



Quarter 1 Improvement Plan Progress Report Skills and Learning



Flintshire County Council



Print Date: 23-Sep-2016

4 Skills and Learning



Actions

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.1.1 Work with the public, private and voluntary sectors to maximise the number of apprenticeships, traineeships and work experience opportunities.	Jeanette Rock - Principal Education Officer Inclusion	In Progress	01-Apr-2016	31-Mar-2017	40.00%	 GREEN	 GREEN

ACTION PROGRESS COMMENTS:

Work has continued to build on the progress made in the previous year. The Flintshire Apprenticeship Academy is established and partnership working with Future Works is underway. Opportunities to capitalise on apprenticeships, traineeships and work experience are being maximised through a range of forums, events and partnership working. Flintshire Business Week (September 2016) has a specific seminar focusing on this priority and information regarding local and regional opportunities for young people is collated into a Careers Wales newsletter which is circulated regularly to Flintshire schools. The European Social Funded project TRAC began in April 2016. This focuses on providing bespoke intervention to young people between 11 and 19 who are at risk of becoming NEET (Not in Education, Employment or Training). Careers Wales is a partner agency for this project and have supported improved access to suitable opportunities based on information gained from both employers, education establishments and the young people themselves. Coleg Cambria are also a partner within TRAC, and this has afforded regular discussion regarding the suitability of the opportunities currently on offer and also identification of barriers to access. Alongside TRAC, the Council has targeted its resources at supporting young people to maintain their engagement, either through individual personal support or coordination of the provision and liaison between the relevant partners.



Last Updated: 05-Sep-2016

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.1.2 Increase training and apprenticeship opportunities through the Future Works Flintshire Apprenticeship Academy and Major Capital programmes.	Sean O'Donnell - Contract Surveyor	In Progress	01-Apr-2016	31-Mar-2017	25.00%	 GREEN	 GREEN

ACTION PROGRESS COMMENTS:

All Programmes have continued into the New Financial Year meaning the training and apprenticeship opportunities have been retained to continue working on these schemes. It is positive to note that the number of jobs and apprenticeships continues to improve and future progress will be maintained through the new Flintshire Apprentice Academy.



Last Updated: 13-Sep-2016

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.1.3 Support the Young Entrepreneur Programme with the Flintshire Business Entrepreneurship Network.	Sharon Jones - Communities First Cluster Delivery Manager East	In Progress	01-Apr-2016	31-Mar-2017	50.00%	 GREEN	 GREEN

ACTION PROGRESS COMMENTS:

Positive progress has been made in Supporting the Young Entrepreneur Programme, Communities First have been engaging with hard to reach groups and those who are NEET and at risk of offending 16+ in delivering Explore Enterprise workshops through engaging with positive entrepreneur role models who inspire and build confidence skills. The workshops also cover the ACRO skills (having a positive ATTITUDE, great CREATIVITY skills, very good RELATIONSHIP skills, and brilliant ORGANISATIONAL skills). The workshops also covered encouraging self-belief and positive thinking, inspiring and motivation to realise that they are in control of their own future, educating about 'being your own boss', the realities, highs, lows, risks and rewards, drawing out entrepreneurial characteristics and encouraging the students to reflect on them, stimulating entrepreneurial behaviour; spotting opportunities and thinking creatively. The groups I have been working with are Groundworks Greenteam, and the Flintshire Youth Resilience Team. A pilot project has been delivered within two junior schools with Theatr Clwyd aimed at creative ideas, presentation skills, teamwork the success of this project will now be delivered to a further ten schools in Communities First areas.

Last Updated: 13-Sep-2016



ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.1.4 Further develop the Youth Engagement and Progression work programme for learners in danger of disengaging through: <ul style="list-style-type: none"> o Targeting vocational and employability skills o Enhancing personal support, including coaching, mentoring and help with transition o Realise the benefits of regional European Social Fund Programmes o Increasing the use of release on temporary licence (ROTL) to better engage with post-custody education, training and employment prior to release. 	Jeanette Rock - Principal Education Officer Inclusion	In Progress	01-Apr-2016	31-Mar-2017	50.00%	 GREEN	 GREEN

ACTION PROGRESS COMMENTS:

Work continues in line with the Welsh Government Youth engagement and Progression Framework requirements. Regular meetings are scheduled with schools and other education providers and are attended by a range of appropriate support agencies. The Learner Profiling Tool is used to identify young people at risk and a range of options are considered as a package of support determined. A database of local and regional services/provision has been developed and maintained to facilitate access to a range of varied opportunities, focusing on the development of interpersonal and employability skills. A menu of vocational courses has been established with the local college and work-based learning providers and funding is available to support more bespoke packages for individuals with more significant needs. Additional support, guidance and provision is now available through the European Social

Funded project TRAC which began in April 2016. This targets young people between the ages of 11 and 19 who are at risk of disengagement. TRAC is a 2 year partnership project between Wrexham County Borough Council, Coleg Cambria and Careers Wales and as such has the resources to provide a range of effective support to targeted young people.



Last Updated: 19-Sep-2016

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.2.1 Working effectively with the Regional School Improvement Service (GwE) to: ◦ Develop leadership capacity in schools through school modernisation and regional working; ◦ Share best teaching practice and resources across schools most in need; ◦ Identify and target support for those schools most in need; ◦ Develop the capacity of schools to respond to national initiatives and curriculum reforms; and ◦ Improve skills in digital literacy, literacy and numeracy	Claire Homard - Principal Education Officer Primary	In Progress	01-Apr-2016	31-Mar-2017	25.00%	 GREEN	 GREEN

ACTION PROGRESS COMMENTS:

Individual schools are targeted via their Challenge Adviser for additional support where underperformance has been identified. Schools causing the greatest concern are monitored by the School Performance Monitoring Group of senior officers of the LA and GwE. A reduction of the number of primary schools scrutinised by this group is expected to reduce significantly in Q2.

Last Updated: 20-Sep-2016



ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.2.2 Reducing the impact of poverty and disadvantage, including through the Families First Programme (2015-17) and Flintshire's Integrated Youth Services Strategy, (2014-18), 'Delivering Together_	Ann Roberts - Families First Lead / Youth Services Manager	In Progress	01-Apr-2016	31-Mar-2017	80.00%	 AMBER	 AMBER

ACTION PROGRESS COMMENTS:

WG has announced a full re commission of the Families First programme w.e.f. April 2017. The lead officer is developing a competitive dialogue process. WG will announce the new

budgets in early January 2017. The re focus is on parenting, young people provision and disability element. The programme re shape is in hand and will feed in to organisation redesign principles and will enhance the provision towards the Health and Social Service and wellbeing Act (Wales) 2014. Further progress update will be provided in January 2017.



Last Updated: 19-Sep-2016

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.2.3 Improving outcomes for Looked After Children and young people exiting the Youth Justice System	Ann Roberts - Families First Lead / Youth Services Manager	In Progress	01-Apr-2016	31-Mar-2017	70.00%	 AMBER	 AMBER

ACTION PROGRESS COMMENTS:

Following a period of reduced performance in 2015/16 due to staffing issues, a renewed focus has been given to delivering ETE options. Activities have including action plan delivered by the Exec Management Board and supported by Youth Justice Board Cymru. An internal review of recording and monitoring procedures has embedded robust recording into the system data collection. The confirmation of the proactive education coordinator in post within the new Integrated Youth Provision service (IYP) and the enhanced role of the educational panel within the IYP and improved partnerships with the 3rd sector Symud Ymlaen organisation has enhanced delivery. The Youth Engagement Progression Framework (YEPF) and key workers in resilience project as part of IYP / the YEPF coordinator and TRAC team as part of the 14-19 Network have also supported this delivery.



Last Updated: 19-Sep-2016

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.2.4 Continuing to implement Band A of the 21st Century Schools Programme.	Damian Hughes - Senior Manager, School Planning & Provision	In Progress	01-Apr-2016	31-Mar-2017	50.00%	 GREEN	 GREEN

ACTION PROGRESS COMMENTS:

Approved 21st Century schools programme Band A projects are Deeside 6th, Coleg Cambria and Holywell Learning Campus. The construction project at Coleg Cambria is complete and was handed over in August 2016, Deeside 6th is now operational as of Sept 2016. Phase 1 of the construction project at Holywell Learning Campus is complete and was handed over in August 2016. The primary and secondary schools have moved into their in facility as of Sept 2016.)Phase 2 9demolition of high school and external play areas0 will complete in March 2017. Proposed Schemes at Conna's Quay High School and Penyffordd, have been approved in principal by WG. Projects now have to navigate the WG business case process, capital funding is released at Full Business case stage. Anticipated programme as follows: Conna's Quay High School: Contractor engagement November 2016. Anticipated construction start: Aug 2017, anticipated completion: Feb 2019. Penyffordd: Contractor engagement: January 2017, Anticipated construction start: January 2018, completion phase 1 July 2019, phase 2 December 2019. Implementation plan for the next stage of School Modernisation approved by Cabinet in June 2015. Review Results: John Summers High school: Closure of 16-18, 31st Aug 2016, closure of 11-16, 31st August 2017 Ysgol Maes Edwin - Closed 31st Aug 2016 Ysgol Llanfynydd - Closed 31st Aug 2016 Ysgol Mornant, Picton - will Federate with Ysgol Maes Garmon, November 2016 Review at Nercwys VA school - Planned paper to October 2016 Cabinet Review at Brynford, Lixwm and Rhosesmor - Planned paper to Cabinet November 2016.



Last Updated: 15-Sep-2016

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.2.5 Developing and implementing a plan for the next phase of Schools Modernisation, through the 21st Century Schools (Band B) programme.	Damian Hughes - Senior Manager, School Planning & Provision	In Progress	01-Apr-2016	31-Mar-2017	50.00%	 GREEN	 GREEN

ACTION PROGRESS COMMENTS:

Welsh Government (WG) have confirmed its commitment that there will be a Band B, 21st Century programme to follow band A, this is likely between 2019 to 2024. Local Authorities in Wales are awaiting further confirmation and detail from WG, in terms of the available funding, criteria and intervention rate. Modelling and preparatory work around options and affordability of a forward band B programme is being undertaken



Last Updated: 15-Sep-2016

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.2.6 Securing a sustainable strategy for repairs and maintenance of school buildings.	Damian Hughes - Senior Manager, School Planning & Provision	In Progress	01-Apr-2016	31-Mar-2017	20.00%	 GREEN	 GREEN

ACTION PROGRESS COMMENTS:

Continuation of the school modernisation programme will support the following: Reduction in unfilled spaces Securing a sustainable strategy for Repairs and Maintenance (i.e will reduce backlog maintenance) Provide and efficient school estate Remove mobile classroom provide Improve condition and Suitability of the school estate Ensure the right number of schools in the right places. Additionally, capital business cases for capital improvement and R & M projects in schools will be submitted via the Council's business case process for consideration.



Last Updated: 15-Sep-2016

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.2.7 Securing a sustainable set of transport policies and efficient delivery practices.	Damian Hughes - Senior Manager, School Planning & Provision	Completed	01-Apr-2016	31-Mar-2017	100.00%	 GREEN	 GREEN

ACTION PROGRESS COMMENTS:

Consultants were engaged by the Authority to provide options for efficiencies for home to school transport, both operational and via policy change. An Officer and Member task and finish group was set up to consider options and reported back through the democratic process. Cabinet meeting held on the 21st June 2016, when they considered the recommendations of the School Transport Task & Finish Group:- RESOLVED: That if approval is given for areas of discretionary transport provision to be considered for further policy change in the future, the recommendations of the School Transport Task and Finish Group be supported by Cabinet.

Last Updated: 15-Sep-2016




ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.2.8 Developing an effective local approach to national inclusion reforms.	Jeanette Rock - Principal Education Officer Inclusion	In Progress	01-Apr-2016	31-Mar-2017	30.00%	 GREEN	 GREEN

ACTION PROGRESS COMMENTS:

The Welsh Government (WG) programme of reforms for Additional Learning Needs continues to develop. The Bill is due to be presented during the Autumn Term 2016 with the changes to be implemented by 2018. At this time, Person Centred Planning (PCP) is the only area of the reforms that has been confirmed and funding has been allocated by WG to support a training programme for this. Flintshire's Education Psychology Service have developed and implemented a training programme to ensure all schools have accessed initial training (this was completed in July 2016). The next stage of the programme has been to identify Beacon schools who are fully embracing and embedding PCP into their practice and these are being supported so that their effective practice and expertise can be shared across the county. The draft Code of Practice for ALN is due to be released during the Autumn Term 2016 and this alongside the Bill will inform the next steps in terms of preparing schools for the reforms.



Last Updated: 19-Sep-2016

Performance Indicators

KPI Title	Pre. Year Period Actual	Period Actual	Period Target	Perf. RAG	Perf. Indicator Trend	YTD Actual	YTD Target	Outcome RAG
IP4.2.1M22 The percentage of young people of school age in the youth justice system that are offered 25 hours ETE	33	100	40	 GREEN		100	40	 GREEN

Lead Officer: Chris Clarke - Youth Justice Service Manager
Reporting Officer: Louisa Greenly - Performance Management & Information Officer
Aspirational Target:
Progress Comment: The cohort that meets the criteria for the indicators is small ' only one young person in the school age category, and 5 in the above school age category. Of those in the above school age cohort, one had no ETE provision at all. Overall however, performance is improving in this area, and the closer links that have been developed between the Youth Justice Service and Education have resulted in more satisfactory outcomes for young people.

Last Updated: 30-Aug-2016



KPI Title	Pre. Year Period Actual	Period Actual	Period Target	Perf. RAG	Perf. Indicator Trend	YTD Actual	YTD Target	Outcome RAG
IP4.2.1M23 The percentage of young people above school age in the youth justice system that are offered 16+ ETE	60	40	55	 RED	↓	40	55	 GREEN

Lead Officer: Chris Clarke - Youth Justice Service Manager
Reporting Officer: Louisa Greenly - Performance Management & Information Officer
Aspirational Target:
Progress Comment: The cohort that meets the criteria for the indicators is small ' only one young person in the school age category, and 5 in the above school age category. Of those in the above school age cohort, one had no ETE provision at all. Overall however, performance is improving in this area, and the closer links that have been developed between the Youth Justice Service and Education have resulted in more satisfactory outcomes for young people.

Last Updated: 30-Aug-2016

RISKS

Strategic Risk

RISK TITLE	LEAD OFFICER	SUPPORTING OFFICERS	INITIAL RISK RATING	CURRENT RISK RATING	TREND ARROW	RISK STATUS
Local employers and learning providers do not work closely enough to identify and meet the skills based needs of the future	Jeanette Rock - Principal Education Officer Inclusion	Claire Homard - Principal Education Officer Primary	 Amber	 Amber	↔	Open

Potential Effect:
Management Controls:
Progress Comment: Flintshire County Council Officers are engaged with local employers and learning providers through a variety of forums which provide the opportunities to consider and review the skills required and demonstrated by employees. The risks exist around ensuring the information gained from these forums leads to changes in provision where required.
 Last Updated: 19-Sep-2016




RISK TITLE	LEAD OFFICER	SUPPORTING OFFICERS	INITIAL RISK RATING	CURRENT RISK RATING	TREND ARROW	RISK STATUS
Training places will not match current and future employer aspirations and needs	Jeanette Rock - Principal Education Officer Inclusion	Claire Homard - Principal Education Officer Primary	Amber	Amber	↔	Open




Potential Effect: N/A
Management Controls:
Progress Comment: Flintshire County Council Officers are engaged with local employers and learning providers through a variety of forums which provide the opportunities to consider and review the skills required and demonstrated by employees. The risks exist around ensuring the information gained from these forums leads to changes in provision where required.
 Last Updated: 19-Sep-2016




RISK TITLE	LEAD OFFICER	SUPPORTING OFFICERS	INITIAL RISK RATING	CURRENT RISK RATING	TREND ARROW	RISK STATUS
Timescales of ESF programmes will not meet local targets and requirements.	Jeanette Rock - Principal Education Officer Inclusion	Claire Homard - Principal Education Officer Primary	Amber	Amber	↔	Open

Potential Effect:
Management Controls:
Progress Comment: The TRAC project has now been signed off by the Welsh European Funding Office (February 2016). The risks now are linked with the full recruitment to the posts given the time-limiting impact of BREXIT on the project.
 Last Updated: 19-Sep-2016

RISK TITLE	LEAD OFFICER	SUPPORTING OFFICERS	INITIAL RISK RATING	CURRENT RISK RATING	TREND ARROW	RISK STATUS
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Schools do not receive and/or make best use of the support they need from the Council and GwE	Claire Homard - Principal Education Officer Primary	Jeanette Rock - Principal Education Officer Inclusion				Open
<p>Potential Effect: Schools are less well informed about developments and what their actions to ensure continued improvement should be. Progress in improving outcomes for learners is reduced.</p> <p>Management Controls: Regular reviews by LA Senior Manager, GwE Senior Challenge Adviser and monitoring by LA's School Standards Monitoring Group</p> <p>Progress Comment: Fortnightly meetings between the Senior Manager for School Improvement and the Senior Challenge Adviser for the Flintshire Hub ensure that schools causing concern are regularly discussed and the appropriate support provided.</p> <p>Last Updated: 20-Sep-2016</p>						

RISK TITLE	LEAD OFFICER	SUPPORTING OFFICERS	INITIAL RISK RATING	CURRENT RISK RATING	TREND ARROW	RISK STATUS
Numbers of school places not matching the changing demographics.	Damian Hughes - Senior Manager, School Planning & Provision	Claire Homard - Principal Education Officer Primary				Open
<p>Potential Effect: Higher teaching ratios, unfilled places, backlog maintenance pressures</p> <p>Management Controls: Continuation of school modernisation programme, will reduce unfilled places, reduce backlog maintenance, remove unwanted fixed costs and infrastructure</p> <p>Progress Comment: Reducing school places via School organisation change has a long timeline before reductions of unfilled places are released, and continues to be an on-going function. To supplement this the Council continue to work closely with schools to consider innovative ways for reduction in capacity on a school by school basis, with the objective of meeting national targets of around 10% unfilled in all sectors.</p> <p>The recent School Organisation Change determinations, will result in an reduction in unfilled places across both primary and secondary sectors. This will be required post School September Statistical returns.</p> <p>Last Updated: 20-Sep-2016</p>						

RISK TITLE	LEAD OFFICER	SUPPORTING OFFICERS	INITIAL RISK RATING	CURRENT RISK RATING	TREND ARROW	RISK STATUS
Limited funding to address the backlog of known repair and maintenance works in Education & Youth assets	Damian Hughes - Senior Manager, School Planning & Provision	Claire Homard - Principal Education Officer Primary				Open

Potential Effect: The fabric of Education and Youth buildings will continue to decline.
Management Controls: Continuation of School Modernisation programme, Continuation of R&M planned maintenance programme, Capital Business Cases for school improvement, Implementation of Band A and Band B 21st Century Schools programmes
Progress Comment: Continuation of school Modernisation programme is the only conceivable way of addressing the repair and maintenance backlog. Additionally the programme continuation will also support:

- i) A reduction of unfilled places
- ii) Provide a more efficient school estate and concentrate resources on teaching by removal of unwanted fixed costs in infrastructure and leadership

Ensure that the condition and suitability of the school estate is improved.

Last Updated: 20-Sep-2016

RISK TITLE	LEAD OFFICER	SUPPORTING OFFICERS	INITIAL RISK RATING	CURRENT RISK RATING	TREND ARROW	RISK STATUS
Leadership capacity does not match school needs	Claire Homard - Principal Education Officer Primary	Jeanette Rock - Principal Education Officer Inclusion	Amber	Amber	↔	Open

Potential Effect: Downturn in school performance and underachievement
Management Controls: Regular Challenge Adviser monitoring visits through GwE.
 Well defined and established links between senior officers in GwE and the LA to support effective communication.
 A comprehensive programme of training and intervention designed to support the development of leadership skills.
 LA programme of School Monitoring meetings for schools causing concern, particularly in relation to leadership through the Governing Body and/or the headteacher.
Progress Comment: High quality leadership is a core requirement within schools to secure improved learner outcomes. The importance of this is recognised by the Council and GwE and a defined programme of training, intervention and challenge is in place to mitigate the risk identified.

All leadership positions in Flintshire are appropriately filled and support programmes in place.

Last Updated: 22-Sep-2016