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CORRESPONDENCE FOLLOWING THE COMMITTEE MEETING

Committee CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE

Date and Time of Meeting TUESDAY, 6 DECEMBER 2016, 4.30 PM

Please find below correspondence send by the Committee Chair following the meeting, together with any responses received.

For any further details, please contact scrutinyviewpoints@cardiff.gov.uk

12 **Correspondence Following Committee Meeting** (Pages 3 - 14)

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Date 13 December 2016

My Ref SS/CYP/MJH
Your Ref:



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Councillor Sue Lent
Deputy Leader and Cabinet Member for Families, Children and Early Years
County Hall
Atlantic Wharf
CARDIFF
CF10 4UW

Dear Sue

On behalf of the Committee, I would like to thank you and Tony Young, Director of Social Services, for attending the Children and Young People Scrutiny Committee on 6 December to present the **Quarter Two Children's Services performance report**. During the way forward section of the meeting the Members considered the information in the report, together with answers to their questions, and agreed to provide you with the following comments and concerns.

The Committee welcomed the opportunity to review and assess the quarter two Corporate and Directorate performance reports. The Members remarked that Performance had remained fairly static over the quarter. In addition, the Committee noted that, as yet, targets and performance trends were not available for the updated suite of performance indicators. Members hope that this information would start to become available in time for the quarter three report.

Members did however express concern at the level of social worker vacancies and agency staff, and requested a list vacant social worker posts, together with a list of children's services social worker agency staff, as at 31 October 2016.

I hope that these comments, advice and requests for information will be of use and support in improving outcomes for children. The Committee looks forward to receiving a response to the request for vacant staff and agency staff within the next month.

Yours sincerely

COUNTY COUNCILLOR RICHARD COOK
Chairperson – Children and Young People Scrutiny Committee

CC: Tony Young, Director of Children's Services
Melanie Jackson - Personal Assistant to Deputy Leader
Kim Brown, Service Manager, Policy & Performance

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**SWYDDFA'R DIRPRWY ARWEINYDD
DEPUTY LEADER'S OFFICE**

Fy Nghyf / My Ref: CM36943

Eich Nghyf / Your Ref:

Dyddiad / Date: 22nd February 2017

Cllr Richard Cook
Cardiff Council
County Hall
Cardiff
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Annwyl / Dear Richard

Scrutiny - 6 December - Qtr 2 Performance

Thank you for your letter dated 13th December 2016 on behalf of the members of the Children and Young People Scrutiny Committee following its meeting on the above date.

I would like to thank members for their constructive comments and I am pleased to provide the following response to your request for information regarding social worker vacancies and agency social workers.

Please note that the information below is based on:

- Children's Services establishment as at 15th October 2016
- Agency social workers as at 21st October 2016

The following table displays vacant social worker / principal social worker posts and agency social workers by service area. Please note that the information provided is a snapshot as at the dates above. There is ongoing movement of staff within the service by virtue of movement between teams for career development, acting up opportunities and new starters. This generates a degree of turnover which is commonplace in other local authorities, but in Cardiff this happens at scale.

ATEBWCH I / PLEASE REPLY TO:

Swyddfa'r Dirprwy Arweinydd, Ystafell 525, Neuadd y Sir, Glanfa'r Iwerydd, Caerdydd, CF10 4UW
Ffôn (029) 2087 2501
Deputy Leader's Office, Room 525, County Hall, Atlantic Wharf, Cardiff, CF10 4UW
Tel (029) 2087 2501

Service	No. of Teams	Establishment	FTE Vacancies	No. of Agency social worker
Multi Agency Safeguarding Hub	1	6.0	2	3
Intake & Assessment	3	25.5	7	5
Child in Need	6	53.0	13.4	6
Child Health & Disability	2	14.8	3	1
Family Intervention Support Services	2	1.7	1.7	1
Looked After Children 0-14	2	17.7	1.2	10
Looked After Children 14+	2	15.3	1.6	2
Fostering	2	11.7	1.4	1.5
Youth Offending Service	3	7.0	1.1	0

If you require anything further please do not hesitate to contact me.

Yn gywir / Yours sincerely



Councillor / Cynghorydd Sue Lent
Deputy Leader / Dirprwy Arweinydd
Cabinet Member for Early Years, Children & Families
Aelod Cabinet Dros Y Blynyddoedd Cynnar, Plant a Theuluoedd

My Ref: Scrutiny/Correspondence/MJH

13 December 2016

Hannah Woodhouse
Interim Managing Director
Tŷ Dysgu
Cefn Coed
Parc Nantgarw
Cardiff
CF15 7QQ



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Dear Hannah

On behalf of the Committee I would like to thank you for attending the Children & Young People Scrutiny Committee meeting on 6 December 2016 to present a verbal progress report on the Consortium's actions to address its Estyn inspection report. The Committee welcomed the opportunity to be updated on the actions, from the joint committee's report in September and your presentation on the further actions to address the four recommendations.

The Committee took the opportunity to reflect on the Pisa results, which had been published on the day of Committee. Members discussed how the Consortium's positive report could be reconciled with the rather less positive Pisa outcome for Wales. The Committee understood that Pisa measured a different set of indicators, and they acknowledged that there should not be a knee jerk reaction to these disappointing results. However, all agreed that more needed to be done to improve the educational attainment of pupils. The Committee therefore requested that you liaise with the Education Directorate to provide a briefing on how you are going to analyse, and respond to, the Pisa results. Together with any additional actions being undertaken, to improve the quality of teaching, leadership and the shape of education in Cardiff and the Region, in light of the Pisa results.

The Committee noted that the Consortium was not able to bring its next report to the 10th January 2017 Committee meeting, however all reports would be available for the February meeting.

I hope that these comments, advice and requests for information, will be of use and support in improving outcomes for pupils.

Yours sincerely

COUNTY COUNCILLOR – RICHARD COOK
Chairperson of the Children and Young People Scrutiny Committee.

CC Nick Batchelar, Director of Education and Lifelong Learning

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My Ref: Scrutiny/Correspondence/MJH

13 December 2016



County Hall
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Councillor Sarah Merry
Cabinet Member - Education
County Hall
Atlantic Wharf
CARDIFF
CF10 4UW

Dear Sarah

On behalf of the Committee I would like to thank you for attending the Children and Young People Scrutiny Committee on 6 December 2016, to introduce **the Effectiveness of School Governors, Quarter Two Corporate Performance Report and Cardiff 2020 reports**. The Committee welcomed your statements and answers to Members' questions. I would also like to thank Nick Batchelar and Jackie Turner for the presentation of the reports, as well as the answers they gave to Members' questions. During the Way Forward section of the meeting the Members raised a number of comments and concerns for your consideration, which they asked me to write to you about.

Effectiveness of School Governors – progress report

The Committee was very pleased to see that all the inquiry's report's recommendations had been addressed. Members did however feel that although the progress report explained in some detail what was being done, it didn't reflect the reality of what was happening in individual school governing bodies. In particular, the difficulty of getting long term commitment from business people on governing bodies.

The Members also expressed their concern that a number of Governors had found that the expectations of Challenge Advisors, during meetings with Governing Bodies, far exceeded the abilities of the Governors, and did not reflect the level of expertise that the Governors training modules had provided.

The Committee will be responding to the Welsh Government consultation on "Reform of school governance: regulatory framework".

Finally, the Committee requested details of the number of school governors who had resigned, during the past 12 months, as Members considered that the additional pressure and work being placed on these volunteers could be making them reconsider their appointment as school governors.

Quarter Two Corporate Performance Report

The Committee welcomed the opportunity to review and assess the quarter two corporate performance report.

The Members again expressed concern at the high level of sickness in the Directorate, and inquired as to what actions were being taken to reduce the level of sickness. Members also asked for an analysis of the sickness rates by section, to help them identify which areas of the service had the highest level of sickness.

Finally, the Committee requested a briefing paper on the re-modelling of the Out of County service together with the work being undertaken by the post jointly funded by Education, Social Services and Health.

Cardiff 2020

The Members welcomed the development of performance baseline positions against the desired outcomes and success measures against the five key goals. The Committee noted that the Council's Education Development Board would be receiving regular reports providing an overview of progress against each of the performance measures.

The Committee understood that the achievement of the five key goals was dependent on the actions of a number of agencies working in partnership, however they expressed some concern that there was not a partnership coordinating body in place to ensure that everyone was working towards the achievement of the five key goals. The Committee therefore recommended that the Council, through something like, the Public Services Board, organise a partnership monitoring body for the implementation of the Cardiff 2020 actions, thereby ensuring that all partners work effectively to achieve the five key goals and desired outcomes identified in the strategy.

The Committee then took the opportunity to reflect on the Pisa results, which had been published on the day of Committee. Members acknowledged that there should not be a knee jerk reaction to these disappointing results, but more needs to be done to improve the educational attainment of pupils. The Committee therefore requested that you liaise with the Consortium to provide a briefing on how you are going to analyse, and respond to, the Pisa results. Together with any additional actions being undertaken, to improve the quality of teaching, leadership and the shape of education in Cardiff, in light of the Pisa results.

I hope that these comments, advice and requests for information detailed above will be of use and support in improving outcomes for Cardiff's pupils. The Committee looks forward to receiving further briefings, requests for information, and as such the Members require a formal response to this letter within the next month.

To recap, this letter requests several actions, requests for information and recommendations, as follows and requires:

- Details of the number of school governors who had resigned, during the past 12 months;
- An analysis of the sickness rates by section;

- A briefing paper on the re-modelling of out of county service together with the work being undertaken by the post jointly funded by Education, Social Services and Health;
- Recommended that the Council, through something like the Public Services Board, organise a partnership monitoring body for the implementation of the Cardiff 2020 actions; and
- A briefing paper on the Education Service/Consortium response to the disappointing Pisa results for Wales.

Yours sincerely

A handwritten signature in black ink, appearing to read 'R. Cook', with a long horizontal stroke underneath.

COUNTY COUNCILLOR RICHARD COOK
Chair – Children and Young People Scrutiny Committee

CC: Nick Batchelar, Director of Education and Lifelong Learning
Jackie Turner, Assistant Director of Education and Lifelong Learning
Suzanne Scarlett, Head of Performance

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Fy Nghyf / My Ref: CM36490

Dyddiad / Date: 30th January 2017

Councillor Richard Cook
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Annwyl/Dear Richard

Scrutiny - Qtr 2 Performance & 2020 Report

With reference to your letter dated 13 December 2016 I note your comments and recommendations. In response to your requests for information and actions required I would like to confirm a briefing paper on the Education Service/Consortium response to the PISA results for Wales is attached.

I am able to confirm the number of school governors who resigned during the last 12 months (2016) is 179 (9.34% of the total number of governors). This compares with 210 resignations (10.96%) in 2015 and 211 resignations (11.01%) in 2014.

Please find attached an analysis of sickness absence rates within the Directorate, excluding schools.

With reference to the re-modelling of the out of county service and the work being undertaken by the post jointly funded by Education, Social Services and Health, the Education Directorate set a savings target of £900k in relation to the Out of County Budget (children with special educational needs requiring education outside Cardiff maintained schools). The projected overspend is now approximately £612,000.00, reflecting the fact that the savings target has only been partially met.

Education and Children Services Directorates have established a joint project group to address this issue. Risk cases are identified early and discussed regularly at Risk Management Meeting, with an emphasis on strengthening current placements wherever possible. Where out of county placement arises from a lack of in county provision, a sufficiency audit is underway which will inform the scoping exercise for SOP band B. A briefing note summarising the key issues is attached.

ATEBWCH I / PLEASE REPLY TO :

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Finally, in response to the request that the Council organise a monitoring board to monitor the implementation of Cardiff 2020 the Education Development Board will provide the required governance of progress against Cardiff 2020. The Board is a partnership board, with an Independent Chair and its membership includes Council, Schools, Further and Higher Education, Business, Careers Wales and Governors Wales. The Board receives regular updates on progress against the desired outcomes and goals of Cardiff 2020.

Yn gywir

Yours sincerely



Councillor / Y Cynghorydd Sarah Merry
Cabinet Member for Education
Aelod Cabinet Dros Y Addysg