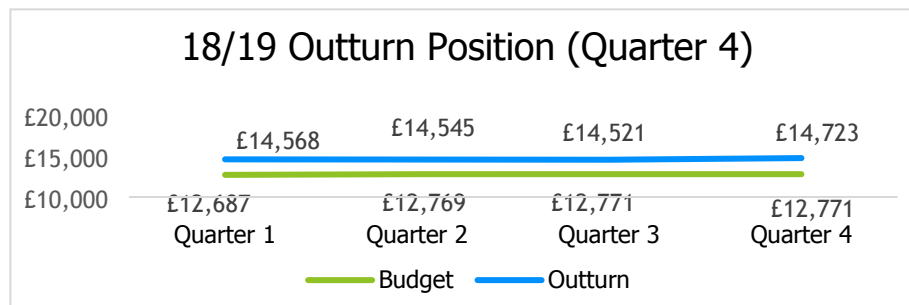
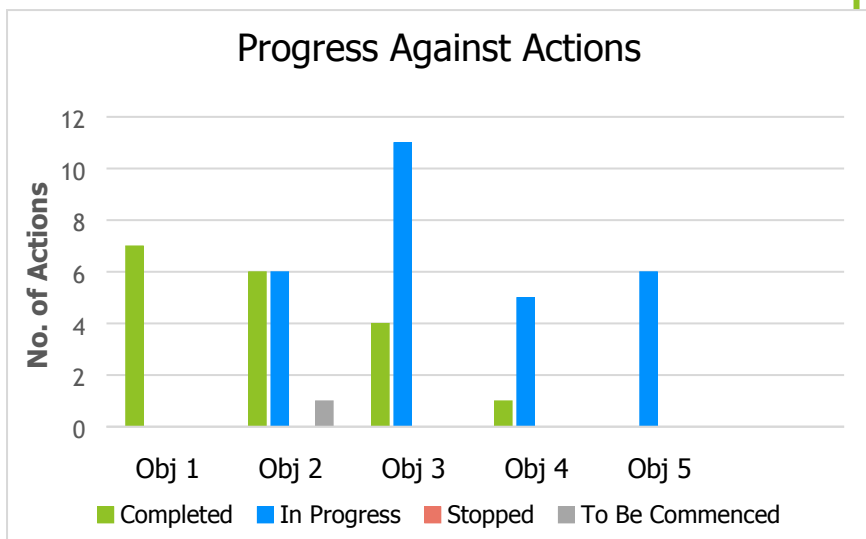


Education Services End of Year Review 2018/19



Executive Summary

Education Services have reported an improved performance in a number of measures during the 2018/19 financial year and received a positive Estyn / Wales Audit Office inspection outcome in November 2018.

Summary of Achievements

1. Key Stage 2 Core Subject Indicator (CSI) performance improved slightly in 2018, with 90.7% pupils achieving the core subject indicator (CSI), 0.6 percentage points above 90.1% in 2017.
2. Key Stage 3 Core Subject Indicator (CSI) performance continues to improve, with 88.4% pupils achieving the core subject indicator (CSI), an increase of 3.1 percentage points from 85.3% in 2017.
3. The proportion of pupils achieving the Key Stage 4 Level 2 threshold inclusive (L2+) of English/Welsh first language and Mathematics has improved from 55.5% in 2017 to 57.0% in 2018, an increase of 1.5pp. Newport LA was ranked 8th in 2018, an improvement on 10th in 2017. This performance is above expectation (PLASC 2018 Free School Meal rank = 13th). Newport has been above the national average at this measure for the last two years.

Education Services End of Year Review 2018/19

Head of Service Executive Summary Continued

4. In 2018 there was an increase in the percentage of learners gaining GCSE in English and mathematics grades A*-C and performance is above the national average.
5. Primary school attendance was ranked 13/22 in the Local Authority Rankings
6. Secondary school attendance was ranked 16/22 in the Local Authority Rankings
7. Opening of the new Caerleon Lodge Hill Primary School building
8. Establishment and opening of Jubilee Park Primary School
9. Extensive refurbishment of The John Frost School building
10. Transfer of Ysgol Gyfun Gwent Is Coed to its new building

Priorities for 2019/20

These include addressing the recommendation made by the November 2018 Estyn inspection. These include improving the overall performance of secondary schools; establishing a coherent strategy across all relevant services to improve the outcomes of pupils eligible for free school meals; ensuring that self-evaluation activities focus on the impact that services have on outcomes and their value for money; strengthening opportunities at a local authority level for children and young people to influence decisions that affect them; and delivering the strategic plans to develop Welsh-medium education further.

Education Services, Analysis of Performance

Objective 1		Improve School Standards				
Description		Improving the academic attainment of Newport pupils is a commitment within the Newport City Council Corporate Plan 2017-2022. A key lever to deliver this commitment through the commissioning of actions to be delivered by the EAS and detailed in the EAS Business Plan 2018/19. The delivery of services is quality assured through NCC Education Services and is has oversight by the Joint Executive Group (JEG) and the EAS Company Board.				
Corporate Plan Objective(s)		Well-being Objective 1 – To improve skills, education and employment opportunities Aspirational People				
Mid-Year Action Status		0/7 - Complete	7/7 – In Progress	0/7 - Stopped	0/7 – To be commenced	
End of Year Action Status		7/7 - Complete	0/7 – In Progress	0/7 - Stopped	0/7 – To be commenced	
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
1.01	Ensure implementation of the EAS Business Plan 2018/19 including: Continuing to raise aspiration, improve pupil outcomes, particularly for vulnerable groups of learners (FSM, Gender, EAL, More Able (MA) and LAC) and reduce the variance across schools and LAs through improved quality of leadership, teaching and learning.	In Progress	Complete	01/04/2018	31/03/2019	A regional (Education Achievement Service) EAS Wellbeing plan is being implemented with a focus on raising outcomes for vulnerable learners. Learning Network Schools have been identified across the region and funded to provide school-to-school collaborative support on a range of curriculum and leadership issues. Additionally, specific mentoring has been brokered between schools across the region to develop leadership capacity. Governor support is facilitating governors to engage in an online self-evaluation tool. A range of governor training courses has been provided. Professional learning that has been facilitated includes networks of heads of departments; learning network schools; centralised training and briefings; roll of out Excellence in Teaching and Leadership Framework. The school categorisation process has been completed and has determined the level of support provided to individual schools. Education Improvement Board and Intervention Plan Monitoring Meetings have taken place for amber and red schools.
1.02	Ensure implementation of the EAS Business Plan 2018/19 including: Reviewing the current regional delivery model for professional	In Progress	Complete	01/04/2018	31/03/2019	Learning Network Schools have been identified across the region and funded to provide school-to-school collaborative support on a range of curriculum and leadership issues. Additionally, specific mentoring has been brokered between schools across the region to develop leadership capacity.

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Corporate Plan Objective(s)			Well-being Objective 1 – To improve skills, education and employment opportunities Aspirational People			
Mid-Year Action Status			0/7 - Complete	7/7 – In Progress	0/7 - Stopped	0/7 – To be commenced
End of Year Action Status			7/7 - Complete	0/7 – In Progress	0/7 - Stopped	0/7 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
	learning in line with the national professional learning model so that it remains fit for purpose. Work in collaboration with Education Workforce Council to ensure maximum impact of the Professional Learning Passport.					
1.03	Ensure implementation of the EAS Business Plan 2018/19 including: Ensuring that leaders at all levels across the region are well supported to develop and inspire colleagues and work collaboratively to embed the new curriculum and improve learner outcomes.	In Progress	Complete	01/04/2018	31/03/2019	<p>A regional EAS Wellbeing plan has been drafted with a focus on raising outcomes for vulnerable learners. Learning Network Schools have been identified across the region and funded to provide school-to-school collaborative support on a range of curriculum and leadership issues. Additionally, specific mentoring has been brokered between schools across the region to develop leadership capacity. Governor support is facilitating governors to engage in an online self-evaluation tool. A range of governor training courses has been provided. Professional learning including networks of heads of departments; learning network schools; centralised training and briefings; roll of out Excellence in Teaching and Leadership Framework.</p> <p>The school categorisation process has been completed and has determined the level of support provided to individual schools. Education Improvement Board and Intervention Plan Monitoring</p>

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End of Year Action Status			7/7 - Complete	0/7 – In Progress	0/7 - Stopped	0/7 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
						Meetings have taken place for amber and red schools.
1.04	Ensure implementation of the EAS Business Plan 2018/19 including: The Governor Support & Development team will support and develop skilled, focused, effective governing bodies that work in partnership with School Leaders to raise standards.	In Progress	Complete	01/04/2018	31/03/2019	Governor support is facilitating governors to engage in an online self-evaluation tool. A range of governor training courses has been provided.
1.05	Ensure implementation of the EAS Business Plan 2018/19 including: Support the national approach and develop regional professional learning opportunities to ensure the success and well-being of every learner.	In Progress	Complete	01/04/2018	31/03/2019	A regional EAS Wellbeing plan is being implemented with a focus on raising outcomes for vulnerable learners. Learning Network Schools have been identified across the region and funded to provide school-to-school collaborative support on a range of curriculum and leadership issues. Additionally, specific mentoring has been brokered between schools across the region to develop leadership capacity. Governor support is facilitating governors to engage in an online self-evaluation tool. A range of governor training courses has been provided. Professional learning that has been facilitated includes networks of heads of departments; learning network schools; centralised training and briefings; roll of out Excellence in Teaching and Leadership Framework.

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Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
						The school categorisation process has been completed and has determined the level of support provided to individual schools. Education Improvement Board and Intervention Plan Monitoring Meetings have taken place for amber and red schools.
1.06	Ensure implementation of the EAS Business Plan 2018/19 including: Robust delivery of support and challenge for identified schools, and specific departments leading to improvements in provision and outcomes.	In Progress	Complete	01/04/2018	31/03/2019	Learning Network Schools have been identified across the region and funded to provide school-to-school collaborative support on a range of curriculum and leadership issues. Additionally, specific mentoring has been brokered between schools across the region to develop leadership capacity. Governor support is facilitating governors to engage in an online self-evaluation tool. A range of governor training courses has been provided. Professional learning that has been facilitated includes networks of heads of departments; learning network schools; centralised training and briefings; roll of out Excellence in Teaching and Leadership Framework. The school categorisation process has been completed and has determined the level of support provided to individual schools. Education Improvement Board and Intervention Plan Monitoring Meetings have taken place for amber and red schools.
1.07	Ensure implementation of the EAS Business Plan 2018/19 including: Ensuring that education professionals within the region can thrive in a supportive and	In Progress	Complete			Learning Network Schools have been identified across the region and funded to provide school-to-school collaborative support on a range of curriculum and leadership issues. Additionally, specific mentoring has been brokered between schools across the region to develop leadership capacity. Governor support is facilitating governors to engage in an online self-evaluation tool. A range of governor training courses has been provided.

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Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
	collaborative environment to raise standards and ensure that every young person can fulfil their potential.					Professional learning that has been facilitated includes networks of heads of departments; learning network schools; centralised training and briefings; roll of out Excellence in Teaching and Leadership Framework. The school categorisation process has been completed and has determined the level of support provided to individual schools. Education Improvement Board and Intervention Plan Monitoring Meetings have taken place for amber and red schools.

Objective 2			Increase School Attendance Rates and Reduce Exclusions Rates			
Description			The rates of school attendance at primary and secondary level have been demonstrated to link to the academic attainment of pupils. Therefore, raising the rate of school attendance and reducing the rate of school exclusions will support the NCC Corporate Plan 2017-2022 commitment to increase the academic attainment of pupils in Newport schools.			
Corporate Plan Objective(s)			Wellbeing Objective 1 – To improve skills, education and employment opportunities Aspirational People			
Mid-Year Action Status			0/13 - Complete	13/13 – In Progress	0/13 - Stopped	0/13 – To be commenced
End of Year Action Status			6/13 - Complete	6/13 – In Progress	0/13 - Stopped	1/13 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
2.01	Attendance Raise profile of importance of attendance at Nursery level.	In Progress	Complete	01/04/2018	31/03/2019	Nursery is non statutory education however Education Welfare Officers (EWO) work closely with schools to promote good attendance habits/rates for all learners. Positive attendance is promoted via the "Attendance Matters" campaign. A Termly Attendance Forum has been convened and nursery attendance was highlighted as an area to focus upon.

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End of Year Action Status		6/13 - Complete	6/13 – In Progress	0/13 - Stopped	1/13 – To be commenced	
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
2.02	Attendance Ensure all schools across the City has a named EWO. This to take into account new school builds.	In Progress	Complete	01/04/2018	30/09/2019	All schools have a nominated EWO. 1 post was deleted on 4/3/19 due to a restructure being implemented and allocations were altered accordingly. New EWO allocations to be determined in 19-20 as a consequence of the restructure. The new Glan Llyn Primary will be allocated a EWO in September 2019.
2.03	Attendance To focus support to schools in Quartile 3 and 4.	In Progress	In Progress	01/04/2018	01/03/2022	Six schools have engaged in Step 1 meetings. One school has engaged in a Step 2 Meeting which has led to an attendance review and a series of engagement meetings involving the Assistant Head of Education (AHE) and the Challenge Advisor from the EAS as well as the Head teacher of the school. EWOs regularly promote Fixed Penalty Notices (FPNs) in schools and consequently schools promote it via school websites, letters to parents and in discussions with governing bodies. 302 FPNs were issued between September 2018 and March 2019. This represents a significant increase in comparison to previous years.
2.04	Attendance Promote positive media messages regarding school attendance to the wider population.	In Progress	In Progress	01/04/2018	01/03/2020	A new attendance campaign is being designed and constructed in partnership with the Communications Team, Policy and Partnership and young people in focus groups. The focus groups have been undertaken and the young people have submitted their ideas. This will be further explored during the autumn term with a new campaign implemented from September 2019.
2.05	Attendance Education Welfare Service and Gwent Police complete periodic truancy sweeps across the City.	In Progress	In Progress	01/04/2018	31/03/2022	One further truancy sweep has taken place in partnership with the police in January to locate young people not in school during the school day. Seven young people were noted by professionals undertaking the truancy sweep.
2.06	Attendance Promote the use of	In Progress	In Progress	01/04/2018	31/03/2022	EWOs regularly promote Fixed Penalty Notices (FPNs) in schools and consequently schools promote it via school websites, letters

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End of Year Action Status		6/13 - Complete	6/13 – In Progress	0/13 - Stopped	1/13 – To be commenced	
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
	Fixed Penalty Notices for unauthorised absence across the city and specifically within clusters.					to parents and in discussions with governing bodies. 302 FPNs were issued between September 2018 and March 2019. This represents a significant increase in comparison to previous years.
2.07	Attendance To provide additional support and challenge when necessary to all schools where a dip in attendance has been identified.	In Progress	In Progress	01/04/2018	31/03/2022	Regular monthly meetings with one school have been undertaken as a consequence of a Step 2 meeting in January 2019. Two Schools have attendance monitored on an ongoing basis through Intervention Planning meeting (IPM) meetings.
2.08	Attendance To embed the 'Protocol for Schools with Lower than Expected Rates of Attendance' (Step 1 and 2).	In Progress	Complete	01/04/2018	31/03/2019	The protocol has been systematically implemented and both stage 1 and stage 2 meetings have taken place.
2.09	Exclusions Establish and implement a primary level managed move protocol.	In Progress	Complete	01/04/2018	31/12/2018	This protocol has been developed and is being implemented.
2.10	Exclusions Establish and implement a 'protocol for schools with higher than expected rates of exclusions' (Step 1 & 2).	In Progress	Complete	01/04/2018	31/08/2018	This protocol has been developed and is being implemented.

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End of Year Action Status		6/13 - Complete	6/13 – In Progress	0/13 - Stopped	1/13 – To be commenced	
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
2.11	Exclusions Coordinate support and challenge from the Local Authority Integrated Inclusion Team based on the exclusion rates of individual schools.	In Progress	Complete	01/04/2018	31/08/2018	The Additional Learning Needs (ALN) advisory team have worked in collaboration with other members of the Inclusion Enrichment Team, Looked After Children Education Coordinators and Education Welfare to coordinate support for vulnerable learners.
2.12	Exclusions Develop a Newport specialist provision for SEBD pupils.	In Progress	To be Commenced	01/04/2018	31/03/2020	The development of an Social Emotional Behavioural Difficulties (SEBD) School was postponed due to the identified location not being a cost effective option to reduce the costs of Out of County provisions. The proposal will be considered again in the summer term 2019 once a thorough review of the Special Education Needs (SEN) data trends analysis has been completed.
2.13	Exclusions Review and revise alternative education setting provision with Newport.	In Progress	In Progress	01/04/2018	31/03/2022	A financial review and restructure of the Bridge Achievement Centre has been completed to ensure a reduction of agency staff and an increase of capacity. An SEN data analysis has taken place to identify ALN trends for the next 3-5yrs, this will be further modified to incorporate the information gathered through a secondary behaviour audit to gain an accurate picture of provision need within the city.

Objective 3			Further Improve Pupil Wellbeing and Equity in Education			
Description			How healthy, independent and resilient people are, has a wider impact on all other aspects of their life. Whether they can work, attend education, take part in social activities and contribute to their communities is all influenced by this objective.			
Corporate Plan Objective			Well-being Objective 1 – To improve skills, education and employment opportunities Well-being Objective 2 – To promote economic growth and regeneration whilst protecting the environment. Aspirational People			
Mid-Year Action Status			1/15 - Complete	14/15 – In Progress	0/15 - Stopped	0/15 – To be commenced
End of Year Action Status			4/15 - Complete	11/15 – In Progress	0/15 - Stopped	0/15 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
3.01	To collaborate effectively with key partners to develop a regional strategy for Equity and Well Being.	In Progress	In Progress	01/04/2018	31/03/2022	The Equity and Wellbeing Strategy has been co-constructed in partnership with the Education Achievement Service (EAS). The lead officer for the EAS in this area has regular meetings with the Assistant Head of Education (Engagement and Learning) to share good practice and to ensure strong collaboration. One further has been undertaken with the EAS to look at a combined working around wellbeing. The AHE has also engaged with Gwent Police and appropriate officers regarding rigorous monitoring of how the work around Adverse Childhood Experiences (ACEs). The school Attendance and Wellbeing Forum has met once in the spring and the work of the Arrow Project was showcased to share best practice and raise awareness of the work undertaken.
3.02	To further develop the quality assurance of specialist providers and alternative education settings to ensure appropriateness of pupil placement via the commissioning process, compliance with safeguarding good practice and evaluate value for money.	In Progress	Complete	01/04/2018	31/03/2019	Quality Assurance (QA) visits are timetabled by the Inclusion Enrichment team for all out of county and alternative placements on an annual basis. Provisions are given a RAG status and revisits are undertaken for provisions not identified as green. An SEN Officer is based in the central commissioning team for 50% of the week to ensure a consistent approach in quality assurance and commissioning of services.

Objective 3		Further Improve Pupil Wellbeing and Equity in Education				
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Corporate Plan Objective		Well-being Objective 1 – To improve skills, education and employment opportunities Well-being Objective 2 – To promote economic growth and regeneration whilst protecting the environment. Aspirational People				
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Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
3.03	To redevelop and extend provision within the city to accommodate a greater range of needs, ensuring that pupils are placed where their learning is best supported.	In Progress	In Progress	01/04/2018	31/03/2022	An SEN data analysis has taken place to identify ALN trends for the next 3-5yrs, this will be further modified to incorporate the information gathered through a secondary behaviour audit to gain an accurate picture of provision need within the city. The Bridge Achievement Centre has reviewed and further developed the Learning Pathways and qualifications available to their pupils. Newport Live and Catch 22 have been commissioned to extend KS2 and KS3/4 provision, this will be reviewed and possibly extended to ensure consistent provision in the city.
3.04	To improve the quality of ALN leadership and management in Newport Schools	In Progress	In Progress	01/04/2018	31/03/2022	The ALN Clusters (ALNCs) have completed an ALN Readiness survey to identify areas for development. This work will inform discussions with Head Teachers and ALNCs regarding their role under the new ALN Code of Practice. This action will be further developed through the ALN Transformation work going forward.
3.05	To begin to implement the ALN and Education Tribunal Act (2018)	In Progress	In Progress	01/04/2018	31/03/2020	Delegation of funding to schools to be reviewed in light of an increase in requests for LA funded Individual Development Plans (IDP). Following the ALN Code consultation a review of central resources to in act the Code needs to be completed to ensure a robust plan is in place which incorporates Education, Social Services and Regeneration.
3.06	Secure closer working with Adult Social Services and regional colleagues to support joint 16-25 regional further Education Commissioning.	In Progress	In Progress	01/04/2018	31/03/2022	The South East Wales Consortium (SEWC) regional work has continued to establish close links with Coleg Gwent and Post 16 providers however there is a need to identify risks and resources specifically in Newport linking with key service providers. This work will be continued through the ALN Transformation stream of work in the future.
3.07	To support young people into education, employment and training through an	In Progress	In Progress	01/04/2018	31/03/2022	School visits were completed to RAG status all Year 11, 12 and 13 pupils to identify those at risk of not engaging in education, employment or training and prevent them becoming Not in Education, Employment or Training (NEET). These visits were

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Corporate Plan Objective		Well-being Objective 1 – To improve skills, education and employment opportunities Well-being Objective 2 – To promote economic growth and regeneration whilst protecting the environment. Aspirational People				
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End of Year Action Status		4/15 - Complete	11/15 – In Progress	0/15 - Stopped	0/15 – To be commenced	
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
	effective Youth Engagement & Progression Framework Action Plan monitored by the Youth Service Support Board.					<p>supported by additional involvement with Social Services, Youth Offending Service and the Bridge Achievement Centre.</p> <p>Integrated allocations meetings with all nine Secondary Schools, the Bridge Achievement Centre, the Youth Service and Careers Wales were held in the summer term so the "Inspire to Achieve" project could work with Key Stage 3 and 4 pupils at risk. Visits to 100% of schools have been undertaken to identify vulnerable young people. 100% of young people vulnerable to becoming NEET have been engaged with.</p> <p>The strategic Youth Support Services Board and the 3 working groups that feed into this board have met and monitor the collaboration and Involvement of partnership working towards this. The reduction of the numbers of young people not engaged in education, employment or training is mainly due to the successful partnerships.</p> <p>All of the above contributes to NCC's long term strategy of reducing the number of young people not engaged in education, employment or training (NEET).</p>
3.08	To support all schools to work towards the National Quality Award (NQA) for Healthy Schools	In Progress	In Progress	01/04/2018	31/03/2022	Ten primary schools have moved to the next phase of the Healthy Schools programme. Seven primary schools has achieved NQA awards in the last six months. 100% of schools are engaged with the Healthy Schools Scheme. One secondary school has moved to the next phase of the Healthy schools Programme. Forty-three schools have enrolled in the Healthy Pre-schools Scheme. Two training and networking events have been undertaken to give schools the opportunity to share good practice and network regrading Healthy Schools.

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Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
3.09	To support pupils who are Looked After to be as academically successful as their peers by developing an effective data tracking system to ensure accurate target setting.	In Progress	In Progress	01/04/2018	31/03/2020	In February 2019 Welsh Government announced interim performance measures for Key Stage 4 learners. Revised data capture systems will need to be established for all learners, included those who are looked after.
3.10	To further develop shared responsibility for safeguarding in schools.	In Progress	In Progress	01/04/2018	31/03/2022	A new toolkit shared with all schools Sept 2018. Around 40% of Newport schools are implementing use of the new toolkit. Training resources for whole-school delivery have been revised and shared with all school staff who will then deliver to governors. Alternative on-line resources have been shared with schools to use for Induction of new staff/governors.
3.11	To further develop the anti-bullying provision across the city.	In Progress	In Progress	01/04/2018	31/03/2022	The Wellbeing Monitoring Group has met on a termly basis to discuss bullying and behavioural incidents in schools related the protected characteristics. The group is also linked to the Newport/Monmouthshire Hate Crime Forum. The returns of each school are discussed within the group and the interventions received by each school are logged termly on the Wellbeing Matrix. The group has met in the spring of 2019 to discuss the Arrow Project, behaviour incidents involving the protected characteristics, interventions by Show Racism the Red Card and to analyse the School Health Research Network (SHRN) reports.
3.12	To develop and deliver a successful Welsh in	In Progress	In Progress	01/04/2019	31/03/2020	The Welsh in Education Strategic Plan (WESP) has been approved by the Minister for Welsh Language and Lifelong Learning. A WESP Implementation Plan has also been drafted. From April

Objective 3			Further Improve Pupil Wellbeing and Equity in Education			
Description			How healthy, independent and resilient people are, has a wider impact on all other aspects of their life. Whether they can work, attend education, take part in social activities and contribute to their communities is all influenced by this objective.			
Corporate Plan Objective			Well-being Objective 1 – To improve skills, education and employment opportunities Well-being Objective 2 – To promote economic growth and regeneration whilst protecting the environment. Aspirational People			
Mid-Year Action Status			1/15 - Complete	14/15 – In Progress	0/15 - Stopped	0/15 – To be commenced
End of Year Action Status			4/15 - Complete	11/15 – In Progress	0/15 - Stopped	0/15 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
	Education Strategic Plan.					2019, the Welsh in Education Forum will assign leads to each of the WESP outcome areas, to support collaboration, involvement and engagement. The commitment to establish a fourth Welsh-medium primary school can also be realised following confirmation that a capital funding bid of £5.8 million, and submitted to Welsh Government in December 2019, was successful. The new school will open under a seedling arrangement from September 2020. This supports the Council meeting Long Term needs to promote and encourage demand for Welsh-medium education. In terms of prevention, the proposal to establish a new school will assist the council is meeting the targets within the WESP. Integration, collaboration and involvement will be achieved through the Welsh in Education Forum (WEF) which has a role in monitoring the WESP and ensuring that it is delivered in partnership at a local level.
3.13	To extend existing good practice in pupil participation within schools.	In Progress	In Progress	01/04/2019	31/03/2020	Engagement with the Deputy Head teacher involved in the only Pupil Participation network established in the city. Further discussions planned concerning development of cluster networks within Pupil Voice Strategic Meetings. This will be developed further by the Pupil Voice Steering Group. Policy and Partnership officer in the process of developing PPLN networks in every cluster across the LA.
3.14	To provide subsidised music access to FSM learners	In Progress	Complete	01/04/2019	31/03/2019	Gwent Music has continued to provide subsidised music access to Free School Meal (FSM) Learners
3.15	To review Gwent Ethnic Minority Service delivery.	Complete	Complete	01/04/2019	31/03/2019	A self-evaluation of Gwent Education Minority Ethnic Service (GEMS) provision was conducted over the summer to evaluate service delivery and to ensure the Service operated within budget.



Secondary School GEMS Pupil Voice Activities



See the World through our eyes project - Poland



Secondary School GEMS Pupil Voice Activities



See the World through our eyes project - Iraq

Objective 4			To further develop a motivated, capable and engaged workforce			
Description			To improve people's lives, we need a very strong leadership that is supported by motivated, engaged and committed staff who have skills and calibre of the highest quality.			
Corporate Plan Objective			Not Applicable			
Mid Year Action Status			0/6 - Complete	6/6 – In Progress	0/6 - Stopped	0/6 – To be commenced
End of Year Action Status			1/6 - Complete	5/6 – In Progress	0/6 - Stopped	0/6 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
4.01	To develop a clear 5 year vision of Newport Education which is clearly understood by all partners.	In Progress	Complete	01/04/2018	30/11/2018	In Autumn 2018, a workshop took place involving head teachers, Challenge Advisors and Education Senior and Middle leaders to collaborate and produce shared vision for all partners to work towards and for integration into school and central education plans.
4.02	To further develop the expertise of recently appointed Head teacher and Acting Head teacher in Newport schools.	In Progress	In Progress	01/04/2018	31/03/2022	The induction programme is due to be completed in May 2019 with all sessions completed as planned. The new Head teacher of Glan Llyn will join the programme with immediate effect and will continue during 2019-20. The induction programme will be analysed and evaluated once it is concluded during the summer term.
4.03	To further develop self-evaluation skills within Central Education staff.	In Progress	In Progress	01/04/2018	31/03/2022	A service self-evaluation policy has been co-constructed with middle leaders and workshops provided to develop standardised Team Plans and Team on a Page (TOAP) evaluation reports and to build staff self-evaluation skills. TOAP evaluations are shared among senior and middle managers each term at the 'Every Child Group' and head teachers are invited attend. Additionally, weekly monitoring reports are presented to senior managers within Education in order to build understanding and reflection across the wider education team. The policy is devised to generate ongoing self-evaluation and integration of teams within Education Services.
4.04	To ensure Central Education Services are working collaboratively across the LA and region with other relevant services and partners.	In Progress	In Progress	01/04/2018	31/03/2022	All members of the Education Senior Management Team are representative on regional working groups e.g. School Improvement, Inclusion, Attendance and Wellbeing. An Education Service full staff event has taken place at least once each term and staff are encouraged to present their work e.g. Educational Psychology Arrow Project; Safeguarding work.
4.05	To develop staff in Central Education to meet the future needs	In Progress	In Progress	01/04/2018	31/03/2022	A service self-evaluation policy has been co-constructed with middle leaders and workshops provided to develop standardised Team Plans and Team on a Page (TOAP) evaluation reports and

Objective 4			To further develop a motivated, capable and engaged workforce			
Description			To improve people's lives, we need a very strong leadership that is supported by motivated, engaged and committed staff who have skills and calibre of the highest quality.			
Corporate Plan Objective			Not Applicable			
Mid Year Action Status			0/6 - Complete	6/6 – In Progress	0/6 - Stopped	0/6 – To be commenced
End of Year Action Status			1/6 - Complete	5/6 – In Progress	0/6 - Stopped	0/6 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
	of the service. This includes ensuring Education staff: <ul style="list-style-type: none"> • Clearly understand the vision of the Council and specifically the direction of the service area. • Are able to access appropriate training and learning to meet the needs of their job roles. • Are able to access opportunities for leadership at every level. • Have the opportunity to feedback on education and workforce issues on a regular basis 					to build staff self-evaluation skills. TOAP evaluations are shared among senior and middle managers each term at the 'Every Child Group' and head teachers are invited attend. Additionally, weekly monitoring reports are presented to senior managers within Education in order to build understanding and reflection across the wider education team. The policy is devised to generate ongoing self-evaluation and integration of teams within Education Services.
4.06	To develop a clear 5 year vision of Newport Education which is clearly understood by all partners.	In Progress	In Progress	01/04/2018	31/03/2022	A service self-evaluation policy has been co-constructed with middle leaders and workshops provided to develop standardised Team Plans and TOAP evaluation reports and to build staff self-evaluation skills. TOAP evaluations are shared among senior and middle managers each term at the 'Every Child Group' and head teachers are invited attend. Additionally, weekly monitoring reports are presented to senior managers within Education in order to build understanding and reflection across the wider education team. The policy is devised to generate ongoing self-evaluation and integration of teams within Education Services.

Objective 5		Developing quality learning pathways and provision				
Description		To ensure that all our children benefit from the best possible learning environments and opportunities throughout their school lives by improving the quality of education provision and access to a range of high quality learning pathways. This objective directly supports the Authority's commitment to creating a thriving city with aspirational people.				
Corporate Plan Objective		Well-being Objective 1 - To improve skills, education and employment opportunities Aspirational People				
Mid-Year Action Status		0/6 - Complete	6/6 – In Progress	0/6 - Stopped	0/6 – To be commenced	
End of Year Action Status		0/6 - Complete	6/6 – In Progress	0/6 - Stopped	0/6 – To be commenced	
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
5.01	<p>Delivery of and progression of key capital programmes including:</p> <ul style="list-style-type: none"> • Completion of Welsh Government 21st Century Schools Programme (Band A - 2014/19) • Development of Welsh Government 21st Century Schools Programme (Band B – 2019/24) • Additional Capital Investment Programme (£1.1M) • NCC Capital Expenditure including the Corporate Capital Maintenance Programme. • Effective use of S106 Capital receipts. • Welsh Government Welsh Medium Capital Funding. 	In Progress	In Progress	01/04/2019	31/03/2020	<p>The remaining Band A projects at Caerleon Lodge Hill Primary and Maes Ebbw School are now complete.</p> <p>Outline Business Cases have been submitted to Welsh Government and approved in relation to two Band B priority projects and this will enable works to commence early in the new financial year. Feasibility studies are underway in relation to the proposed projects at Bassaleg School and Caerleon Comprehensive School, and further details will be shared shortly.</p> <p>The Council has continued to make good use of all available capital funding to support improvement and expansion to the school estate. This includes s106 planning contributions, specific grant funding applications in relation to Ysgol Bryn Derw, Maesglas Primary, St Woolos Primary and the new Welsh-medium primary school. There are a small number of projects within the £1.1million programme that remain incomplete, but this will be achieved early in the 2019/20 financial year, and the budget has been carried over to meet these costs.</p>
5.02	The Council's School Reorganisation Programme and the work of the Planning of School Places	In Progress	In Progress	01/04/2019	31/03/2020	The Planning of School Places (POSP) group continues to meet on a half-termly basis. The terms of reference have been reviewed however and these will be implemented from April 2019, including a formal reporting mechanism to the People's Services Capital Programme Board. There is a shortage of

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Corporate Plan Objective			Well-being Objective 1 - To improve skills, education and employment opportunities Aspirational People			
Mid-Year Action Status			0/6 - Complete	6/6 – In Progress	0/6 - Stopped	0/6 – To be commenced
End of Year Action Status			0/6 - Complete	6/6 – In Progress	0/6 - Stopped	0/6 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
	(POSP) group will plan, monitor and provide (according to regulatory requirements) the school places required for the growing population of children, and will also consider all ways in which existing provision can be improved through school to school working.					<p>secondary school places for September 2019 which has been met by creating additional places at four schools across the city.</p> <p>The temporary governing body for Glan Llyn Primary School has been established and a Head teacher has been appointed. This school will open as planned in September 2019.</p> <p>The proposal to establish a Learning Resource Base class at Caerleon Lodge Hill Primary School has received final approval and will be implemented from April 2019.</p> <p>The governing bodies of Eveswell Primary School and Somerton Primary School have met individually and collectively and confirmed that they wish to take forward a formal federation proposal. This will be pursued during the Summer term 2019 for implementation from January 2020.</p>
5.03	To ensure that the work of the 'Seamless Learning Pathways' project is sustained and further cluster development is developed to support the resilience of individual schools and learner outcomes.	In Progress	In Progress	01/04/2018	31/03/2022	ALN and Wellbeing cluster plans are in operation across the city supported by grants issued via the EAS and supported and monitored by members of the Inclusions Enrichment team.
5.04	To ensure that Post-16 provision within Newport is meeting the needs of all learners and provides good value for money.	In Progress	In Progress	01/04/2018	31/03/2022	The Post 16 Planning and Funding Frame work is completed in partnership with Newport Secondary Schools to ensure the appropriate courses and pathways are offered to post 16 learners and drop off rates are monitored. This exemplifies planning for the long term and collaboration.

Objective 5			Developing quality learning pathways and provision			
Description			To ensure that all our children benefit from the best possible learning environments and opportunities throughout their school lives by improving the quality of education provision and access to a range of high quality learning pathways. This objective directly supports the Authority's commitment to creating a thriving city with aspirational people.			
Corporate Plan Objective			Well-being Objective 1 - To improve skills, education and employment opportunities Aspirational People			
Mid-Year Action Status			0/6- Complete	6/6 – In Progress	0/6 - Stopped	0/6 – To be commenced
End of Year Action Status			0/6 - Complete	6/6 – In Progress	0/6 - Stopped	0/6 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
						Policy is embedded as are processes around recording and tracking of courses and data. The autumn return was submitted to Welsh Government (WG) and one meeting with WG representatives has been undertaken to discuss the suitability of provision.
5.05	To ensure pre-16 Looked After Children have access to at least 25 hours of provision a week delivering accredited courses.	In Progress	In Progress	01/04/2018	31/03/2022	The Looked After Children Education Coordinators, managed through Children's Services, focus on monitoring the most vulnerable learners who are attending Alternative Provision. In March 2019 16% (5/30) of Year 11 Looked After Children were attending the Bridge Achievement Centre. In March 2018, 50% (7/14) Year 11 Looked After Children were attending the Bridge Achievement Centre. Half-termly meetings have taken place between the Looked after Children (LAC) Education Co-ordinator and all schools/settings to monitor progress and any barriers to education. Schools are challenged regarding pupils not currently receiving 25 hours and support is provided by the co-ordinators to increase provision where appropriate.
5.06	Early Years education and Out of School Childcare provision will be developed and supported by working in partnership with non-maintained providers and schools.	In Progress	In Progress	01/04/2018	31/03/2022	In December 2018 Ninety two non-maintained setting were supported through grants and training to provide out of school childcare provision. Data for March 2019 will be available in May 2019. The Early Years Team has worked in collaboration with the Family Information Service and Flying Start to roll out the Welsh Government 30 hours of free childcare offer for working parents.



Caerleon Lodge Hill Primary School



John Frost School



Ysgol Gyfun Gwent Is Coed



Glan Llyn Primary School


















Jubilee Park Primary School







Glossary	
ACEs – Adverse Childhood Experiences	KS – Key Stage
AHE – Assistant Head of Education	LAC – Looked after Children
ALN – Additional Learning Needs	NEET – Not In Education Employment or Training
EAS – Education Achievement Service	RAG – Red / Amber Green
EWO – Education Welfare Officers	SEBD – Social Emotional Behavioural Difficulties
FPNs - Fixed Penalty Notices	SEN – Special Education Needs
FSM – Free School Meals	TOAP - Team Plans and Team on a Page
IDP – Individual Development Plans	WEF - Welsh in Education Forum
IPM - Intervention Planning Meeting	WESP - Welsh in Education Strategic Plan

Education Services Performance Measures 2018/19

Performance measures and targets provided are based upon data taken from the 2017/18 academic year (September 2017 to July 2018) that are reported in 2018/19. In the table below we will indicate where 2017/18 data is used.

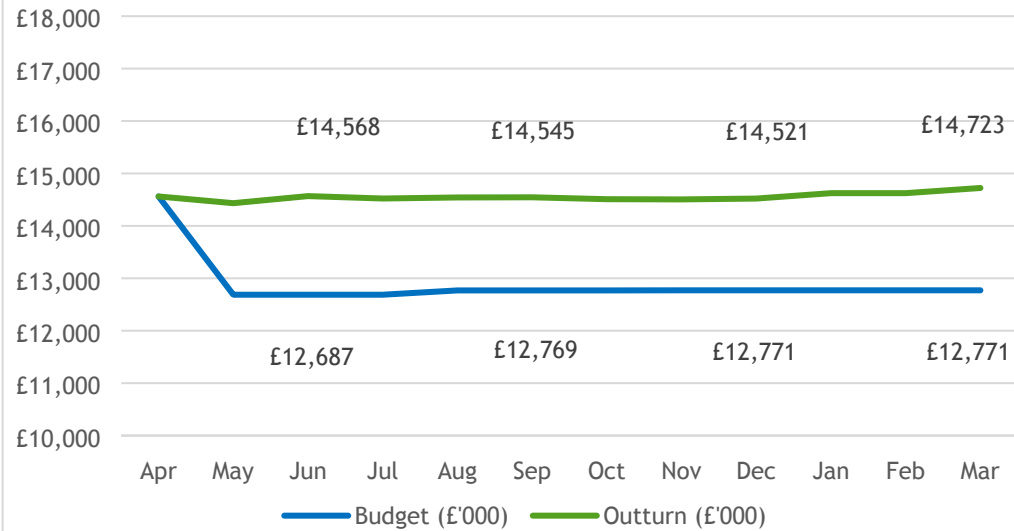
PI Result vs PI Target Definition	On Target				Short of Target (15% Tolerance)	Off Target (Over 15% Tolerance)
Performance Direction Definition (Based upon the performance from the previous reporting period)	 Performance has Improved				 Performance has Declined	 Performance is the same
Performance Measure (National / Local / Management Information)	Link To Service Plan Objective(s)	Q2 Result	2018/19	2018/19 Target	2017/18 Position	Service Area Comment (For Performance Indicators not meeting their targets)
National (PAM/007) – Percentage of Attendance, Primary School Year End 2017/18. Annual	Objective 2	N/A	94.6% (2017/18)	94.7% (2017/18)	 94.7% (2016/17)	Although performance was slightly below target the Wales LA ranking position increased to 13/22. This is the highest ranking position Newport has achieved since 2012.
National (PAM/008) – Percentage of attendance, Secondary school year end 2017/18. Annual	Objective 2	N/A	93.4% (2017/18)	93.8% (2017/18)	 93.6% (2016/17)	Although performance was slightly below target the Wales LA ranking position increased to 16/22. This is the highest ranking position Newport has achieved since 2012.
National (PAM/009) – Percentage of young people NEET year 11. Annual	Objective 3	N/A	1.1%	1.5%	 1.3%	
National (PAM/032) – Capped 9 Score Annual	Objective 1	N/A	336	N/A	Not Applicable	No benchmark target set as first year data has been captured by Welsh Authorities.
National (PAM/033) – Percentage of pupils assessed in Welsh at the end of Foundation Phase 2017/18. Annual	Objective 3	N/A	4.5% (2017/18)	N/A	Not Applicable	No benchmark target set as first year data has been captured by Welsh Authorities.

PI Result vs PI Target Definition	On Target				Short of Target (15% Tolerance)	Off Target (Over 15% Tolerance)
Performance Direction Definition (Based upon the performance from the previous reporting period)	 Performance has Improved				 Performance has Declined	 Performance is the same
Performance Measure (National / Local / Management Information)	Link To Service Plan Objective(s)	Q2 Result	2018/19	2018/19 Target	2017/18 Position	Service Area Comment (For Performance Indicators not meeting their targets)
Local – Percentage of pupils achieving the expected outcome at the end of Key Stage 2 2017/18 Annual	Objective 1	N/A	90.7% (2017/18)	89.9% (2017/18)	 90.1% (2016/17)	
Local – Percentage pupils achieving the expected CSI outcome at the end of Key Stage 3 2017/18 Annual	Objective 1	N/A	88.4% (2017/18)	86.1% (2017/18)	 85.3% (2016/17)	
Local – Total number of days lost to secondary fixed term exclusions in 2017/18. Annual	Objective 2	N/A	1,338 days (2017/18)	1,527 days (2017/18)	 1,344 days (2016/17)	
Local – Percentage of pupils achieving level 2 threshold including English and Maths 2017/18. Annual	Objective 1	N/A	57% (2017/18)	60% (2017/18)	 55.5% (2017/18)	Although the measure is below target, performance has improved from the previous year. Newport has been above the national average in this measure for the last two years.
Local – Percentage of Free School Meal pupils achieving level 2 inclusive Annual	Objective 3	N/A	26.15% (2017/18)	33.3% (2017/18)	 28.79% (2016/17)	Performance of Free School Meal (FSM) pupils in 2018 has declined by 2.6 pp to 26.2%. In comparison, the national FSM average improved by 0.9 pp from 28.6% to 29.5%. This is an Estyn recommendation and is reflected as a priority in the Education Service plan for 2019/20.
Local – The percentage of schools being accredited at Healthy Schools Level 4 and 5. Annual	Objective 3	N/A	33%	35%	 31%	7 settings have obtained the National Quality Award. 21 settings have obtained the Phase 5 Award. 35 schools have obtained the Phase 4 Award.

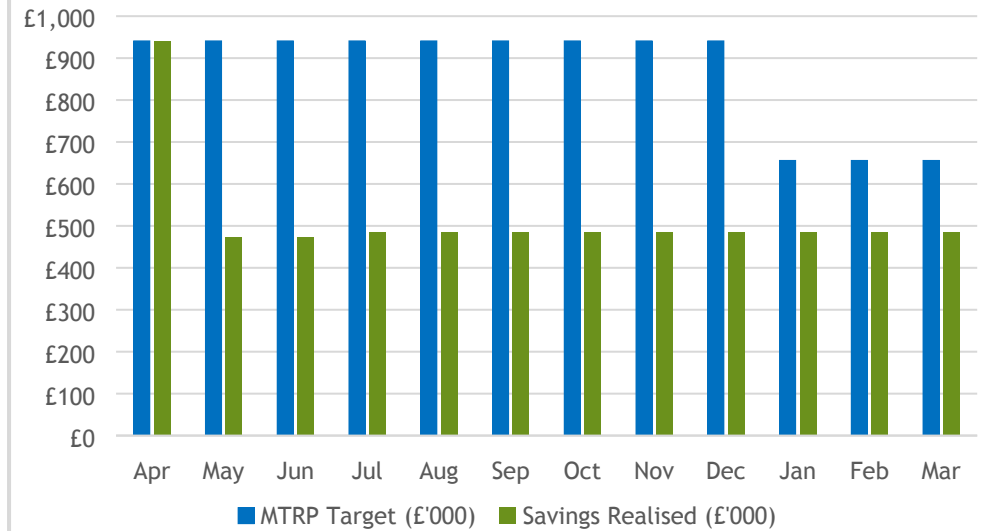
PI Result vs PI Target Definition	On Target				Short of Target (15% Tolerance)	Off Target (Over 15%Tolerance)
Performance Direction Definition (Based upon the performance from the previous reporting period)	 Performance has Improved				 Performance has Declined	 Performance is the same
Performance Measure (National / Local / Management Information)	Link To Service Plan Objective(s)	Q2 Result	2018/19	2018/19 Target	2017/18 Position	Service Area Comment (For Performance Indicators not meeting their targets)
Local – Percentage of young people recorded as unknown following compulsory education. Annual	Objective 3	N/A	1.2%	0.5%	 0.7%	Every effort is made to ensure as few young people are recorded with an unknown destination. This includes carrying out 3 home visits at different times of the day and working with their previous education establishments. Due to GDPR issues all LA 'unknown' data has increased through the destination survey.
Local – Percentage of 16 to 18 year olds not in education, employment or training. Annual	Objective 3	N/A	2.6%	4%	 4%	
Local – Percentage of young people NEET 13. Annual	Objective 3	N/A	1.7%	2.6%	 1.5%	

Education Service Finance Analysis

2018/19 Overall Net Position



2018/19 Delivery of MTRP Savings



Summary Revenue Budget 2018/19

Service Area Team	Deficit / (Underspend)
Improvement & Inclusion	£1,622
Resourcing & Planning	£330