

Agenda



Pwyllgor Craffu ar Berfformiad – Pobl

Dyddiad: Dydd Mawrth, 30 Tachwedd 2021

Amser: 10.00 am

Lleoliad: Virtual Meeting

At: Cynghorwyr: W Routley (Cadeirydd), J Cleverly, Y Forsey, L Lacey, S Marshall, J Richards, T Suller, H Thomas, C Townsend and T Watkins

Eitem	Wardiau Dan Sylw
1	<u>Ymddiheuriadau</u>
2	<u>Datganiadau o ddiddordeb</u>
3	<u>Cofnodion y Cyfarfod Blaenorol</u> (<i>Tudalennau 3 - 10</i>)
4	<u>Adolygiadau Canol Blwyddyn Addysg</u> (<i>Tudalennau 11 - 48</i>)
5	<u>Casgliad Adroddiadau Pwyllgorau</u> Ar ôl cwblhau adroddiadau'r Pwyllgor, gofynnir i'r Pwyllgor ffurfioli ei gasgliadau, ei argymhellion a'i sylwadau ar eitemau blaenorol i'w gweithredu.
6	<u>Adroddiad Cynghorydd Craffu</u> (<i>Tudalennau 49 - 54</i>) <ul style="list-style-type: none">a) Diweddariad ar y Rhaglen Gwaith i'r Dyfodol (Atodiad 1)b) Camau Gweithredu'n Codi (Atodiad 2)c) Adroddiadau Gwybodaeth (Atodiad 3) Cliciwch yma i wyllo'r cyfarfodw.

Mae'r dudalen hon yn wag yn

Minutes



Performance Scrutiny Committee - People

Date: 16 November 2021

Time: 4.00 pm

Present: Councillors W Routley (Chair), J Cleverly, Y Forsey, L Lacey, S Marshall, J Richards, T Suller, H Thomas, C Townsend and T Watkins

In Attendance: Sally Ann Jenkins (Head of Children & Young Peoples Services), Mary Ryan (Corporate Safeguarding Manager), Connor Hall (Scrutiny Adviser) and Samantha Schanzer

Apologies:

1 **Apologies**

None.

2 **Declarations of Interest**

None.

3 **Minutes of Previous Meeting**

The minutes of the previous meeting held 21st September 2021 were **accepted as a true and accurate record**.

4 **Mid-Year Review - Adult and Community Services**

The Head of Adult Services acknowledged that the report only reflected the last six months and highlighted that they were still dealing with the pandemic. The Head of Adult Services noted that the report had allowed them to refocus and prioritise workstreams to make sure they were what was required due to the pandemic. The Head of Adult Services noted that the number of referrals had remained steady, but referrals were more complex. The Head of Adult Services highlighted the increased activity in Adult Services within hospital sites and notably the Grange, as well as a reduction of staff available in both hospitals and in social care generally, with the lack of domiciliary care having slowed processes down. The Head of Adult Services highlighted the financial sustainability of care homes where there was a threat of other providers closing and staff shortages. The Head of Adult Services assured committee that they have been proactive in working creatively with providers to give them the resources necessary to keep them open.

Questions:

The committee asked:

- How has service user voice been used by Adult Services and have any changes been noted in said voice?

The Head of Adult Services highlighted the example of independent living for young people with learning or physical disabilities and how work had been done to hear their voices to improve their experience regarding building skills and learning. The Head of Adult Services also noted the importance of consulting individuals at every stage to ensure the optimal outcome for them regardless of what that is.

- Is there a plan B if there were any further closures of providers?

Head of Adult Services noted that staffing issues within domiciliary care could influence the packages that providers are able to give, and work was being done to ensure that everyone had the minimum required to continue working and were working to prevent future issues.

- Following the closure of the provider and rehoming of its residents, are families involved in these discussions?

The Head of Adult Services confirmed that families were involved and that they used this as an opportunity to revisit what would be best for the person at hand. The Head of Adult Services acknowledged that it was lucky that all 27 residents were able to be moved to a new location that was preferable to them and their families.

- Are companies able to help people with disabilities get into the workforce?

The Head of Adult Services confirmed that there were day opportunities available which was a part of care planning for the individuals and reiterated the importance of these for people with learning and physical disabilities. The Head of Adult Services highlighted the importance of recognising the interests of the individuals and ensuring that they are fully supported to do that as part of package. The Head of Adult Services noted that while there are various opportunities across Newport, the effects of the pandemic are still evident.

- How concerned was the Head of Adult Services at this stage with the upcoming Winter challenges?

The Head of Adult Services confirmed that they were at a crisis point in terms of the stability of provider services which had a direct impact on adult services. The Head of Adult Services highlighted that they must be smart with resources and look at creative ways to recruit, retain and meet the needs of staff, but acknowledged it was a risky situation.

The Cabinet Member informed committee that the Regional Partnership Board was looking at data already and were looking into increasing finances, improving the quality of service and care and other measures. The Cabinet member informed committee that there may be an announcement coming from Welsh Government regarding finance.

- How would social care in the present be addressed, what could be done to get out of the difficult situation?

The Cabinet Member acknowledged that it was a difficult situation as it wasn't just employing staff that was an issue, and that Covid infections were impacting staff availability. The Cabinet Member reiterated the hope for a Welsh Government announcement and highlighted the importance of employment packages to attract staff into the care sector.

- What chance is there of hitting the appointee-ship target?

The Head of Adult Services highlighted that it was running and effective in Newport for the citizens. The Head of Adult Services acknowledged that there was work still to be done as all efforts during the pandemic were put into supporting care services, but now they were able to, they were coming up with options and working more quickly on this piece of work.

- Would the target for the development of reablement and dementia services be met?

The Head of Adult Services felt that this would be a more difficult target to meet as they've had to repurpose many reablement services into reablement for people without dementia, and while difficult to achieve, the Head of Adult Services was hopeful it would be green.

- Would the implementation date for the Liberty Protection Safeguards be met?

The Head of Adult Services informed committee that this had kept being put back, and that they were waiting for the code of practice to be given and for the consultation to conclude. The Head of Adult Services assured committee that this time would be used to ensure staff had refresher training on the legislation.

- Are they on course to create a working group to review key jobs and descriptions across adult community services and deliver this by March 2022?

The Head of Adult Services informed committee that there hadn't been capacity to concentrate on this as planned but it was being reviewed as it had come up, in a "drip-feed" style rather than on a whole scale, and that while they were at 20% now, they should be on course to meet this.

- Would the development of a regional appointee-ship service through collaboration with other local authorities and partners be delivered by 2022?

The Head of Adult Services expressed the hope that it would be.

- The committee questioned whether this would be done regionally with one person leading it or by a team of people.

The Head of Adult Services felt that there was a need for local people to run the appointee-ship for it to be accessible for residents. The Head of Adult Services noted that while it may end up with a single person running it, the importance of determining who had the skills and how it would be managed locally was paramount.

- How did the Head of Adult Services see progression continuing regarding item 1 on page 27?

The Head of Adult Services noted that they were currently undergoing an accreditation and when achieved, it could be embedded across the workforce.

5 Mid-Year Review - Children and Young People's Services

The Strategic Director for Social Services highlighted the challenges faced in both service areas by workforces in public services, health, and social care due to the pandemic. The Strategic Director for Social Services highlighted the challenge faced by social care, and while not unique, noted the magnitude of these challenges going into winter. The Strategic Director for Social Services informed committee of the pressures faced by staff, and the challenge of retaining and recruiting staff, which The Strategic Director for Social Services assured committee was not a Newport-only issue, but UK-wide. The Strategic Director for Social Services assured committee that work was being done to address these concerns.

The Strategic Director for Social Services noted the forecast underspend present in the reports and highlighted that this was due to unusual circumstance within social care. The Strategic Director for Social Services emphasised that the budget reporting masked some issues like workforce issues as there was less spending on staff, as well as adult social care being unable to deliver some packages of care due to that staff shortage which would have cost a substantial amount, therefore making the saving "sad and unfortunate". The Strategic Director for Social Services also noted that multiple Welsh Government Covid grants had been received, with some spend being applied directly back to Welsh Government on a month-on-month basis, and planning for £3.5 million on grant expenditure for this financial year, which masks budgeting and finance issues. The Strategic Director for Social Services focused on the Children's report, noting the increase in contacts being made with Children's Services which reflected the difficulty of the pandemic for people. The Strategic Director for Social Services highlighted that these increased referrals placed staff under greater pressure and noted the increasing complexity in referrals made.

The Strategic Director for Social Services highlighted work done with unaccompanied asylum-seeking children, working in partnership with Cardiff to rehome those arriving in Kent and from port transfers, the piece of work being presented to Partnerships scrutiny tomorrow. The Strategic Director for Social Services noted that Newport had real options in being able to care for this group, offering positive services for good and strong care given the circumstances of their arrival.

The Strategic Director for Social Services noted the success seen with the MYST programme.

The Strategic Director for Social Services noted that Windmill Farm was moving forward with building and had a completion date in April, with staff being fully trained before opening.

The Strategic Director for Social Services felt that despite challenges faced, service provision had continued to be maintained, with work being done to innovate and hoped the report evidenced that despite the pandemic, Children's Services has been able to deliver services effectively and safely.

Questions:

The committee asked:

- Were there restrictions in offering a competitive salary?

The Strategic Director for Social Services said that budgeting was a restriction but felt that good wages were offered relative to neighbouring authorities. The Strategic Director for Social Services noted that recruitment was the issue at hand.

- What was going to be done to ensure underspend does not happen and that the money is used effectively.

The Strategic Director for Social Services felt that the most effective way to ensure both would be to employ staff. The Strategic Director for Social Services noted that plans were in place to improve this, but there was significant challenge as only short-term contracts based on grant funding could be offered.

The Cabinet Member reiterated the unusual circumstances and reminded committee that targets would never be perfectly achieved. The Cabinet Member highlighted that many authorities offered incentives to new staff when recruiting and felt that until wage equality was reached, recruiting in the care industry would be difficult.

- Could the Strategic Director for Social Services elaborate regarding family court cases and the delivery of children's services and how would it be improved.

The Strategic Director for Social Services noted that significant changes had to be made how they were managed, and restrictions being introduced delayed some areas in family court. The Strategic Director for Social Services noted that these were acute in private law rather than public but were mounting. The Strategic Director for Social Services highlighted that many challenges and issues were out of their control but were working to improve and expand preventative measures so that less cases had to go to court.

The Strategic Director for Social Services noted the pressure on the delivery of Children's Services as work is constant. The Strategic Director for Social Services reiterated the importance of working with preventative services, managing pressures, and looking at support families more effectively.

The Cabinet Member highlighted the mental health struggles of school children, noting that it was a growing issue and backlogs were being caused as a result.

- Had posts been advertised?

The Strategic Director for Social Services highlighted the extensive advertisements placed with support from HR, and noted the work being done to look at how to work with colleges to recruit. The Strategic Director for Social Services noted that Newport City Council was a part of Social Care Wales: We Care Wales which was working to promote social care being a good place to work. The Strategic Director for Social Services added that they also wanted to retain existing staff by being flexible and encouraging.

- Would any underspend go towards the care and welfare of staff?

The Strategic Director for Social Services noted that WG had made payments to staff before Christmas 2020. The Strategic Director for Social Services noted that they were looking at wellbeing improvements from grant money such as clinical or reflective supervision and informed committee that most additional grant funding was conditional.

- How successful had the advertisement to increase the pool of foster carers had been and what was the most successful way to attract foster carer?

The Strategic Director for Social Services noted that they were a part of Foster Wales which had included a TV campaign, but they had also advertised locally. The Strategic Director for Social Services felt that the best way was word of mouth and highlighted that the support and small gestures given by the authority was key for foster carer retention.

- How had Service User Voice been used by both adults and children and had any changes been noted due to said user voice?

The Strategic Director for Social Services highlighted the work done with Barnardo's to look at areas of work which has included looking at work done regarding exploitation and the interface between preventative and statutory services. The Strategic Director for Social Services highlighted the work done around child protection process wherein they spoke with staff and Child Protection conference chairs, parents and children involved in those systems which resulted in learning and needed changes being highlighted which are driven by the team and the voices of children and their parents.

The Strategic Director also highlighted work being done to avoid mothers losing babies at birth.

- Is the service area on course to meet targets of the child exploitation response model and if not, what are the potential risks?

The Strategic Director for Social Services assured committee that they are working with partners which can complicate it. The Strategic Director for Social Services highlighted the importance of delivering multi-agency meeting model and the exploitation tool kit. The Strategic Director for Social Services highlighted the exploitation social worker had made a significant difference with the knowledge and skills the social worker was able to share across the service area. The Strategic Director for Social Services explained that the reason for the amber status was that realistically challenges will always arise so they must remain realistic but are on target for the work they are doing.

- Whether targets would be hit for exploring the sustainability of options for early intervention protections within the preventions teams post for March 2021.

The Strategic Director for Social Services noted that initial funding was to March 2020 but was extended and thus would be able to operate the pilot for the whole of 2021-22. The Strategic Director for Social Services informed committee that this funding had come from the PCC and whilst recognising its success, continued funding was not guaranteed. The Strategic Director for Social Services noted that they have been able to be clear about the strong Police presence in the safeguarding hub, which has made a large difference in the management of referrals. The Strategic Director for Social Services noted that if additional funding could be secured then work could continue, but it was unlikely and therefore learning would have to be

taken forward into other pieces of work.

- How were the delays to the public law working group reform of family justice report affecting progress in improving issues?

The Strategic Director for Social Services highlighted that the report had come out in March 2021 and that the reason timescales were given was the actions for them to implement as this couldn't be done without the report, which was late. The Strategic Director for Social Services noted that a lot of work had been done nationally and locally in looking at how work is done across social work teams. The Strategic Director for Social Services highlighted the importance of reflecting on work done in pre-proceedings and services offered to families before court. The Strategic Director for Social Services highlighted the numbers of looked after children were coming down and linked to that, the number of children in care proceedings was low, largely due to advance work.

- How was that figure reflected in those the Local Authority Cares for versus those out of County?

The Strategic Director for Social Services noted that there has never been a huge number of children relative to total number out of county, apart from those just over/on county borders.

- Will we see a rise in contacts as covid continues?

The Strategic Director for Social Services noted it was inevitable and the service area was anticipating its busiest year.

- Are there any signs of businesses supporting work experience for young people?

The Strategic Director for Social Services noted that there was a lot of support with summer activities but highlighted that it was a difficult time for everyone, especially businesses.

- How many unaccompanied children would Newport be taking in?

The Strategic Director for Social Services informed committee that the report being presented at the Partnership meeting on the 17th of November 2021 would be forwarded as it was relevant.

The Strategic Director for Social Services said that they were working with Cardiff and Welsh Government, and were taking in 10 children, 8 of which had been already taken in. The Strategic Director for Social Services informed committee that once the 10 children were resettled, there would be time to look at taking in.

- Were any new partners/partnerships being used to consider new ways of working from the past year's experiences?

The Strategic Director for Social Services assured committee that partnerships with range of agencies and Barnardo's would be continued but that there were no specific new partnerships to mention. The Strategic Director for Social Services noted that there had been big challenges from March 2020 until summer 2021 as many agencies had stepped down services and challenges with agencies not visiting which still resonates today.

The Cabinet Member highlighted that while this was only a mid-year forecast, only one target was red, which was largely out of the service area's control, with the others being amber and green.

6 Conclusions of Committee Reports

The committee recommended:

- A Member's seminar to update Members regarding the 'crisis' in adult services.
- A visit to Windmill farm takes place.

An update be given on the Rosendale Annex

The committee commented that overall they were happy with the report and the answers given by attendees.

7 Scrutiny Adviser Reports

The Scrutiny Adviser noted the next meeting of this committee would start at 10am on the 30th of November 2021.

The meeting terminated at 6.14 pm

Scrutiny Report

Performance Scrutiny Committee – People

Part 1

Date: 30th November 2021

Subject 2021/22 Service Plan Mid-Year Reviews

Author Scrutiny Adviser

Responsible Cabinet Member / Officer:	Area / Role / Subject
Cllr Deb Davies	Cabinet Member for Education and Skills
Sarah Morgan	Head of Education Services
Katy Rees	Head of Inclusion
Karyn Keane	Head of Engagement and Learning
Deborah Weston	Service Manager: Resources and Planning

Section A – Committee Guidance and Recommendations

1 Recommendations to the Committee

The Committee is asked:

- 1.1 To consider the following Service Plan Mid-Year Review in relation to Education Services and their performance for the first six months in 2021/22. Each Mid-year review report includes an Executive Summary, 2021/22 Budget and Forecasted Expenditure, Q2 Service Areas Risks, Executive Summary, Analysis of Performance against Service Plan Objectives and Performance Measures as at end of Quarter 2 (30th September 2021) for:
- **Appendix 1 – Education Services**

2 Context

Background

- 2.1 Each Service Area has set a Service Plan to support the delivery of the Council's Corporate Plan 2017-22 and now the Strategic Recovery Aims which were endorsed by the Council's Cabinet in June 2021. Annually, each service area reviews their plans and updates accordingly based upon resources (finance and human resources), strategic objectives and risks.

Service Plans for 2021/22 include:

- Key programme and project work being undertaken by the service area;
- Service Plan Objectives and planned actions including links to the Strategic Recovery Aims;
- Performance measures including National (Welsh Government / Public Accountability Measures) and locally set measures; and
- Service area risks.

- 2.2 Service Plans were originally approved by Cabinet Members in 2018/19 and have been annually reviewed and updated as the Council has progressed in the delivery of the Corporate Plan. The 2021/22 service plan has been approved by the relevant Cabinet Member, following the Member consultation process. This report presents Members with the Mid-Year Reviews for each Service Plan.

3 Information Submitted to the Committee

- 3.1 This year's report for Mid-year reviews cover the period 1st April 2021 to 30th September 2021 and include: 2021/22 Budget and Forecasted Expenditure, Service Areas Risks, Executive Summary, Analysis of Performance against Service Plan Objectives and Performance Measures.

The updates are structured into the following sections:

Introduction and Financial Summary	Each report provides an introduction to each service area and their main objectives, budget and forecasted expenditure for the financial year 2021/22.
Executive Summary	The Executive Summary of the Head of Service is provided as an overview of performance for the first six months of the financial year. Heads of Service will also provide a summary of the impacts that Covid-19 has had on the service area and will also be looking forward for the remaining six months of the financial year.
Service Area Risks	Overview of corporate and service risks including risk scores for Quarter 2 and the previous three quarters. Also included is a glossary for the objective updates and risk scores. Note: Corporate and Service Risks are reported quarterly to the Council's Audit Committee and Cabinet.
Analysis of Progress against Objectives / Actions	Each service plan will have an overview of progress made in the first six months (1 st April 2021 to 30 th September 2021) against the objectives and their actions. For this years' service plan, actions will also indicate where they support the Council's Strategic Recovery Aims. Each action has a start date and an end date. Actions that are commencing from 1 st October 2021 onwards will be included but not performance reported against it. Performance against each action will be based upon Red / Amber / Green (RAG) status based upon whether the action is anticipated to be delivered by the agreed date or not. Each action also has a percentage of completion to enable Members to understand the current progression against the action. <ul style="list-style-type: none"> • Green C / 100% - Action has been completed • Green % - Action is on target to complete by agreed timescale • Amber % - Issues are identified which could impact on the delivery of the action by the agreed timescale. • Red % - The action is not going to be able to deliver by agreed timescale and immediate action is required. • ? - Update has not been provided for Q2.
Performance Measures	Performance measures reported in the review are for the first six months of the financial year. Not all performance measures will be reported as they may be reported annually and therefore will be included as part of the End of year review process. Additionally, this year due to Covid-19 there may also be some performance measures that cannot be reported due to the measure being suspended or for other reasons the service area is unable to collect the data. Where this occurs the service area will indicate this in the report. For performance measures that are reported the figure will indicate whether it is achieving its target or if it is under achieving. Where measures are under achieving against the target (Amber / Red) the service area will provide commentary to explain the reason(s) and what action is being taken to improve performance. Performance of the Measures is ranked using the following: <ul style="list-style-type: none"> • Green - Performance is above Target

	<ul style="list-style-type: none"> • Amber - Performance is below Target (0-15%) • Red - Performance is under achieving (+15%) • ? – Performance is unknown (data missing) <p>The report will also include the performance measures previous performance in the last three years for comparison.</p>
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4. Suggested Areas of Focus

4.1 Role of the Committee

The role of the Committee in considering the report is to:

Assess and make comment on:

- **Finance** – Based upon current forecasting and considering the impacts of Covid-19, is the service area projected to be under spent or over spent by the end of the financial year?
 - Is there sufficient assurance that service delivery is not impacted?
- **Objectives and Actions** – Is the service area making good progress against the actions identified in the service plan?
 - For actions that have been completed, has the service area demonstrated what the outcome(s) of delivery are and what impact it has had on the service area.
 - The impact(s) of Covid-19 on the capacity and capability of the service area to deliver its objectives.
 - For actions still in progress, are these actions still projected to be completed on time and are there any areas where further clarification is required.
 - Do Members have sufficient assurance that good progress is being made by the service area to support the overall delivery of the Corporate Plan and the Strategic Recovery Aims.
- **Performance Measures** – Are there any performance measures that are under performing and is there reasonable explanation and sufficient action being taken to address performance both in the short term and long term.

In drawing its conclusions, the Committee should assess:

- Is the Committee satisfied that the service areas are making good progress against their objectives, actions and performance measures at the end of quarter 2?
- What was the overall conclusion on the information contained within the reports?
- Are there any areas that requires more in-depth reviews by the Committee
- Are there any areas in the report that are missing and/or require further clarification?
- Does the Committee wish to make any Comments / Recommendations to the Cabinet?

4.2 Suggested Lines of Enquiry

In evaluating Service Plan performance, the Committee may wish to consider:

- Analysing the Service Plan Mid-Year Reviews and evaluating how well Service Areas performed in the first half of the financial year against the objectives, actions, recovery aims and performance measures in their service plans;
- Has the service area fully considered the impacts of Covid-19 in the delivery of their objectives?
- Is the service area taking demonstrating sufficient steps to innovate or change the way they deliver services to meet the long term needs of its users?
- Are targets sufficiently challenging and balanced between being realistic and robust especially in light of the Covid-19 crisis?
- Are actions appropriately contributing to the Well-being objectives and Strategic Recovery Aim(s) listed?
- Is any underperformance being addressed and are associated risks being mitigated?
- What is being done to improve performance for the second half of this financial year (taking ongoing Covid-19 impacts into consideration)?
- Are there any emerging risks / issues and lessons learned as result of Covid-19 on the service area both short term and long term?
- Are there any barriers to improving performance of objectives, actions and performance measures in the Service Plans?
- Is the Service Area on target with its budget? If not what mitigations are planned to reduce overspends within this financial year?

4.3 Well-being of Future Generations (Wales) Act

5 Ways of Working	Types of Questions to consider:
Long-term The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.	Do the objectives and actions of the service area take into account the long-term trends that will impact services areas?
	Do the objectives and actions consider the needs of service users and future trends of service delivery? E.g. What is the demographic forecast of young people living in Newport services required to support needs of future service users?
Prevention Prevent problems occurring or getting worse.	Do the objectives and actions undertaken prevent issues being faced by service users / communities now and in the future?
	Are the solutions being provided today having an impact on the root causes of the problem(s)?
	Is the service area addressing areas of underperformance that will improve service delivery in the short term and long term?
Integration Considering how public bodies' well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.	Are service areas considering the goals of strategic partner organisations, the Public Services Board and wider regional / national objectives?
	Is the progress of delivery against objectives aligned with that of other Council service areas, strategic partners and that of other organisations?
Collaboration Acting in collaboration with any other person (or different parts of the organisation itself).	Who does the service area collaborate with (Internal / external) to deliver objectives and actions?
	What are the lessons learned and benefits from collaborative working?
	How does collaboration benefit the Council and service users in the long term? E.g. resource, knowledge, expertise, value for money, outcome(s) for the service user.
Involvement The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.	How are the views of the service user / wider community and partners being considered in the delivery of services and activities?
	How does the feedback of service users, citizens and businesses improve their experience and ensure lessons are learned?
	How do you ensure the views of vulnerable and marginalised communities taken into consideration on decision making?

Section B – Supporting Information

5 Links to Council Policies and Priorities

- 5.1 Service Plan Mid-Year Reviews directly support the delivery of the Council's Well-being Objectives set in the Council's Corporate Plan 2017-22 and the Strategic Recovery Aims. Furthermore, the four Well-being Objectives contribute towards the delivery of the Public Services Board 'One Newport' Well-being Plan 2018-23 and ultimately the Well-being Goals set in the Well-being of Future Generations Act 2015. An overview of the strategic alignment is highlighted in the table below.
- 5.2 Members of the Committee should also consider the statutory duties that service areas are required to deliver and comply with necessary legislation. These are outlined in the Council's Constitution and where necessary stated in the report.

Well-being Objectives	Promote economic growth and regeneration whilst protecting the environment	Improve skills, educational outcomes & employment opportunities	Enable people to be healthy, independent & resilient	Build cohesive & sustainable communities
Corporate Plan Commitments	Thriving City	Aspirational People		Resilient Communities
Supporting Function	Modernised Council			

6. Background Papers

- [The Essentials – Well-being of Future Generation Act \(Wales\)](#)
- [Corporate Plan 2017-22](#)
- [Strategic Recovery Aims](#)
- Education Services Service Plan (2021-22)

Report Completed: November 2021

Mae'r dudalen hon yn wag yn

Education Services

Mid-Year Review 21/22



Tudalen 17






Cabinet Member for Education Services – Councillor Deb Davies

Chief Executive – Beverly Owen

Head of Service – Sarah Morgan

Introduction

This is the Education Services update on the progress being made against the objectives, actions, performance and risk for the period 1st April 2021 to 30th September 2021. Service plans have been designed to support the delivery of the [Council's Corporate Plan 2017-22](#). As one of the 44 public bodies, Newport Council must consider the Well-being of Future Generations Act in the delivery of its plans and the sustainable development principle of meeting our duty under the Act.

Long term		The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.
Prevention		How acting to prevent problems occurring or getting worse, may help public bodies meet their objectives.
Integration		Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.
Collaboration		Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.
Involvement		The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area, which the body serves.

The Education Services service plan focuses on the delivery of the following Wellbeing Objective(s) in the Corporate Plan:

- **Wellbeing Objective 1** –To improve skills, education and employment opportunities; and
- **Strategic Recovery 1** – Understand, and respond to, the additional challenges which Covid19 has presented, including loss of employment, impact on business and on the progress, achievement and wellbeing of both mainstream and vulnerable learners.

The 2021/22 Service Plan has eight objectives that are focused on:

Objective 1 – Improve school standards

Objective 2 – To improve Inclusive practice in Schools in order to reduce exclusions, improve rates of attendance and to prevent disengagement of vulnerable learners post Covid 19.

Objective 3 – Further improve pupil well-being and equity in education.

Objective 4 – To further develop a motivated, capable and engaged workforce

Objective 5 – Continue to support quality learning pathways, and identify opportunities for further improvements in provision

Objective 6 – Improve pupil participation in decision making

Objective 7 – Ensure that the Council's ambitions in relation to expanding Welsh-medium education and provision are progressed

Objective 8 – School budgets are effectively managed

Cabinet Member(s) / Head of Service Executive Summary

The Education Service continues to develop and deliver effective leadership and provision, which has been reflected in the response of the service to the Covid 19 pandemic and progress against the Education Service plan.

Central services have continued to adapt to meet the challenges posed by the Covid pandemic. Pupil attendance remains a priority for the service and current data indicates attendance, both in Newport and across Wales, is significantly lower than pre-pandemic times, largely due to illness. The Education Welfare Service (EWS) has worked closely with schools and individual families to re-engage learners in school attendance. The work of EWS has been complemented by Gwent Education Minority-Ethnic Service (GEMS), School Admissions Team and the Inclusion Enrichment Team to support families to gain school places, promote school attendance and enable access to specialist education provision.

Throughout the pandemic Education Service has worked with schools and the Education Achievement Service (EAS) to prepare for and deliver Additional Learning Needs (ALN) Transformation, address Estyn recommendations for individual schools, and to support schools to prepare for the introduction of Curriculum for Wales in September 2022. Adapting to the requirements of the ALN and Educational Tribunal Act remains a priority for the Education Service. Education Services has recruited a number of additional staff, including Teacher Advisors, Educational Psychologists and a Higher Level Teaching Assistant (HLTA), to develop provision for ALN Learners aged 0-25 years, as required by the Act.

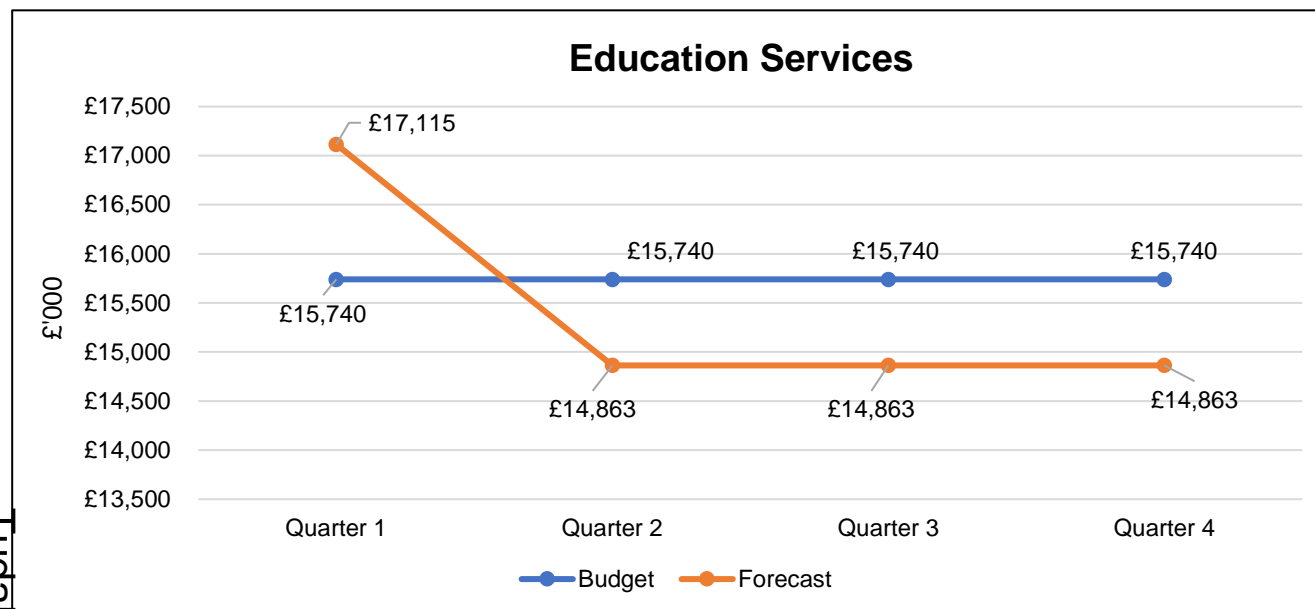
Despite challenges posed by the pandemic, the 21st Century Schools and EdTech programmes have continued to demonstrate strong progress. School organisation process have also continued including the amalgamation of Fair Oak and Kimberley Nursery into Newport Nursery School and the opening of the fourth welsh-medium primary school, Ysgol Gymraeg Nant Gwenni.

Following a period of furlough Gwent Music has re-established provision within schools and music centres and has adapted business processes and music provision drawing on learning completed during the pandemic.

School finances remains a significant priority for the service and is an area of focussed activity. Service expenditure is currently under budget.

The service has continued to progress key objectives aligned to recommendations made by Estyn following the November 2018 and the Joint Services Inspection that took place in December 2019.

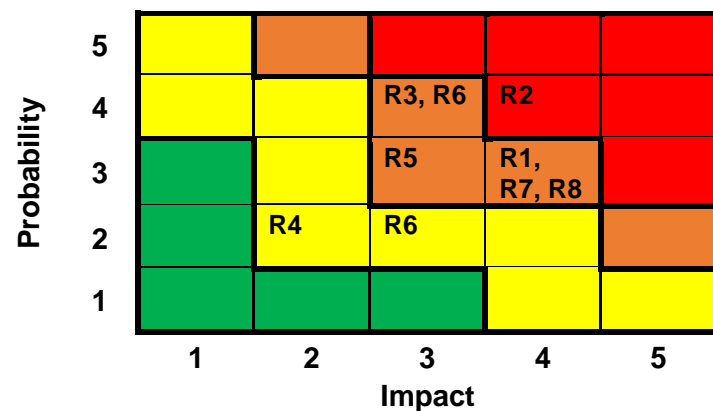
Education – Mid Year Forecast Vs 2021/22 Budget



This provides an overview of the Education Service forecasted position to the end of quarter 2 (April to September 2021).

Education 21

Service Area Risks at 30th September 2021



Service Area Risk Heat Map Key (Quarter 2 2021/22)

R1 – Schools Finance / Cost Pressures	R5 – GEMS Grant
R2 – Demand for ALN and SEN support	R6 – Provision and Planning of school places
R3 – Educational Out of County Placements	R7 - 21 st Century Schools
R4 (Led by Social Services) – Safeguarding	R8 – Welsh in Education

Glossary

Actions (Red / Amber / Green)

C	Green RAG – Completed
%	Green RAG – Action is on course to be completed within timescale
%	Amber RAG – There are potential issues which unless addressed the action might not be achieved within agreed timescales.
%	Red RAG – The action requires immediate action to achieve delivery within agreed timescales.
?	Unknown RAG (Data missing)

Programmes and Projects

Tudalen 22

This provides an update on the delivery of key programmes and projects that contribute towards the delivery of the Corporate Plan 2017-22. This covers the progress of delivery from 1st April to 30th September 2021.

Programme / Project Title	Brief Programme / Project Overview	Anticipated Programme / Project Completion Date	% of Project Completed	Commentary
Welsh Government EdTech Programme	This is a Welsh Government grant funded programme to deliver Hwb across all schools in Wales through an investment in school broadband, ICT infrastructure, networks and resources. All schools will be expected to meet the minimum expected standards.	Quarter 4 2021/22	50%	2021/22 EdTech funding has been used to provide schools with additional digital devices and AV resources. We are anticipating that these will be delivered to schools during the Autumn Term 2021. This will provide schools with an additional: <ul style="list-style-type: none"> • 2408 laptops, Chromebooks and Apple devices • 106 digital projectors • 105 interactive screens • 86 charging trolley
21st Century Schools – Ysgol Gyfun Gwent Is Coed	This project will support improvements to the Council's overall asset management by replacing a poor quality teaching block with new accommodation suitable for ensuring	Quarter 2 2021/22	40%	Works on site are progressing well and the project remains on course for completion in March 2023. The new 3G sports pitch is due to be handed over to the school in October 2021. The project has already achieved the required

Programme / Project Title	Brief Programme / Project Overview	Anticipated Programme / Project Completion Date	% of Project Completed	Commentary
	that the school is able to deliver all aspects of the secondary school curriculum.			BREEAM excellent ratings for environmental standards.
21st Century Schools – Bassaleg School	This project will support improvements to the Council's overall asset management by replacing poor quality and demountable classrooms with new accommodation. The project will also support the sufficiency of school places by increasing the overall capacity of the school.	Quarter 2 2022/23	25%	Following the recent tender process, a successful contractor for the project has been appointed. The contractor will now work in partnership with the Council, the School and Newport Norse to ensure that the project works commence later this year. The costs are however higher than the budget envelope identified for this scheme, and work is currently underway to agree a Strategic Outline Programme extension for submission to Welsh Government which will hopefully enable additional funding to be allocated to the Band B programme as a whole.
21 st Century Schools – Caerleon Comprehensive School	This project will support improvements to the Council's overall asset management by replacing poor quality and demountable classrooms with new accommodation.	Quarter 2 2022/23	15%	Design works have concluded, however the latest cost estimates suggest a shortfall when compared with the funding allocated to this project. The project is therefore on hold whilst the Council explores opportunities for additional funding from Welsh Government via a Strategic Outline Programme extension.
21 st Century Schools – New School at Whiteheads	This project will support the sufficiency of school places through the creation of a new 3-form entry school to which the oversubscribed Pillgwenlly Primary will relocate.	Quarter 4 2022/23	15%	The latest cost plan estimates suggest that additional funding will be required to deliver this project, and this will be addressed via the Strategic Outline Programme extension that is currently being developed for submission to Welsh Government later in the autumn term. In exploring the most cost-effective solution, consideration is being given to modular or system build solutions which will reduce the time for the project to be delivered, and the anticipated timescale has a direct impact on the relocation of Ysgol Gymraeg Nant Gwenlli to its permanent site.
New Welsh-medium Primary School	This is a £5.8m grant funded project which will see the establishment of a new Welsh-medium primary school to support Welsh Government's Cymraeg 2050 charter.	Quarter 2 2022/23	50%	Ysgol Gymraeg Nant Gwenlli opened as planned on 1st September 2021. It will remain at a temporary location in Caerleon for two

Programme / Project Title	Brief Programme / Project Overview	Anticipated Programme / Project Completion Date	% of Project Completed	Commentary
				years before moving to a permanent site in Pillgwenlly in September 2023.
Expansion of Ysgol Bryn Derw	This project will see the creation of a dedicated 28-place Foundation Phase base for pupils with ASD through the refurbishment of the Kimberley Nursery School building	Quarter 4 2021/22	40%	Formal consultation was undertaken between 21st June and 1st August 2021, and a consultation report has now been drafted, published and shared with stakeholders. A report to the Cabinet Member for Education to move to the publication of a statutory notice is currently in progress.
Safe Walking Routes to School	To confirm that the Safe Walking Network accords with current legislation and robustly supports the School Admissions and Home to School Transport policies, and can be held up to challenge through the independent School Admission Appeals function. This is a tripartite project with City Services and People & Business Change.	Quarter 2 2021/22	C	There is no further action that can be taken by the Education Service. Colleagues in City Services have confirmed that they are taken steps to review safe walking routes to schools across the city, although it is acknowledged that this will take some time to fully resolve.
School Meals Contract	The new contract will commence on 1st September 2021, and will need to meet the needs of schools post-Covid. The new contract will bring capital investment to the school meals provision, and the Education Service must ensure that this investment supports strategic priorities across the education estate.	Quarter 4 2021/22	50%	The new contract was implemented earlier than planned on 1st June 2021. Investment requests are considered by the Contract Board, and a priority project at Ysgol Bryn Derw was completed over the summer holidays.
ALN Transformation	To further the implementation of the Additional Learning Needs (ALN) and Educational Tribunal Act 2018 and review the staffing resources needed to implement the demands of the Act.	Quarter 2 2021/22	80%	Although the implementation of the new Additional Learning Needs Code started in September 2021, Welsh Government are yet to release their implementation guidance, so we are unable to complete the work with Schools regarding the new system.
Pilot to prevent criminal exploitation	Well-being Objective 3 – To enable people to be healthy, independent and resilient	Quarter 2 2021/22	70%	The Understanding the Triggers operational group have developed an identification toolkit and a referral process for bespoke support. Education Officers, the preventions team lead and health professionals are collaborating to provide appropriate support/interventions' for the pupils and families identified. The pilot will continue into the autumn term.

Workforce Planning

To support the delivery of the Service Plan and Corporate Plan objectives, service areas in collaboration with the Council's Human Resources team have identified three key actions to improve the capacity and capability of its workforce in 2021/22

Action	Outcome(s) of Action	Action Start Date	Anticipated Completion Date	% of Action completed	Commentary
Identify staffing need and secure funding for additional posts.	Inclusion Services have seen a significant reduction in resources over the past 8 years reducing staff to less than 25% of its original FTE officers. The new ALN Act beginning Sept 2021 expands the volume and breadth of local authority statutory obligations to include two further age groups 0-5 years and 19-25 years. At present the inclusion teams does not have the capacity to manage ALN transformation for 5-19 years.	1 st April 2021	30 th April 2022	C	Six new Inclusion Enrichment Team Officers have been appointed to provide additional capacity to support the extended age range of 0-25yrs for pupils with Additional Learning Needs (ALN). This includes two Teacher Advisors, two Statementing Officers and an HLTA to support Early Years providers. We have appointed one Educational Psychologist (EP) however due to a national shortage of EPs we have been unable to appoint to the remaining vacant post. This post will be re-advertised and locum EPs will be sourced where possible to add capacity to the team.
Upskill current employees and also focus on recruitment and Welsh being an essential criteria.	More welsh-medium education provision requiring more welsh speakers working within central education services	1 st April 2021	31 st March 2022	40%	Two members of the Education Service have enrolled in a one-year course through Coleg Gwent. Other colleagues have undertaken Welsh in the Workplace taster sessions. A short video on the history of the Welsh language in Newport was shared at a recent Education Service Event. We will continue to look into upskilling staff in relation to the Welsh language in the coming months.
To undertake a review of Gwent Music Service with the Council's Business Improvement Team.	To have a new operating model for Gwent music to support future demand for music service following recovery post COVID.	1 st April 2021	31 st March 2022	50%	The Gwent Music Service has developed an action plan to address each of the recommendations arising from the Business Improvement Team review. The service is now delivering music provision in 94 of the 161 schools in the region with 31 of these schools based in Newport.
Restructure the current service to introduce Deputy	Develop, improve and promote career progression and resilience in the team.	1 st April 2021	31 st March 2022	50%	A restructure of the service has been completed. The service is now led by a Grade 10 Education Welfare Service Manager with the

Action	Outcome(s) of Action	Action Start Date	Anticipated Completion Date	% of Action completed	Commentary
Senior Education Welfare Officer (SEWO) post.					Grade 8 deputy post of Senior Education Welfare Officer recently appointed. The team also includes 5 Education Welfare Officers (Grade 7) and the post of Family Liaison Officer (Grade 5) that is yet to be appointed.

Objectives and Action Update (30th September 2021)

This is an update on the progress against service objectives and actions to the end of quarter 2 (30th September 2021).

Objective 1 – Improve school standards						
Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
1	(Estyn Rec 2) Newport Education Services acts as a professional partner to approve all secondary school Pupil Development Grant (PDG) and School Development Plans (SDP) and for sample primary schools	60% of PDG spend is directed to KS3 and spend is informed and aligned to appropriate Sutton Trust activities.	1 st September 2021	31 st December 2021	20%	Planned PDG spend and use of all grants, is discussed at every School Development Plan (SDP) Professional Discussion involving LA Senior Officers, Headteachers, Chairs of Governors, EAS Principal School Improvement Partners and School Improvement Partners/Challenge Advisors. SIPs will continue to work with headteacher to support evaluation of the grant spend. As of 1st October, all secondary schools have participated in this process and meetings with all primary schools will now commence.
2	Embed the Learn Well Strategy involving representatives from across NCC.	Reduction in the attainment gap for learner eFSM and non-FSM.	1 st April 2021	31 st March 2022	50%	The Learn Well Strategic Group has continued to meet at least termly to capture the priorities and progress of the four working groups that are Chaired by Officers from a range of Service Areas.
3	Provide professional learning for Chairs and Vice-Chairs of Governors in secondary schools focussing on improving the quality of leadership and teaching and learning.	Reduction in the attainment gap for learner eFSM and non-FSM Increased average Capped Nine scores for individual schools	1 st April 2021	31 st March 2022	50%	Chief Education Officer briefings have been provided to all headteachers and will be discussed at governing bodies during the autumn term. Additionally, new finance training has been delivered to Chairs of Governors and Headteachers by Officers within Education Services and NCC Financial Services. Additionally, a range of professional learning opportunities have been offered to all governing bodies via EAS Governor Support.
4	Support schools to ensure that curriculum pathways provide an appropriate choice	Reduction in the attainment gap for learner eFSM and non-FSM.	1 st April 2021	31 st March 2022	50%	Headteachers and local authority officers have co-constructed an agreed post-16 operating model that will help develop

Objective 1 – Improve school standards

Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
	for all learners both pre and post 16.	Increased average Capped Nine scores for individual schools. Increased learner outcomes Post 16.				consistency of practice across all schools. This includes identification of viable group sizes and minimising duplication of subjects. Work is ongoing to explore the future use of blended learning models. The post-16 operating model is supported by agreed roles and responsibilities across all partners. EAS continue to work with schools in preparation for the introduction of Curriculum for Wales in September 2022.
Tudalen 28	Evaluate the current range of enhanced curriculum opportunities funded via the pupil development grant and share best practice across the secondary phase.	Reduction in the attainment gap for learner eFSM and non-FSM Increased average Capped Nine scores for individual schools.	1 st April 2020	31 st March 2022	50%	Planned PDG spend and use of all grants, is discussed at every School Development Plan (SDP) Professional Discussion involving LA Senior Officers, Headteachers, Chairs of Governors, EAS Principal School Improvement Partners and School Improvement Partners/Challenge Advisors. SIPs will continue to work with headteacher to support evaluation of the grant spend.
6	(Estyn Rec 2) Monitor the impact of Well-being and Looked After Children Cluster Grant plans.	All cluster pupil development grant plans are agreed by a professional partner approval panel to ensure a wider stakeholder engagement and ownership of this process.	1 st April 2021	31 st March 2022	20%	PDG funding for Looked After Children has been allocated to schools. Clusters are now working to develop their collective grant plans which will be submitted prior to the October half term break.
7	(Estyn Rec 1) Quality Assure the implementation of the EAS Business Plan 2021/22 and the Newport priorities detailed in the plan.	Schools are effectively supported to address the Estyn recommendations contained in the Thematic report on Covid 19	1 st April 2021	31 st March 2022	50%	Monthly quality assurance meetings take place with EAS in addition to regular Joint Executive Group (JEG) meetings with regional Cabinet Members, Education Lead Officers and Senior EAS Staff.
8	(Estyn Rec 1) Determine education priorities for Newport City Council and incorporate into the	Individual learners will achieve their school level targets and schools will achieve their	1 st January 2022	31 st March 2022	N/A	Not Yet Commenced

Objective 1 – Improve school standards						
Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
	Education Achievement Service Business Plan for 2022/23	statutory targets e.g. capped nine.				

Objective 2 – To improve Inclusive practice in Schools in order to reduce exclusions, improve rates of attendance and to prevent disengagement of vulnerable learners post Covid 19						
Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
Tudalen 29~	Provide support for schools with re-engaging pupils in their education following the period of enforced closure	Reduction in primary and secondary school rates of persistent absence.	1 st September 2020	31 st July 2022	60%	High levels of pupil absence are still being reported by schools at the start of the new academic year. Rates of attendance are being affected by several factors including: positive cases of Covid-19; asymptomatic pupils being kept at home when parents, siblings or another close contact has a confirmed case of Covid-19; and parents not wanting to send their children to school because of concerns about Covid-19. The current Welsh Government Operational Guidance for schools takes the view that punitive measures, including fines, are not be appropriate unless local authorities deem it necessary to pursue a small number of cases relating to persistent absence, which are unrelated to the Covid-19 pandemic; and there are concerns about the welfare of the child; or there have been extensive efforts to try and re-engage with the family by the school and / or the EWS. In such cases local authorities are advised to follow guidance set out in the All Wales Attendance Framework. Newport has not pursued any punitive measures to date.

Objective 2 – To improve Inclusive practice in Schools in order to reduce exclusions, improve rates of attendance and to prevent disengagement of vulnerable learners post Covid 19						
Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
2	Implement the NCC attendance strategy to reduce rates of persistent absenteeism.	Reduction in primary and secondary school rates of persistent absence.	1 st April 2019	31 st July 2022	65%	Education Welfare Officers continue to work closely with schools to analyse individual learner level attendance. This work helps identify learners and families who are referred to the Education Welfare Service for follow up. Home visits are ongoing with a Covid-19 risk assessment in place to support this work. Education Welfare Officers attend school meetings with families and other agencies to offer support with an updated risk assessment in place to support this work.
Tudalen 30	Develop and implement a new school attendance media campaign.	Media campaign is used by schools across the city	1 st April 2019	31 st July 2022	70%	Current rates of Covid-19 have resulted in a delay to the attendance campaign being implemented. The suite of resources that has been developed will be published when there is an improvement in the current position and improved rates of attendance can be expected.
4	Ensure cluster attendance policies are developed and implemented.	Many clusters use a cluster attendance policy to develop a consistent approach to supporting their work to improve rates of attendance	1 st April 2019	31 st July 2022	65%	A named EWO is supporting this ongoing work with the Education Welfare Service Manager by carrying out a scoping exercise. Due to Covid this is now a priority for the Spring term
5	Ensure parental applications for Elective Home Education are monitored and tracked to provide an understanding of trends and support needs.	An accurate overview is in place of the numbers of children who are electively home educated in Newport to promote their access to an appropriate education	1 st April 2020	31 st July 2022	70%	The number of parents notifying the local authority of their intention to home educate their children continues to rise. As of 30th September 2021, 185 children were known to be home educated. The Education Welfare Service has developed the first of a series of newsletters that will be circulated to home educating families on a regular basis. This provides details of how the local authority can support home

Objective 2 – To improve Inclusive practice in Schools in order to reduce exclusions, improve rates of attendance and to prevent disengagement of vulnerable learners post Covid 19

Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
						educating families to provide an education for their children.
6	Audit calming room and timeout room usage across all school sectors and update the current policy in liaison with the safeguarding lead and the health and safety team.	A Calming room and Timeout policy is in place with clear recording and reporting procedures promoting staff and student safety.	1 st October 2020	30th September 2021 31 st March 2022	40%	This piece of work has been delayed due to a lack of Health and Safety Officer availability and Inclusion Officer capacity due to issues arising from Covid support for Schools. New anticipated completion date set for 31 st March 2022.
Tudalen 31 7	To carefully monitor the number and reasons for exclusions on a weekly, monthly and termly basis; and provide support to schools to ensure Covid-19 does not negatively influence the number of exclusions.	Exclusion rates continue to be reduced across the city.	1 st April 2021	30th September 2021 31 st March 2022	65%	Weekly, monthly and termly scrutiny of exclusions continues which is shared with Managed Move Panel on a monthly basis. Vulnerable groups and types of exclusions are being analysed to ensure appropriate targeted support. Summer term 2021 presented a number of challenges for schools with regard to the management of pupil behaviour. Due to operational restrictions placed on schools in relation to the Covid-19 response, secondary schools were unable to operate 'school to school' days which had previously proved to be a very effective alternative to fixed term exclusion as pupils were unable to spend time at an alternative school. Within Primary schools, strategies that have also been used historically, such as placement in alternative classes due to behaviour challenges, were also unable to be utilised. Despite increased incidents across both sectors, advice and support for all schools continued to be offered on a bespoke basis, focusing on the specific challenges of pupils returning to face to face teaching after the period of distanced learning.

Objective 2 – To improve Inclusive practice in Schools in order to reduce exclusions, improve rates of attendance and to prevent disengagement of vulnerable learners post Covid 19

Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
8	To further develop partnership working as a way of promoting and support improved rates of attendance and engaging pupils and their families in education	Increased rates of attendance in all education settings	1 st April 2021	31 st July 2022	50%	The work of the Education Welfare Service to support schools to improve pupils rates of attendance is ongoing. The referral process has been reintroduced to ensure that involvement and intervention is targeted at those pupils and families with the greatest need. The Education Welfare Service now participate in the Gwent Missing Children Meetings. These multi agency meetings identify the support needed by children and young people who are significantly at risk of harm, disengagement and exploitation
Tudalen 32	Monitor the impact of the Reduction of Violent Incidents in Schools Policy and review in line with termly feedback from the Managed Move Panel.	All Secondary schools adhere to the Reduction of Violent Incidents Policy and there are clear, consistent procedures in place relating to violent incidents which promote staff and student safety.	1 st April 2021	31 st March 2022	90%	The Managing Weapons in School Protocol has been agreed with Secondary Headteachers to be piloted during the autumn term.
10	Assess the impact of the Partial Timetable policy across all school sectors by monitoring the use of partial timetables and the numbers of pupils that are reintegrated as a result.	A partial timetable policy is in place with clear reporting and monitoring procedures to promote learner access to an appropriate full time education.	1 st April 2021	31 st March 2022	85%	The Partial Timetable Policy draft is due for completion in late October 2021 in readiness for the pilot to begin in the second half of the Autumn term.

Objective 3 – Further improve pupil well-being and equity in education

Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
1	To support all non-maintained settings and all schools to work towards the Healthy Pre-Schools Award and the National Quality Award (NQA) for Healthy Schools.	40 schools are accredited with Healthy Schools awards at level 4 and level 5.	1 st April 2019	31 st July 2022	60%	Six Schools are currently in the process of preparing evidence for their National Quality Award for Healthy Schools. Public Health Wales anticipate assessing these Schools for their NQA during the autumn term. Public Health Wales have put all other awards on hold due to Covid.
2	(Estyn Rec 2) Work with partners to embed the priorities of the Learn Well Plan which focuses on improving the attainment of vulnerable groups.	The attainment gap between key vulnerable groups of learners (BAME, CLA, FSM, ALN) and other learners is decreased.	1 st September 2020	31 st March 2022	75%	Partners involved in the Learn Well Plan strategy include officers from Central Education; Policy, Partnership and Involvement; Children's Services; Preventions; Regeneration, Investment and Housing; City Services, Health and Newport Live. Groups continue to meet to focus on strategies to connect and engage vulnerable pupils with schools; ensure they are health aware and involved in decision making.
3	Embed the implementation of the new national 'safeguarding toolkit' for schools.	All schools have effective safeguarding processes in place.	1 st April 2019	31 st March 2022	45%	Currently (October 2021) at least 45% of schools are using the recommended safeguarding toolkit. This has increased from 30% in 2020-21. The safeguarding toolkit format is not mandatory and some schools still prefer to use the NCC audit model or the Estyn Inspection format. An exemplar toolkit has been completed and shared with school safeguarding leads to support schools in completing the toolkit more effectively. The focus this academic year will be on improving the quality of the audits across schools.
4	All education Services staff to have completed relevant safeguarding training	All staff are appropriately trained to facilitate safeguarding arrangements	1 st April 2019	31 st March 2022	98%	Staff % with up-to-date Introduction to Safeguarding training - 90% Staff % with up-to-date Recognition to Referral training - 95%

Objective 3 – Further improve pupil well-being and equity in education

Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
						Officers complete safeguarding training on a regular basis and are required to update their training every three years. Internal "Introduction to Safeguarding" training for Officers is planned to take place on 18th October for all Officer who have reached a renewal point and for new members of staff. Accessing regional online courses has been challenging this year so internal provision has been implemented.
Tudalen 34	(Estyn Rec 1) Continue to implement a range of the curriculum opportunities for pre-16 children who are looked after.	100% of pre-16 CLA pupils have access to an appropriate curriculum.	1 st September 2020	31 st July 2022	40%	Schools continue to support looked after learners. Transition support has been a priority area of focus with the Looked After Children Education Coordinators ensuring that learners in Year 7 are supported with the start of their secondary education.
6	To further the implementation of the Additional Learning Needs (ALN) and Educational Tribunal Act 2018.	All ALN pupils are appropriately supported through evidenced based interventions that are monitored to ensure positive pupil outcomes.	1 st April 2020	30 th September 2021	80%	Although the implementation of the new Additional Learning Needs Code started in September 2021, Welsh Government are yet to release their implementation guidance so we are unable to complete the work with Schools regarding the new system.
7	To review the staffing resources needed to implement the demands of the Additional Learning Needs (ALN) and Educational Tribunal Act 2018.	The Inclusion Enrichment Team is appropriately resourced to ensure all statutory duties are fulfilled.	1 st September 2020	30 th September 2021	C	Six new Inclusion Enrichment Team Officers have been appointed to provide additional capacity to support the extended age range of 0-25yrs for pupils with Additional Learning Needs (ALN). This includes two Teacher Advisors, two Statementing Officers and an HLTA to support Early Years providers. We have appointed one Educational Psychologist (EP) however due to a national shortage of EPs we have been unable to appoint to the

Objective 3 – Further improve pupil well-being and equity in education

Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
						remaining vacant post. This post will be re-advertised and locum EPs will be sourced where possible to add capacity to the team.
8	Ensure that all secondary schools continue to embed the established and new Serious and Organised Crime (SOC) initiatives	All secondary schools actively support the multi-agency anti-SOC initiatives.	1 st April 2021	31 st July 2022	30%	The Youth Engagement and Progression Framework Coordinator continues to attend SOC meetings and is liaising with Fearless/Crimestoppers to provide specific support and information for schools.
9	Review with relevant partners what provision is available and required to ensure all pupils with ALN have the opportunities to return to study up to age 25.	Further opportunities are available for ALN learners up to 25 years old.	1 st April 2021	31 st March 2022	35%	A Regional Post 16 Steering group has been established to create links with colleges and providers, to provide clear transition pathways and to extend access to provision for pupils with Additional Learning Needs.
Tudalen 95	Development and implementation of a wellbeing strategy that ensures targeted wellbeing intervention can be accessed and implemented across Newport schools in a timely manner.	A Wellbeing strategy that ensures targeted wellbeing intervention can be accessed and implemented across Newport schools in a timely manner.	1 st April 2021	31 st March 2022	30%	The Wellbeing Professional Learning offer for Newport is in the process being finalised and shared with EAS. This includes all Health and Wellbeing training being provided by Newport LA, ABUHB and third sector organisations. This is part of the initial mapping process of all Wellbeing interventions within Newport.
11	Develop, disseminate and implement guidance to schools in relation to serious self-harm and potential suicide.	Staff in schools can advise and implement risk reduction strategies for relevant pupils.	1 st April 2021	31 st March 2022	90%	Newport's Principle Educational Psychologist participated in the Gwent Suicide and Self-Harm task & finish group to develop a Multi-agency protocol for the management of high risk cases of Self Harm and potential suicide. The finalised protocol is due to be circulated to Schools in October for implementation.

Objective 4 – To further develop a motivated, capable and engaged workforce

Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
1	Map and expand participation of all Education Services staff in professional learning, with particular focus on self-evaluation and value for money assessments.	A consistent, high quality approach to self-evaluation will be completed by all officers. Value for money, high quality provision is offered by all central and commissioned services.	1 st April 2020	31 st March 2022	50%	Professional learning (PL) has been strongly promoted in education services this financial year. A monitoring and evaluation report on the participation of education staff in PL has been completed and shared with all staff. In addition to corporate PL and individual PL linked to personal and professional objectives, who service PL has been provided on a range of topics including strategies to promote the attainment of disadvantaged young people, the updated structure and functions of the EAS and revised inspection processes.
2	(Estyn Rec 3) Middle Leaders present high quality monitoring and evaluation presentations at termly Education Service events and at weekly ESMT meetings	A consistent, high quality approach to self-evaluation will be completed by all officers. An improvement in team performance measures that appropriately focus on outcomes.	1 st April 2020	31 st March 2022	50%	A monitoring and evaluation report timetable, which is aligned to the Local Government Education Service inspection framework, was agreed at the start of the financial year. Reports are discussed with the education senior management team and shared with all middle leaders. Additionally, education senior and middle leaders attend the Every Child Group each term to share progress against their team plans and performance against team key performance measures.
3	Review current ways of working to establish good and effective practice and build this into new ways of working	Improved value for money and effectiveness of the Central Education Service as a result of revised ways of working Post-Covid	1 st April 2021	31 st March 2022	50%	A wide range of revised school improvement processes have been implemented this year. These include SDP Professional Discussions, Multi-Agency Meetings with Welsh Government and Estyn and Team Around the School meetings. Self-evaluation monitoring and reporting foci have been updated.

Objective 4 – To further develop a motivated, capable and engaged workforce

Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
4	Provide extended leadership opportunities through a rolling associate membership of the Education Senior Management Team (ESMT)	Increased capacity and effectiveness of the Central Education Service	1 st April 2021	31 st March 2022	50%	Two middle leaders participate in Education Senior Management Team (ESMT) meetings for at least one term as Associate Members. This scheme has been in operation since early 2020 and Associate Members provide feedback on their experience to ensure it is a constructive experience. All feedback on the scheme has been positive and middle leaders have been keen to participate.

Objective 5 – Continue to support quality learning pathways, and identify opportunities for further improvements in provision

Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
1	Review School Funding Formula.	Funding is allocated to schools on a fair and appropriate basis.	1 st April 2020	31 st March 2022	25%	Sub-Groups of School Budget Forum continue to review the funding formula in relation to pupil migration and ALN Funding. The sub-groups provide regular updates to the full school budget forum and will seek agreement from School Forum on any proposed changes.
2	Ensure sustainability of Free Breakfast Club provision at primary and nursery schools following incorporation into the School Meals Contract	All existing Free Breakfast Clubs continue to operate effectively, with the same opportunities extended to other schools on request.	1 st January 2021	31 st August 2021	50%	Where practical and appropriate, breakfast club provision has been reinstated across schools as part of the recovery from the Covid-19 pandemic. However, given this position it has not been possible to evaluate sustainability under the new contract arrangements. This will be monitored over the remainder of this current financial year. Task End Date 31/08/2021

Objective 5 – Continue to support quality learning pathways, and identify opportunities for further improvements in provision

Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
3	Review Learning Resource Base provision in secondary schools and the associated formula funding.	Appropriate Secondary Learning Resource Base provision is available for MLD and ASD pupils.	1 st October 2020	31 st March 2022	35%	Initial discussions have taken place with one of the High Schools who hosts a LA Learning Resource Base to plan a review of the provision during the autumn and spring term. This will include the quality assurance of the teaching, interventions used, the systems in place and the funding formula.
Tudalen 38	In liaison with finance, partners and schools create a sustainable model of delivery to ensure children with ALN are provided with timely intervention within a prescribed budget without year on year fluctuation.	A sustainable financial model for ALN is established.	1 st October 2020	31 st March 2022	80%	Meetings of the ALN Implementation Group have been on-going and modelling of potential funding formula options have been discussed and devised between Inclusion and Finance colleagues. These have been presented to Head teacher / School Business Managers with a view to finalising options during the Autumn Term 2021 for presentation at the Schools Finance Forum.
	Work with the EAS to develop and implement a local authority digital strategy	All schools and governing bodies are aware of the local authority digital strategy.	1 st April 2020	31 st March 2022	80%	Membership of the Digital Advisory Group (DAG) includes school leaders and officers from the LA, SRS and EAS. During their Autumn Term meeting, the group recognised the positive impact of the EdTech investment in schools. However, the group also identified that there is a need to support schools to explore how they can make best use of these resources. The group plan to address this by developing and sharing a signposting resource that is circulated each term
	Establish a Local Authority ICT Strategic group to direct and monitor implementation of the Welsh Government EdTech programme and oversee the effectiveness of the SRS	All schools in Newport meet the baseline national expectation for ICT infrastructure. Increase in the use of Hwb in all schools.	1 st April 2020	31 st March 2022	75%	The ICT Strategic Group continues to meet on a termly basis. Membership of this group includes Headteachers, local authority officers and SRS officers who monitor implementation of the EdTech programme and delivery of the SRS SLA

Objective 5 – Continue to support quality learning pathways, and identify opportunities for further improvements in provision

Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
	Service Level Agreement for schools.	Increase in the number of schools receiving ICT support from the LA preferred provider.				for schools. A project to migrate school users of @newport.gov.uk emails to Hwb using the @newportschools.wales domain is ongoing.
7	Review Post 16 provision within Newport to ensure it is meeting the needs of all learners and provides good value for money.	Collaborative arrangements in all schools deliver a cost effective provision. Improvement in ALPS quality indicator for individual schools. Plans for a sixth form at Ysgol Gyfun Gwent Is Coed are developed and implemented in readiness for a September 2022 start.	1 st April 2019	31 st March 2022	75%	Headteachers and local authority officers have co-constructed an agreed post-16 operating model that will help develop consistency of practice across all schools. This includes identification of viable group sizes and minimising duplication of subjects. Work is ongoing to explore the future use of blended learning models. The post-16 operating model is supported by agreed roles and responsibilities across all partners.
Tudalen 39	To progress with the Accessibility Strategy for Schools and to develop a phased approach to improve physical environments in schools.	Identify requirements for improved access to halls and classrooms for people with mobility or sensory impairments. Funding for priority improvements will be subject to business case approval.	1 st April 2020	31 st March 2022	50%	Progress on Phase 1 works is slower than anticipated although works were completed at Milton Primary over the summer holidays to meet the needs of a specific pupil. Funding has now been secured for Phase 2 priority works over four separate school sites, and these will be progressed as soon as possible.
9	Review the range of alternative providers who continue to provide support for schools in Newport to ensure post covid recovery is effective and makes use of learner voice	The range and number of alternative providers meets learner needs	1 st April 2021	31 st July 2022	45%	The Learning Provider Network meets monthly to ensure that ongoing support is available for young people who are at risk of becoming NEET. The group is chaired by the Youth Engagement and Progression Framework Coordinator who works to engage and increase the number of active partners in this group is. Work is ongoing to support 2021 school leavers with a secure destination

Objective 5 – Continue to support quality learning pathways, and identify opportunities for further improvements in provision

Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
10	Complete all works linked to the Education Capital Programme for 2021/22.	Individual projects are progressed within the allocated budget and to agreed timescales. This monitored and reported via the People's Services Capital Programme Board chaired by the Chief Education Officer	1 st April 2021	31 st March 2022	50%	All works in relation to this year's Education Capital Programme are progressing as planned, and a large number of projects were undertaken or commenced over the summer holidays. This includes works in relation to the Accessibility Strategy and improvement works funded through s106 developer contributions. Works have commenced on the refurbishment of the former Kimberley Nursery School building to support the expansion of Ysgol Bryn Derw. Both projects funded through Welsh Government Reducing Class Sizes Grant are now concluded.
11	To ensure that each individual project within the 21 st Century Schools Band B Programme is progressed at the appropriate time and securing WG capital funding approval through the business case process.	The priority projects at Ysgol Gyfun Gwent Is Coed, Bassaleg School, Caerleon Comprehensive School, Whiteheads and Maesglas Primary are progressed within the allocated budget and agreed timescales as outlined within the overall programme. This is monitored bi-monthly through Board Meetings with Newport Norse and reported via the People's Services Capital Programme Board, chaired by the Chief Education Officer.	1 st April 2021	31 st March 2024	30%	The overall progress of the key school projects are progressing appropriately and each individual project delivery is provided in the project section of the report. The Council's School Programme Board regularly monitor and report on progress and manage the risks and issues to the projects.
12	To conclude the School Reorganisation proposal to support the expansion of Bassaleg School funded through Band B of the 21 st Century Schools Programme.	The capacity of Bassaleg School will be increased from 1,747 to 2,050 with effect from September 2023 to ensure that adequate provision exists for	1 st April 2021	31 st August 2021	C	This proposal received final approval in June 2021.

Objective 5 – Continue to support quality learning pathways, and identify opportunities for further improvements in provision

Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
		children within the catchment area.				
13	To provide support to temporary governing bodies on all school organisation matters that enable agreed school reorganisation proposals to be implemented	Kimberley Nursery and Fair Oak Nursery School will close on 31 st August 2021, and a new single standalone nursery school and a new Welsh-medium primary school will open as planned on 1 st September 2021	1 st April 2021	31 st August 2021	C	This work was successfully concluded and Newport Nursery School and Ysgol Gymraeg Nant Gwennli both opened as planned on 1 st September 2021.
14	To progress and conclude a School Reorganisation proposal to expand Ysgol Bryn Derw.	The capacity of Ysgol Bryn Derw will be increased from 68 to 96 with effect from January 2022 to ensure additional dedicated provision for Foundation Phase ASD pupils.	1 st April 2021	31 st March 2022	40%	Formal consultation was carried out between 21 st June and 1 st August 2021, and a consultation report has since been drafted, published and shared with stakeholders. A report to the Cabinet Member for Education to move to publish a statutory notice is currently in progress.
15	To progress and conclude a federation proposal in conjunction with the governing bodies of Gaer Primary School and Maesglas Primary School	Gaer Primary School and Maesglas Primary School will federate under a single governing body from January 2022	1 st April 2021	31 st December 2021	50%	Formal consultation on this proposal took place between 21 st June and 1 st August 2021. A consultation report has now been drafted and will be considered by the governing bodies of both schools in October 2021.
16	To continue to model projections for secondary schools and ensure that this is reflected in the feasibility work being undertaken to secure appropriate provision across the city over the next 5-10 years.	Appropriate secondary school provision is in place across Newport	1 st April 2021	31 st March 2022	50%	The most recent projections were delayed as a direct effect of the deferred PLASC date. Work to analyse these new projections, and their impact on future years, will be carried out over the autumn term.
17	Amended procedures and revised policy for Trips and Visits shared with schools and governing bodies.	Audit awards an adequate or satisfactory control rating of the trips and visit function.	1 st April 2021	31 st March 2022	80%	The revised policy has been agreed and will be issued to schools later in the autumn term. The decision to delay issuing the policy was related to the additional

Objective 5 – Continue to support quality learning pathways, and identify opportunities for further improvements in provision

Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
						pressures on schools at the start of the academic year in responding to the challenges of recovery from the Covid-19 pandemic.
18	Implement and embed a Fair Access Policy for the admission of vulnerable and / hard to place learners	The Fair Access Policy is adopted across all secondary schools.	1 st April 2021	31 st March 2022	50%	The policy is now being piloted for two terms, commencing in September 2021. There have been no referrals under the policy to date.
Tudalen 42	To develop a strategy for the transition of Vulnerable groups.	The effective transition of vulnerable learners to their next phase of Education.	1 st April 2021	31 st March 2022	15%	Initial discussions have taken place at a multi-agency forum regarding a trauma informed approach to supporting children transition into Early Years. This work has been delayed due to capacity.
	20 To extend specialist provision within the city to accommodate needs identified through data trend analysis, ensuring that pupils are placed where their learning is best supported which will reduce the need for Out of County placements.	Specialist ALN provision is available within the city reducing the dependence Out of County Placements.	1 st April 2021	31 st March 2022	75%	The commissioning of Local Social, Emotional, Behavioural Difficulties (SEBD) Independent provision within Newport such as Catch 22, Newport Live and Sporting Chance has contributed to reduced costs, travel time and pupil satisfaction. The expansion of Ysgol Bryn Derw (YBD) has enabled a continued reduction in pupils with Autism being placed outside of Newport and with consultation concluding on the proposed expansion of YBD from Easter 2022, this will aid future pupils with complex Autism being maintained at LA provision within the City in the majority of cases.
21	To progress a School Reorganisation proposal to support the expansion of Tredegar Park Primary School funded via the Welsh-medium Capital Grant.	The capacity of Tredegar Park Primary School is increased from 420 to 525 with effect from September 2021 to ensure that adequate provision exists for children within the local area.	1 st April 2020	31 st March 2022	15%	There has been no further progress with this proposal. Discussions are ongoing with other service areas and partners to discuss how expansion of the school could be achieved without physical building works.

Objective 5 – Continue to support quality learning pathways, and identify opportunities for further improvements in provision

Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
22	The new pupil projection model will be refined and suitably tested enabling a series of options to be brought forward for consideration in relation to future secondary provision across Newport.	Appropriate school provision is in place across Newport for all sectors and all language mediums.	1 st April 2020	31 st March 2022	60%	The new pupil projection model has now been implemented. This will be further tested when 2021 projections are produced later in the summer term. These projections will be delivered later than usual due to delays with PLAC 2021 as a result of the Covid-19 pandemic.
23	To develop and implement a joint ALN and Admissions process regarding allocation of school placements based on parental preference to safeguard and minimise appeals processes.	Offer of placements will be subject to multi-disciplinary team approval where the School Admissions Code and SEN Code of Practice are not aligned.	1 st April 2020	31 st March 2022	C	Completed 30/06/2021. This action has been concluded after advice from Welsh Government and the Council's Legal Department. With immediate effect, pupils with statements of SEN will no longer be required to make applications for admission via the Council's School Admissions Policy.

Objective 6 – Improve pupil participation in decision making

Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
1	(Estyn Rec 4) Embed the Pupil Participation Network in primary schools across all clusters.	Strong and effective practice is shared across primary schools.	1 st September 2020	31 st March 2022	25%	The next meeting of the Pupil Participation Network is planned to take place in Autumn Term 2021.
2	(Estyn Rec 4) To raise the profile of the Youth Council and consider ways in which it can link with school councils across Newport secondary schools. Implement ways of linking the Youth Council and school councils across the secondary sector.	Effective communication is in place between the Youth Council and secondary school councils.	1 st April 2019	31 st March 2022	75%	The Youth Council presented their LGBTQ+ guide for schools at the September 2021 Local Authority Headteacher meeting. This guidance was very well received. Later this academic year, schools will feedback to the Youth Council on their work to address the recommendations included in this guidance.

Objective 6 – Improve pupil participation in decision making

Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
3	(Estyn Rec 4) Work with partners to embed the Participation Strand of the Learn Well Plan which focuses on increasing the involvement of children and young people in decision making.	Increase in number of decision-making activities involving children and young people, particularly those who represent vulnerable groups.	1 st September 2020	31 st March 2022	70%	The education services well-being plan is called the Learn Well Plan. This plan is made up of four separate strands and includes pupil participation and decision making as a key strand. A working group has been set up to steer this aspect of the well-being plan. This working group is made up of representatives of a range of council services including: Regeneration, Investment and Housing; Children's Services; Youth Justice; Policy, Partnership and Involvement; and Education.
Tudalen 44	(Estyn Rec 4) Involve children and young people in the development of key policies that affect them and reflect the priorities identified by the Youth Council.	The revised Local Authority Anti-Bullying Policy is developed in partnership with children and young people. A LGBTQ+ guide for schools is developed in partnership with children and young people.	1 st September 2020	31 st March 2022	70%	Arrangements have been made to invite the Youth Council to the Spring Term meeting of the Attendance and Wellbeing Forum. This will allow the Youth Council members to update school leaders on their priority areas of their work in 2022/23
5	(Estyn Rec 4) Most Education Service <i>Team on a Page</i> documents include capture of pupil voice activity on at least 2 occasions in an academic year.	Increase in the number of decision making activities involving young people.	1 st April 2020	31 st March 2022	75%	Opportunities to capture pupil voice activity have been limited because of the school holiday period and the start of the new academic year focus on practical ways to promote physical and mental wellbeing. The number of activities to capture pupil voice will increase from 1st October 2021 onwards.
6	(Estyn Rec 4) To establish a mechanism to allow policies to be shared with young people.	This will enable effective communication, engagement and involvement.	1 st April 2019	31 st July 2022	75%	Good links have been established between the Central Education Service and the Youth Council. These have supported the effective sharing of information. The Youth Council has prioritised its work to support LGBTQ+ pupils in schools. They have developed a guidance document that was

Objective 6 – Improve pupil participation in decision making

Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
						presented to Headteachers at the start of the Autumn Term

Objective 7 – Ensure that the Council's ambitions in relation to expanding Welsh-medium education and provision are progressed

Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
Tudalen 45	(Estyn Rec 5) Ensure that Welsh Medium (WM) provision is established to support pupils with Additional Learning Needs	Good quality ALN provision will be created to support pupils attending WM schools. The permanent location for the new Welsh-medium primary school will include provision for a Learning Resource Base.	1 st April 2019	31 st August 2023	35%	Through ALN Transformation work, specific Welsh ALN resources have been identified and purchased for each Welsh-medium cluster across the region. In addition, MIND Wellbeing and Transition booklets have been translated to support both primary and secondary pupils. Specific outreach for ASD undertaken through the medium of Welsh and funding has been allocated to all Schools to purchase EduKey a provision mapping system. Ysgol Gyfun Gwent Is Coed is utilising the Bridge Achievement Centre (BAC) for pupils to access short term intervention. Outreach support from the BAC has also been provided to offer support and maintain pupil placement.
2	To develop a regional Managed Move protocol between the Welsh Secondary Schools.	Effective arrangements are in place for managed moves in the Welsh sector for pupils at risk of managed moves.	1 st October 2020	31 st March 2022	45%	An initial Managed Move discussion has been held with the Head Teacher of Ysgol Gwent Is Coed to look at possible options for linking with another LA Welsh Medium School. A scoping exercise has taken place to understand the Managed Move processes for Welsh Medium Schools across the region. Ysgol Gwent Is Coed has begun referring appropriate pupils to

Objective 7 – Ensure that the Council’s ambitions in relation to expanding Welsh-medium education and provision are progressed

Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
						the Bridge Achievement Centre for short term intervention and outreach support. Ysgol Gwent Is Coed’s Wellbeing Lead attends the Managed Move Panel regularly.
3	To draft a new Welsh in Education Strategic Plan for Newport in consultation with colleagues and partners including the Welsh in Education Forum	A new WESP will be agreed for the period September 2022 to August 2032.	1 st April 2021	31 st August 2022	50%	The draft plan has been finalised and was issued for an 8-week consultation with stakeholders and the wider public on 27th September 2021.

Objective 8 – School budgets are effectively managed

Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
46	Monitor In-year School budgets to ensure budgets are:	Schools manage their in year budgets.				
1	<ul style="list-style-type: none"> Managed effectively and taking necessary actions to prevent overspending. Effectively taking necessary actions to prevent overspending. <p>Schools that have deficit budget recovery plans are implementing the necessary actions to reduce their overall budget deficits.</p>		1 st April 2020	31 st March 2022	50%	<p>There are now only three schools with a licenced deficit agreed for the 2021/22 financial year and all are fully engaged with the agreed Deficit Recovery Process. Two of these schools are projecting an in-year surplus and a return to a closing surplus position by the end of the 2023/24 financial year. Work is ongoing with the third school to identify further savings that can potentially be made.</p> <p>In terms of other schools, Headteachers have been asked to outline reasons for an in-year overspends and these are currently being reviewed by the Finance Team to identify differences between recurrent and one-off spend, and early warning signs for potential future closing deficit positions.</p>

Objective 8 – School budgets are effectively managed						
Action No.	Action Description	Action Outcome(s)	Start Date	Anticipated Completion Date	% Action Completed	Action Commentary
2	<p>Monitoring of primary, secondary and special schools in-year budgets:</p> <ul style="list-style-type: none"> To prevent overspending and take necessary mitigating action(s). <p>Schools with deficit budget recovery plans are implementing the necessary actions to reduce their budget deficits</p>	Secondary schools are managing their in-year budgets.	1 st April 2020	31 st March 2022	70%	School were asked to engage in exercise over summer to confirm reasons for in year overspends and future use of reserves. Returns are being reviewed and assessed against in year monitoring, this will support establishing risk of future deficit schools and proactive approach to management.

Performance Measures (30th September 2021)

This is an update on the quarterly and half yearly performance measures for the service area to 30th September 2021. The end of year performance and previous year's Mid-year update is also included for comparative purposes. Annual measures are excluded and will be reported in March 2022. Commentary reported by exception for Amber and Red measures.

For Education Services performance measures these are reported annually at the end of the financial year. These will be included in the end of year performance report.

Mae'r dudalen hon yn wag yn

Scrutiny Report

Performance Scrutiny Committee - People

Part 1

Date: 30 November 2021

Subject Scrutiny Adviser Report

Author Scrutiny Adviser

The following people have been invited to attend for this item:

Invitee:	Role
Connor Hall (Scrutiny Adviser)	Present the Committee with the Scrutiny Adviser Report for discussion and update the Committee on any changes.

Section A – Committee Guidance and Recommendations

Recommendations to the Committee

The Committee is asked to:

1. Committee's Work Programme:

Consider the Committee's Forward Work Programme Update (**Appendix 1**):

- *Are there any amendments to the topics scheduled to be considered at the next Committee meeting?*
- *Are there any additional invitees that the Committee requires to fully consider the topics?*
- *Is there any additional information that the Committee would like to request?*

2 Context

Background

- 2.1 The purpose of a forward work programme is to help ensure Councillors achieve organisation and focus in the undertaking of enquiries through the Overview and Scrutiny function. Effective work programming is essential to ensure that the work of Overview and Scrutiny makes a positive impact upon the Council's delivery of services.
- 2.2 Further information about the work programming process, including the procedures for referring new business to the programme, can be found in our Scrutiny Handbook on the Council's Scrutiny webpages (www.newport.gov.uk/scrutiny).

- 2.3 The Centre for Public Scrutiny's Good Scrutiny Guide recognises the importance of the forward work programme. In order to 'lead and own the process', it states that Councillors should have ownership of their Committee's work programme, and be involved in developing, monitoring and evaluating it. The Good Scrutiny Guide also states that, in order to make an impact, the scrutiny workload should be co-ordinated and integrated into corporate processes, to ensure that it contributes to the delivery of corporate objectives, and that work can be undertaken in a timely and well-planned manner.

Forward Work Programme Update

- 2.4 The Committee's work programme was set in April 2021, including estimated timescales for when the reports will be considered by the Committee. This programme is then managed and implemented by the designated Scrutiny Adviser for this Committee under the direction of the Committee Chairperson.
- 2.5 Attached as **Appendix 1** is the Committee's Forward Work Programme Update. The Committee is asked to consider:
- *Any amendments to the topics scheduled to be considered at the next Committee meeting?*
 - *Are there any additional invitees that the Committee requires to fully consider the topics?*
 - *Is there any additional information that the Committee would like to request?*

The Committee agreed to keep a degree of flexibility within its work programme to enable the Committee to respond to urgent / emerging issues. This item is an opportunity for the Committee members to raise any suggested amendments to the Work Programme.

3 Information Submitted to the Committee

- 3.1 The following information is attached:

Appendix 1: The Committee's Forward Work Programme Update;
Appendix 2; Outcomes from the previous meeting

4. Suggested Areas of Focus

Role of the Committee

The role of the Committee in considering the report is to:

- **Forward Work Programme Update - Appendix 1**
Consider:
 - Are there any amendments to the topics scheduled to be considered at the next Committee meeting?
 - Are there any additional invitees that the Committee requires to fully consider the topics?
 - Is there any additional information that the Committee would like to request?

Section B – Supporting Information

5 Supporting Information

- 5.1 The Corporate Assessment, and the subsequent [follow up assessment](#) provide background information on the importance of good work programming. Specific reference is made to the need to align the Cabinet and Scrutiny work programmes to ensure the value of the Scrutiny Function is maximised.
- 5.2 The latest Cabinet work programme was approved by the Cabinet on a monthly basis for the next 12 months and includes the list of reports scheduled for consideration. Effective forward planning by both Cabinet and Scrutiny needs to be coordinated and integrated in relation to certain reports to ensure proper consultation takes place before a decision is taken. A link to the Cabinet work programme is provided [here](#) to the Committee as part of this report, to enable the Committee to ensure that the work programmes continue to reflect key decisions being made by the Cabinet.

6. Links to Council Policies and Priorities

- 6.1 Having proper work programming procedures in place ensures that the work of Overview and Scrutiny makes a positive impact upon the Council's delivery of services, contributes to the delivery of corporate objectives, and ensures that work can be undertaken in a timely and well-planned manner.
- 6.2 This report relates to the Committee's Work Programme, Actions from Committee's and Information Reports that support the achievement of the Scrutiny Committee, in accordance with the Law and Regulation Service Plan, Objectives, Actions and Measures and the Wellbeing objectives:

Well-being Objectives	Promote economic growth and regeneration whilst protecting the environment	Improve skills, educational outcomes & employment opportunities	Enable people to be healthy, independent & resilient	Build cohesive & sustainable communities
Corporate Plan Commitments	Thriving City	Aspirational People		Resilient Communities
Supporting Function	Modernised Council			

7 Wellbeing of Future Generation (Wales) Act

- 7.1 The Wellbeing of Future Generations Act 2015 which came into force in April 2016 sets the context for the move towards long term planning of services.
- 7.2 **General questions**
- How is this area / policy affected by the new legislation?
 - How will this decision / policy / proposal impact upon future generations? What is the long term impact?
 - What evidence is provided to demonstrate WFGA has been / is being considered?
 - Evidence from Community Profiles / other data?
 - Evidence of links to Wellbeing Assessment / Objectives / Plan?
- 7.3 **Wellbeing Goals**
- How are the Wellbeing goals reflected in the policy / proposal / action?
 - *A prosperous Wales*
 - *A resilient Wales*
 - *A healthier Wales*

- *A more equal Wales*
- *A Wales of cohesive communities*
- *A Wales of vibrant culture and thriving Welsh language*
- *A globally responsible Wales*

7.4 Sustainable Development Principles

- Does the report / proposal demonstrate how as an authority we are working in accordance with the sustainable development principles from the act when planning services?
 - **Long Term**
The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs
 - **Prevention**
How acting to prevent problems occurring or getting worse may help public bodies meet their objectives
 - **Integration**
Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies
 - **Collaboration**
Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives
 - **Involvement**
The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.

8 Background Papers

- [The Essentials - Wellbeing of Future Generation Act \(Wales\)](#)
- [Corporate Plan 2017 - 2022.](#)

Report Completed: November 2021

Appendix 1) Forward Work Programme

Tuesday, 11 January 2022 at 10am

Topic	Information Required / Committee's Role	Potential Invitees
2021-22 Draft Budget Proposals	<p>Pre decision – to receive and comment on the Cabinet draft proposals as part of the Budget Consultation Process, prior to a final decision being taken by the Cabinet</p> <p>Draft Budget Proposals</p> <ul style="list-style-type: none"> • Scrutinising of Service Area specific proposals within Committee's remit as part of the budget consultation process; • Assessing the anticipated impact of the budget proposals. 	<p>Head of Children and Young People Services;</p> <p>Head of Adult and Community Services;</p> <p>Chief Education Officer.</p>

Tuesday, 22 March 2022 at 10am

Topic	Information Required / Committee's Role	Potential Invitees
Adult Residential Care	<p>Context for the continued development of in house adult's residential care</p> <p>Update from the Service area on the recent developments of Adult's Residential Care</p>	Head of Adult and Community Services

Appendix 2) Action Sheet

**PERFORMANCE SCRUTINY COMMITTEE - PEOPLE
ACTION SHEET – 16/11/2021**

	Agenda Item	Action	Responsibility	Outcome
1	Adult and Community Services Mid-Year Review	Send Committee Recommendations on to the relevant departments.	Scrutiny Adviser	Completed – emailed comments and recommendations
2	Children's Services Mid-Year Review	Send Committee Recommendations on to the relevant departments.	Scrutiny Adviser	Completed – emailed comments and recommendations
3	Minutes	Send Committee minutes to approve within a week of the meeting.	Scrutiny Adviser	Completed – sent minutes for approval and made requested changes.