of disengagement and disruption with ETE setting over many years including exclusions in some cases. This impacts upon what can be offered with a realistic likelihood of success. Transfer between schools is often timely with a CYP expected to evidence substantial improvements in conduct/attitude and performance after lengthy periods on zero or minimum hours of ETE. This is often unrealistic when considered against the individual characteristics which may include trauma, attachment issues and often parental mental</li> </ol>



						<p>health and substance misuse concerns</p> <p>3. Availability of offers - Following the decommissioning of Time 4 Change and the current development of TRAC and College Cambria enhanced offers to learners at risk of NEET there is a paucity of resources available for the complex CYP represented in this cohort.</p> <p>TRAC and College Cambria initiatives will come on-line later in 2015. Improved Youth Justice System (YJS) recording and referral activities should also mitigate against sustained low performance. The YJS Management Board is monitoring progress in this target area. With respect to young people in the secure estate, improved partnership with Werrington Youth Offenders Institute (YOI) and the implementation of 60/40 protected education packages will support identification of offers and sustainability in the community.</p>
The percentage of young people above school age in the youth justice system that are offered 16+ ETE	Chris Clarke – Youth Justice Manager	Louisa Greenly – Performance Management & Information Officer	55.00%	60.00%	 GREEN	This cohort comprises those young people whose statutory order ended in the quarter.

## RISKS

RISK TITLE	LEAD OFFICER	SUPPORTING OFFICER	INITIAL RATING	CURRENT RATING	PROGRESS COMMENTS
Schools do not receive and/or make best use of the support they need from the Council and GwE	Ian Budd - Chief Officer – Education and Youth	Claire Homard - Principal Education Officer Primary	 Amber Moderate (3)	 Amber Moderate (3)	GwE Challenge Advisers make regular visits to schools. Regular meetings of LA Officers with GwE Senior Challenge Adviser facilitate a review of those schools least likely to make good use of the support available.

<p>Numbers of school places will not be sufficient to meet the future demands of changing demographics</p>	<p>Ian Budd - Chief Officer – Education and Youth</p>	<p>Damian Hughes - Programme Manager 21st Century Schools</p>	<p> Major (4)</p>	<p> Moderate (3)</p>	<p>The likelihood of not having enough spaces in schools overall is low, however there may be pressures in particular locations and phases as demographics change.</p> <p>Currently there are in excess of 4000 unfilled places in the school estate, doing nothing, will have a negative effect on school financial allocations and raise pupil teacher ratios.</p>
<p>Limited funding to address the backlog of known repair and maintenance works in Education and Youth assets will be further reduced to meet new pressures on the Education and Youth Budgets</p>	<p>Ian Budd - Chief Officer – Education and Youth</p>	<p>Damian Hughes - Programme Manager 21st Century Schools</p>	<p> Major (4)</p>	<p> Major (4)</p>	<p>School Modernisation remains a key tool in enabling the Authority to invest appropriately in its school portfolio, this will involve a reduction in schools within the Council's portfolio and a reduction of unfilled places.</p>