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AGENDA

Committee	CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE
Date and Time of Meeting	TUESDAY, 14 JUNE 2016, 2.30 PM
Venue	COMMITTEE ROOM 4 - COUNTY HALL
Membership	Councillor Richard Cook (Chairperson) Councillors Boyle, Chaundy, Gordon, Joyce, Murphy, Dianne Rees and Lynda Thorne Mrs P Arlotte (Roman Catholic representative), Carol Cobert (Church in Wales representative) and Mrs Hayley Smith (Parent Governor Representative)

Time approx.

1 Chairperson

To note that the Annual Council at its meeting on 26 May 2016 appointed Councillor Richard Cook as Chairperson of this Committee.

2 Appointment of Committee and Terms of Reference

2.35 pm

The Annual Council at its meeting on 26 May 2016 appointed the following Members to this Committee:

Councillor Richard Cook (Chairperson);
Councillors Boyle, Chaundy, Gordon, Govier, Derrick Morgan, Murphy, Rees and Thorne.

Mrs P Arlotte (Roman Catholic representative); Mrs Hailey Smith + Vacant (Parent Governor representatives).& Carol Cobert (Church in Wales representative. with the following Terms of Reference:

Terms of Reference

- To scrutinise, measure and actively promote improvement in the Council's performance in the provision of services and

compliance with Council policies, aims and objectives in the area of children and young people, including:

- School Improvement
 - Schools Organisation
 - School Support Services
 - Education Welfare & Inclusion
 - Early Years Development
 - Special Educational needs
 - Governor Services
 - Children's Social Services
 - Children & Young Peoples Partnership
 - Youth Services and Justice
 - Play Services
- To assess the impact of partnerships with and resources and services provided by external organisations including the Welsh Government, Welsh Government Sponsored Public Bodies, joint local government services and quasi-departmental nongovernmental bodies on the effectiveness of Council service delivery.
 - To report to an appropriate Cabinet or Council meeting on its findings and to make recommendations on measures which may enhance Council performance and service delivery in this area.

3 Apologies for Absence 2.40 pm

To receive apologies for absence.

4 Declarations of Interest 2.40 pm

To be made at the start of the agenda item in question, in accordance with the Members' Code of Conduct.

5 Corporate Safeguarding Board - Annual Report 2015/16 (Pages 1 - 18) 2.45 pm

This report enables the Committee to review the first annual report of the Corporate Safeguarding Board after it was set up in March 2015.

- (a) Councillor Graham Hinchey, Cabinet Member for Corporate Services and Performance, and Chair of the Corporate Safeguarding Board will be in attendance and may wish to make a statement;
- (b) Tony Young (Director of Children's Services) will introduce the report and be available to answer Members' questions;

- (c) Questions from Committee Members.

6 Cardiff Youth Service (Pages 19 - 34)

3.30 pm

This report provides the Committee with a briefing and progress report on the delivery of the revised Youth Service, Youth Innovation Grants and European Social Fund.

- (a) Councillor Sarah Merry (Cabinet Member for Education and Skills) will be in attendance and may wish to make a statement;
- (b) Nick Batchelar (Director of Education and Lifelong Learning) and Simon Morris (Achievement Leader - Engagement and Progression) will present the reports and be available to answer questions Members may have;
- (c) Questions from Committee Members.

7 Long Term Strategy for School Improvement - Cardiff 2020 Strategy - Aiming for Excellence (Pages 35 - 68)

4.30 pm

This report provides the Committee with the opportunity to be presented with the strategy, together with the key goals and desired outcomes for Cardiff's pupils.

- (a) Councillor Sarah Merry (Cabinet Member for Education and Skills) will be in attendance and may wish to make a statement;
- (b) Nick Batchelar (Director of Education and Lifelong Learning) and Suzanne Scarlett (Performance Manager) who will present the report and be available to answer questions Members may have;
- (c) Questions from Committee Members.

8 Correspondence Report (Pages 69 - 76)

5.30 pm

To provide the Committee, a summary of correspondence sent and responses receive since March 2016.

- (a) Scrutiny Officer to briefly introduce the report;

(b) Questions from Committee Members.

9 **Way Forward** 5.45 pm

10 **Date of next meeting**

The Next Regular meeting is scheduled for 11 July at 4.30pm.

David Marr

Interim Monitoring Officer

Date: Wednesday, 8 June 2016

Contact: Mandy Farnham,

029 2087 2618, Mandy.Farnham@cardiff.gov.uk

This document is available in Welsh / Mae'r ddogfen hon ar gael yn Gymraeg

**CITY AND COUNTY OF CARDIFF
DINAS A SIR CAERDYDD**

CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE

14 JUNE 2016

Corporate Safeguarding Board – Annual Report 2015/16

Reason for the Report

1. The Children and Young People Scrutiny Committee is responsible for scrutinising the performance of Children's (Social) Services. This report provides the Members with a copy of the draft Corporate Safeguarding Board's Annual report 2015/16, prior to its consideration by Cabinet, copy attached at **Appendix A**.

Background

2. This Committee, at its meeting in May 2015, received a copy of Wales Audit Office inspection report dated October 2014, together with a draft copy of the Corporate Safeguarding Governance Report of the Director of Social Services dated 2 July 2015 responding to the inspection recommendations. The Committee welcomed the opportunity to review the draft Cabinet response. Members agreed to write suggesting some amendments to the draft Cabinet report and recommended that the training sessions were crucial and must be completed by June 2015. The Cabinet Member subsequently responded accepting the points raised by the Committee.
3. The Cabinet approved the Corporate Safeguarding Governance Report at its meeting on 15 July 2015. The report set out proposals to strengthen Corporate Safeguarding by establishing a Corporate Safeguarding Board, with an Action Plan copy attached at **Appendix B**, to support the implementation of the recommendations arising from the Welsh Audit Office inspection.

4. The Board was established in March 2015 and the terms of reference were agreed as:
 - i. Ensure the compliance of all Council Directorates with key safeguarding requirements in relation to children and vulnerable adults.
 - ii. Support the Statutory Director of Social Services in the discharge of his/her wider safeguarding duties.
 - iii. Support HR in the delivery of key vetting and barring requirements and workforce development.
 - iv. Provide an Annual Corporate Safeguarding Report, setting out the performance of all Directorates, in relation to vetting and barring, staff safeguarding training, and the operation of front-line services in terms of their effectiveness in identifying and referring safeguarding concerns.
 - v. Review and develop relevant corporate safeguarding standards and policy.
 - vi. Review and develop appropriate corporate safeguarding performance measures.
 - vii. Advise the Head of the Paid Service and recommend relevant action in relation to corporate safeguarding standards and policy.
 - viii. Promote effective cross Directorate safeguarding practice particularly in terms of information sharing and data collection, front-line operational awareness, staff training and wider partnership engagement.
5. The Board has met on four occasions during 2015-16 to work towards implementing the action plan. This report will therefore provide an annual summary of the progress made against the action plan.
6. Council's Standards and Ethics Committee at its meeting on 15 December 2015, considered a draft Protocol to provide guidance and advice to elected Members on their roles and responsibilities in relation to safeguarding vulnerable children and adults. This was subsequently approved by Council in January 2016.

Issues

7. The draft Annual Report, copy attached at **Appendix A**, includes the following elements:
 - a. Welsh Audit Office proposals for improvement
 - b. Governance arrangements
 - c. Key achievements
 - d. Overall evaluation
 - e. Future work programme
 - f. Updated action plan

Evaluation

8. The terms of reference require that the Board advise the Head of the Paid Service and recommend relevant action in relation to corporate safeguarding standards and policy. No recommendations were made during 2015/16, but work throughout the year built towards presenting recommendations on vetting and barring, training and performance early in 2016/17. The Chair and members of the Board rated performance of the board over the year as six out of ten with the prospect of now having sufficient engagement to be able to accelerate performance during 2016/17.

Scope of Scrutiny

9. The scope of this scrutiny is to consider the proposed Draft Corporate Safeguarding Board Annual Report – 2015/16, and assess whether the Board has appropriately addressed the Welsh Audit Offices six recommendations.
10. Members may also wish to review and assess the key achievements for the year, and pass any observations, comments or recommendations to the Chair of the Board, Cllr Hinchey and the Director of Social Services with regards to the progress made.

Way Forward

11. Members are invited to consider the information set out in the attached report at Appendix A and to identify any issues on which they would wish to receive further information.

12. Councillor Graham Hinchey (Cabinet Member for Corporate Services and Performance) has been invited and may make a statement. Tony Young, Director of Social Services have been invited to comment on the Annual report.

Legal Implications

13. The Scrutiny Committee is empowered to enquire, consider, review and recommend, but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct legal implications. However, legal implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to the Cabinet/Council will set out any legal implications arising from those recommendations. All decisions taken by or on behalf of the Council must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. Scrutiny Procedure Rules; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.

Financial Implications

14. The Scrutiny Committee is empowered to enquire, consider, review and recommend, but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct

financial implications at this stage in relation to any of the work programme. However, financial implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet/Council will set out any financial implications arising from those recommendations.

RECOMMENDATION

The Committee is recommended to consider the contents of the Corporate Safeguarding Annual report attached at **Appendices A** and provide the Cabinet Member and Director of Social Services with any comments or concerns, prior to the Cabinet's consideration of the report.

DAVID MARR

Interim Monitoring Officer

7 June 2016

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The City of Cardiff Council
Corporate Safeguarding Board

Annual Report
2015/16

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Chair's Foreword

Safeguarding of children and vulnerable adults is an important issue in which we all have a role to play. Safeguarding is about what we can do to keep children and vulnerable adults safe, with a particular emphasis on protecting them from abuse and exploitation. It is also about being able to respond quickly and appropriately to concerns or allegations that come to our attention. This requires us to have clear and appropriate policies and procedures that are understood by all staff and Members of the Council.

A new Corporate Safeguarding Board was initially established in March 2015 and includes senior representation from all Directorates to ensure that all public facing services integrate safeguarding awareness into their operations. The Board is not concerned with operational practice in Adults or Children's Social Services or in schools but aims to promote effective cross Directorate safeguarding practice particularly in terms of information sharing and data collection, front-line operational awareness, staff training and the vetting and barring of staff who have significant or unsupervised contact with vulnerable adults or children.

I am very pleased to have recently taken on the role of Chairing the Board and would wish to emphasise my commitment and the commitment of the whole Cabinet to this very important agenda.

Councillor Graham Hinchey
Chair, Corporate Safeguarding Board

Executive Summary

As the first of its kind this Annual Corporate Safeguarding Report reflects a much better sense of purpose in terms what the role of a corporate board should be in relation to safeguarding children and adults from abuse. As the Wales Audit Office audit highlighted, the previous arrangements had been insufficiently effective in terms of their tangible impact on a broader range of staff and members across the council. Too few staff appeared to understand what safeguarding might mean for them or where to go if they had concerns. Addressing this is neither a one off exercise or amenable to a 'quick fix'. It needs to be based on a carefully planned approach that seeks to embed understanding over the longer term and that is underpinned by an accurate understanding of our baseline and performance over time.

Inevitably in the first year of its operation, the Board has focused on establishing its functions and arrangements, determining its priorities and ensuring that individual board members have had the opportunity to develop a shared understanding of the role of the board and their own role in relation to the complex technical aspects of safeguarding practice. In terms of ensuring effective impact, the board has developed an appropriate performance monitoring framework and an agreed a set of actions to ensure implementation. The real test of the board's effectiveness will however only be known over the next three years or so when we will be in a better position to understand the depth and durability of impact for staff and members over the longer term.

Tony Young
Director of Social Services

Introduction

The Corporate Safeguarding Board was established in March 2015 in response to specific recommendations from the Welsh Audit Office. This is the first report of the Board and is structured to provide an understanding of its activities. It begins with background information that is helpful in understanding the Board's function and purpose. That is followed by a section that summarises the key achievements of the Board during 2016/17. Conclusions from the Board are presented along with the future work programme and action plan.

Background

Corporate Safeguarding

Corporate Safeguarding is the activity required by all Council Directorates to effectively protect the health, wellbeing and human rights of children and adults so that they are able to live free from harm, abuse and neglect.

The corporate safeguarding objective

The City of Cardiff Council's Corporate Plan 2015-2017 included an improvement objective to safeguard people at risk in Cardiff.

The objective was a commitment to support children, young people and adults who may be unable to take care of themselves and empower individuals to protect themselves from significant harm or from exploitation. The objective continued into the 2016-18 Corporate Plan and reflects the ongoing commitment of the Council. The Council is committed to playing a lead role among its partners in protecting and safeguarding individuals who need care and support from abuse and neglect or any other kinds of harm.

Welsh Audit Office proposals for improvement

Between March and May 2014 the effectiveness of arrangements to support the safeguarding of children in the City of Cardiff Council were assessed as part of an all Wales study commissioned by the Welsh Audit Office (WAO).

The WAO proposed that the following improvements should be made:

- P1 Ensure the Council develops effective arrangements to monitor, evaluate and challenge information and performance of safeguarding.
- P2 The Council should clarify who designated officers within responsibility for safeguarding are.
- P3 Improve the range, quality and coverage of safeguarding performance reporting to provide adequate assurance that corporate arrangements are working effectively.
- P4 Improve the work of the Council's scrutiny committees to ensure it is providing assurance on the effectiveness of the Council's corporate safeguarding arrangements.

- P5 Ensure all elected members and staff who encounter children on a regular basis receive training on safeguarding and child protection issues and the Council's corporate policy on safeguarding.
- P6 Identify and agree an appropriate internal audit programme of work for safeguarding across the Council.

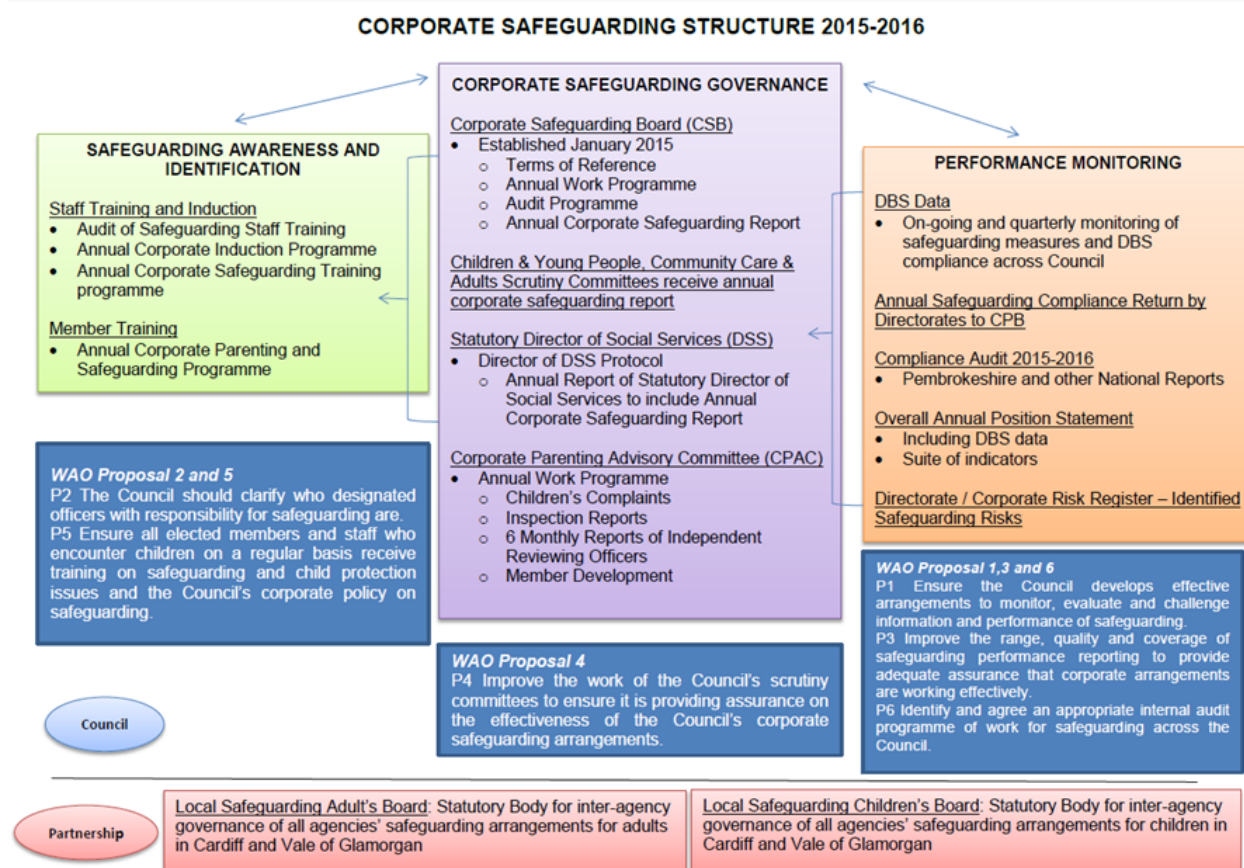
Governance

Improving the work of the Council's scrutiny committees to ensure they are providing assurance on the effectiveness of the Council's corporate safeguarding arrangements was a key improvement proposed by the Welsh Audit Office to the Council. In response the Director of Social Services presented a report to Cabinet on the 2nd of July 2015 recommending a Corporate Safeguarding Board be established to strengthen governance.

The Board operated within the following terms of reference during 2015/16:

1. Ensure the compliance of all Council Directorates with key safeguarding requirements in relation to children and vulnerable adults.
2. Support the Statutory Director of Social Services in the discharge of his/her wider safeguarding duties.
3. Support HR in the delivery of key vetting and barring requirements and workforce development.
4. Provide an Annual Corporate Safeguarding Report, setting out the performance of all Directorates, in relation to vetting and barring, staff safeguarding training, and the operation of front-line services in terms of their effectiveness in identifying and referring safeguarding concerns.
5. Review and develop relevant corporate safeguarding standards and policy.
6. Review and develop appropriate corporate safeguarding performance measures.
7. Advise the Head of the Paid Service and recommend relevant action in relation to corporate safeguarding standards and policy.
8. Promote effective cross Directorate safeguarding practice particularly in terms of information sharing and data collection, front-line operational awareness, staff training and wider partnership engagement.

The report to Cabinet included the following governance structure.



It can be seen from the diagram that the Corporate Safeguarding Board forms part of a wider governance structure that includes pre-existing Scrutiny committees, the Director of Social Services statutory annual report, a Corporate Parenting Advisory Committee and two interagency regional statutory safeguarding boards, one each for adults and children respectively. The Corporate Parenting Advisory Committee first met on the 8th of October 2014 replacing a previous Corporate Parenting Panel. The Corporate Parenting Advisory Committee received the Director of Social Services' Corporate Safeguarding Governance report on the 16 June 2015 prior to the report being submitted to Cabinet. The Children and Young People's Scrutiny Committee will be considering the Corporate Safeguarding Board's first Annual Report prior to its submission to the Corporate Parenting Advisory Committee and Cabinet in 2016. The Scrutiny committee is seeking assurance that there has been progress in addressing the Welsh Audit Office proposals and that the corporate Safeguarding Board is effectively discharging its responsibilities as set out in its terms of reference.

Key Achievements

During 2015/16 activity of the Board centred on responding to the Welsh Audit Office proposals and making progress to achieve the priorities specified in the Boards terms of reference. The following sub-sections are structured around emerging themes.

The provision of corporate support for specific safeguarding duties

During 2015/16 the Board met on the 27th April 2015, 2nd June 2015, 27th August 2015 and 18th January 2016 with the objective of ensuring that all Council directorates comply with key safeguarding requirements.

The terms of reference require the Board to support the statutory Director of Social Services in the discharge of their wider safeguarding duties. The Board was chaired initially by the Director of Social Services and subsequently by the Cabinet Member for Corporate Services & Performance, Councillor Graham Hinchey who took up the role at the August 2015 meeting with the objective of raising the profile of the Board and raising Safeguarding awareness across the Council including with elected members.

The terms of reference also require that the Board support Human Resource Officers in the delivery of key vetting and barring requirements and workforce development. During the year members of the Board worked to clarify the Disclosure and Barring Scheme (DBS) requirements to ensure that all staff who are legally required to be checked will be checked, that those checks are only carried out according to the DBS check criteria, and clarified the requirements for checks on School Governors. The findings of the year's work were reported to the Board at the first meeting of 2016/17 for subsequent authorisation and implementation during 2016/17.

The terms of reference further require the Board to ensure that all Council Directorates comply with key safeguarding requirements and promote effective cross directorate safeguarding practice in terms of information sharing, data collection, front-line operational awareness, staff training and wider partnership engagement. Through the continued operation of the Board, assurance will be sought from all Directors of their directorates understanding and engagement in safeguarding policies, procedures and training. The following sections outline the mechanisms that will facilitate that.

Responsible officers

The Welsh Audit Office proposed that the Council should identify designated officers with responsibility for safeguarding within each directorate. During 2016/17 Directorate Lead Safeguarding Officers were identified for Adult Social Care, Childrens Services, Education, Finance, HR, Legal and Governance, Leisure & Play. Waste Management Trading Standards and Traffic and Transportation will need to identify Lead Officers during 2016/17.

The role of the Directorate Lead Safeguarding Officers was clarified as:

- To promote Safeguarding within their Directorate.
- To act as the key point of contact for advice and support relating to Safeguarding matters and issues within their Directorate.

- To collect and collate relevant information to support their Director in discharging their Safeguarding responsibilities.

Training

The Welsh Audit Office proposed that the Council should ensure that all elected members and staff who encounter children on a regular basis receive training on safeguarding, child protection issues and the Council's corporate policy on safeguarding.

The Board engaged the Social Services Training Manager to work on identifying who should receive safeguarding training, methods and timing of delivering training, recording attendance, and the development of a procedure to highlight the training as mandatory. A programme of Corporate Safeguarding training and Member training were established as a result and implementation began. This led to a paper in early 2016/17 which further set out options around raising awareness and modes of delivery.

Performance reporting

The Welsh Audit Office proposed that the Council should improve the range, quality and coverage of safeguarding performance reporting to provide adequate assurance that corporate arrangements are working effectively. In response to this, the Board's terms of reference require the Board to review and develop appropriate corporate safeguarding performance measures. Performance indicators were developed by members of the Board during 2016/17, working towards agreement and implementation during early 2016/17.

Furthermore, the Welsh Audit Office proposals required the Council to ensure the Council develops effective arrangements to monitor, evaluate and challenge information and performance on safeguarding. The Board developed a 'Directorate Engagement Safeguarding Information Return' template with the objective of monitoring the numbers of safeguarding referrals, reports of allegations against staff, training and numbers of lead safeguarding officers within each directorate. Directorates will be required to hold and retain information for the Safeguarding Information Return and each directorate Lead Safeguarding Officer will complete and return the form as part of the quarterly performance information process. A process for pursuing and escalating non-compliance was also developed alongside the template. The Information Return will be implemented during 2016-17.

The new performance indicators and information return mechanisms will allow the Board to robustly respond at the end of 2016-17 to the requirement in the terms of reference to compile an Annual Corporate Safeguarding Report setting out the performance of all Directorates in relation to vetting and barring, staff safeguarding training, and the operation of front-line services in terms of their effectiveness in identifying and referring safeguarding.

Audit programme

The Welsh Audit Office proposed that the Council identify and agree an appropriate internal audit programme of work for safeguarding across the Council.

An audit of professional strategy meetings processes was drafted and progressed during the year. Compliance with the Safeguarding Information Return and performance against the agreed performance indicators will be the focus for the Audit Programme in 2016/17. The responses will inform the Director of Social Services and provide evidence to evaluate the effectiveness of safeguarding arrangements.

Standards and policy

The terms of reference require that the Board review and develop relevant corporate safeguarding standards and policy. Standards and policy will be developed where appropriate in response to the findings of the performance and audit findings, and began during 2015/16 with the development of a paper which outlines member's roles and responsibilities around data protection, and conduct to be observed when in contact with children / young people or vulnerable adults. The paper was submitted to the Standards and Ethics Committee on the 15th of December 2015 and a protocol approved by Council during January 2016.

Matters arising

During the year the Board also considered a number of safeguarding matters as they arose. Those included subsuming actions to clarify licencing arrangements when disbanding a pre-existing Transport and Escort safeguarding subgroup, responding to the Independent Inquiry into Child Sexual Abuse, and noting the establishment of a National Scams Hub.

Evaluation

During May 2016 Committee members reflected on the Board's operation during the previous year. The following themes emerged from the discussion.

Members of the Board reflected that in their opinion the new Current Corporate Safeguarding Board is significantly more effective than a predecessor Board which was disbanded several years previously. This was attributed to greater focus and structure in the Board's operation and the appointment of a Cabinet Member as Chair. This leadership was thought to provide a sense of gravitas and to have raised the profile of the Board significantly.

The key challenge faced during the year was a perception that some directorates initially found it difficult to understand their role in Safeguarding. The Board empathised that this was in part heightened by a context of considerable corporate change and modernisation across the Council, but also highlighted that Corporate Safeguarding needs to be fundamental to those wider changes. There had been a strong and committed response by the Chair and Chief Executive to address any gaps in

Directorate commitment to the Board and this resulted in better engagement. Communication was considered by the Board's members to be an important function, and activities during 2015/16 were structured to plan engagement at the level of elected members, directors and staff. Members of the Board believe that key to the success of the Board will be that when the planned training, monitoring and governance are in place all employees of the Council will understand their responsibility and what is required of them. The Chair expressed that at the end of the first year clear objectives and plans were being progressed. The Chair and Board members are more confident that there is now a good platform for ensuring the effective implementation of the improvement Action Plan.

Recommendations from the Board

The terms of reference require that the Board advise the Head of the Paid Service and recommend relevant action in relation to corporate safeguarding standards and policy. No recommendations were made during 2015/16, but work throughout the year built towards presenting recommendations on vetting and barring, training and performance early in 2016/17.

Future work programme

The 2016/17 work programme will focus on the following areas:

- Ongoing actions from 2015/16
- Implementation of proposals including:
 - DBS checks
 - Training
 - Performance monitoring
- Communications and Engagement

Action Plan

		ACTION	TARGET	LEAD OFFICER	RAG STATUS
1	1.1	Resolve any ongoing actions from 2015/16.	Sept 2016		
2		CORPORATE SAFEGUARDING GOVERNANCE			
	2.1	Agree the 2015/16 annual report, 2016/17 work programme and action plan.	June 2016	Director of Social Services	
	2.2	Finalise and gain authorisation of the draft Corporate Safeguarding Assurance Process.	July 2016	Director of Social Services / Operational Manager Improvement and Information	
	2.3	Evaluate 2016/17 safeguarding performance and report in the Director of Social Services 2016/17 annual report.	May 2017	Operational Managers Safeguarding	
	2.4	Produce an annual Corporate Safeguarding Report and arrange to present to relevant Scrutiny committees.	May 2017	Director of Social Services	

3		SAFEGUARDING AWARENESS			
	3.1	Engage any directorates not engaged.		Cabinet Member for Corporate Services & Performance / Director of Social Services	
	3.2	Issue the Corporate Safeguarding Assurance Statement.		Operational Manager Improvement and Information	
	3.3	Engage with nominated Directorate Lead Safeguarding Officers.		Operational Managers Safeguarding / Social Services Workforce Development & Training Manager	
	3.4	Finalise plans for training.	Sept 2016	Social Services Workforce Development & Training Manager	
	3.5	Roll out the Corporate Safeguarding Training and Development programme for staff.	Sept 2016	Social Services Workforce Development & Training Manager	
	3.6	Roll out the Corporate Safeguarding Training and Development Programme for Members.	Sept 2016	Social Services Workforce Development & Training Manager	
	3.7	Finalise and publicise a Council Safeguarding Policy and Protocol for members and officers, identifying the Council's Lead Safeguarding Officers, key officers, roles and responsibilities.	March 2017	Director of Legal and Governance Services	
	3.8	Communications		Director of Legal and Governance Services (Head of Communications & External Relations)	
	3.9	Develop standards and policy in response to performance monitoring findings.	Ongoing	Director of Legal and Governance Services	
4		PERFORMANCE MONITORING			
	4.1	Verification that DBS checks are being carried out appropriately.	Sept 2016	Operational Manager HR People Partner	
	4.2	Finalise and roll out of the Directorate Engagement Safeguarding Information Return. Collect quarterly returns.	June 2016	Operational Manager Improvement and Information	
	4.3	Collect data to report against the new corporate safeguarding Indicators.	April 2017	Operational Manager Improvement and Information	
	4.4	Audit compliance with the new Directorate Engagement Safeguarding Information Return.	April 2017	Principal Auditor	
	4.5	Agree an audit programme.	Sept 2016	Principal Auditor	

APPENDIX B

2015/16 Action Plan

RED – High priority
 AMBER – Medium priority
 YELLOW – Medium priority
 GREEN – Low priority

		ACTION	TARGET	LEAD OFFICER	RAG STATUS
1		CORPORATE SAFEGUARDING GOVERNANCE			
	1.1	To establish the Corporate Safeguarding Board (CSB)	March 2015	TY	Completed Jan 2015
	1.2	To determine the annual Work Programme	Initial Action Plan	AD	Agreed February 2015
	1.3	To produce an annual Corporate Safeguarding Report and establish arrangements to present to relevant Scrutiny committees annually	July 2015 and annually	TY	
	1.4	To develop a tool for compiling annual safeguarding compliance returns from each directorate	September 2015		
2		SAFEGUARDING AWARENESS			
	2.1	Revise / develop a Corporate Safeguarding Training and Development Programme for staff	June 2015	MR(JF)	
	2.2	Revise / develop a Corporate Safeguarding Training and Development Programme for members	June 2015	MR (JF)	
	2.3	Finalise and publicise a Council Safeguarding Policy and Protocol for members and officers, identifying the Council's Lead Safeguarding Officer, key officer and members roles and	July 2015	MR/CJ	

		responsibilities			
	2.4	To agree appropriate policy in relation to the appointment of school governors	September 2015	MR / CJ	
3		PERFORMANCE MONITORING			
	3.1	Verification that all of those who work with Children within the Local Authority have an up to date DBS.	September 2015	AB	
	3.2	Undertake Compliance Audit against Pembrokeshire Report and other safeguarding requirements (e.g. DBS)	October 2015	AD / AB	
	3.3	Undertake an audit of professional strategy meetings processes	October 2015	AD	
	3.4	Agree an audit programme for 2016-17	March 2016	VP / AD	
	3.5	Develop a suite of Corporate Safeguarding indicators to promote transparent governance and accountability	December 2015	VP / AD	

**CITY AND COUNTY OF CARDIFF
DINAS A SIR CAERDYDD**

CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE

14 JUNE 2016

Cardiff Youth Service – Briefing

Reason for the Report

1. The Children and Young People Scrutiny Committee is responsible for scrutinising the organisation and performance of the Youth Service. This report provides the Members with a briefing on the revised structure, operational focus and budget of the Youth Service following the reduction in funding in the 2015/16 and 2016/17 budgets (briefing attached at **Appendix A**).

Background

2. At its meeting in February 2015, Full Council agreed savings proposals for Cardiff Youth Service as part of the Council's Budget for 2015/16. The proposals was:

“Youth Service - the model seeks to maintain a high level of open access provision across the city through achieving input from voluntary, community and third sector groups whilst maintaining a re-shaped pattern of specialist provision which better meets the needs of priority groups. The model:

- *Builds on current strong community based provision.*
- *Develops a participatory budget for funding open access youth work.*

- *Includes mobile outreach services through the Youth Bus.*
- *Maintains Duke of Edinburgh Activity via charging participants.*
- *Council provision from six retained premises.*

This would achieve a saving of £1.25m in 2015/16 with a further £0.5m over 2016/17 and 2017/18”.

3. The Council in February 2016 approved the following further reduction in the Youth Service budget:

“Youth Service Budget - this is a continuation of the 2015/16 budget decision to fundamentally change the provision of Youth Services in Cardiff and through this to save £1.7m of revenue budget over the medium term. This second year target of £650k will be achieved through a reduction in the numbers of full and part time youth workers delivering services across the City with a greater focus on meeting the needs of priority groups of young people.”

4. The Education and Lifelong Learning Directorate Delivery Plan for 2015/16 included a corporate commitment to: *“Introduce new models of service provision for youth Services in the city by April 2017, with existing services running until new services are in place”*. The 2016/17 Budget saving of the further £650,000 was also referenced in the draft 2016/18 Directorate Delivery Plan.

Issues

5. During its consideration of the Education and Lifelong Learning Delivery Plan 2016-2018, the Committee focused on the reference to the Youth Service. The Committee agreed to write to the Cabinet Member for Education to seek a briefing report on the revised Youth Service structure,

its operational focus and budget. The Members were concerned that the new Youth Innovation Grants would not be able to provide a broad enough service for young people. In addition the Committee requested clarification of the plans for the use of resources planned to be delivered through a bid to the EU Social Fund.

6. The Director of Education and Lifelong Learning has provided a briefing paper (attached at **Appendix A**) which include the following information:

- a. Youth service structure – summary of position
- b. Retention of six youth centres
- c. Improved partnership working
- d. Detached and outreach youth work
- e. Access to one to one support
- f. Inclusive youth work provision
- g. Next steps.

7. The briefing paper also details plans for use of £1,630,288 European Social Funding, highlighting its operational focus and outcomes and outputs. Finally the briefing paper lists at **Appendix 1** the Youth Innovation Grants that have been awarded, following the two stage application process during the summer and autumn of 2015.

Scope of Scrutiny

8. The scope of this scrutiny is for Members to gain an understanding of the operation of the revised Youth Service provision across the City.

9. Members may also wish to review and assess the effectiveness of the revised provision in fulfilling its statutory responsibilities as well as its contribution to combating disengagement amongst young people.

Way Forward

- 10.** Members are invited to consider the information set out in the attached report and to identify any issues on which they would wish to receive further information.

- 11.** Councillor Sarah Merry (Cabinet Member for Education) has been invited and may make a statement. Nick Batchelar, Director of Education and Lifelong Learning and Simon Morris (Achievement Leader - Engagement and Progression) have been invited to introduce the briefing report.

Legal Implications

- 12.** The Scrutiny Committee is empowered to enquire, consider, review and recommend, but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct legal implications. However, legal implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to the Cabinet/Council will set out any legal implications arising from those recommendations. All decisions taken by or on behalf of the Council must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. Scrutiny Procedure Rules; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.

Financial Implications

- 13.** The Scrutiny Committee is empowered to enquire, consider, review and recommend, but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct financial implications at this stage in relation to any of the work programme. However, financial implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet/Council will set out any financial implications arising from those recommendations.

RECOMMENDATION

The Committee is recommended to consider the contents of the briefing paper attached at **Appendix A** and provide the Cabinet Member and Director of Education and Lifelong Learning with any comments or concerns.

DAVID MARR

Interim Monitoring Officer

8 June 2016

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PORTFOLIO: Education and Lifelong Learning

1. Reason for this report

- i) To update Scrutiny on the current position in relation to Youth Service provision in Cardiff.
- ii) To clarify for Scrutiny Cardiff's contribution to the East Wales European Social Fund programme, 'Inspire 2 Achieve'.

2. Background and context

- i) This report provides information on the operational focus and the changes in delivery of Cardiff Youth Service made in the past 12 months. During the period April 2014 to April 2016 the Youth Service has undertaken a significant service restructure to meet both budgetary requirements and to secure a coordinated 'Youth Offer' across the city.
- ii) The operational focus of the Youth Service is now centred on two areas of delivery; retaining community based open access youth work and meeting the aspirations of the 'Cardiff Commitment' to improve outcomes for young people.
- iii) Cardiff Council has sought to bring additional resource to support work with those young people not engaging or at risk of disengagement from education, training or employment (ETE). The Council has been successful in securing £1,630,288 of funding under an East Wales European Social Fund (ESF) programme bid.

3. Youth Service Structure - summary of position

- i) The Youth Service has undertaken a significant reorganisation of provision which was completed in April 2016. The new structure maintains a 'Youth Offer' across the city. Young people have the opportunity to access provision in a number of formats to meet their needs. The structure includes; the retention of six council youth centres, improved working arrangements with youth focused organisations, neighbourhood alignment of detached and outreach youth work, increased access to one to one support, maintained inclusive youth work provision and support for Cardiff Youth Council and the active participation of young people in decision making.

4. Retention of six council youth centres

- i) The Youth Service is currently operating from six Youth Activity Centres (YAC's) these are; North Ely Youth Centre, Butetown Pavilion, Eastmoors Youth Centre, St Mellons Youth and Community Centre, Llanedeyrn Hub, and Grassroots (Cardiff City centre). Five of the centres are providing activities for young people on three evenings a week (Tuesdays, Thursdays and Fridays) for a period of 44 weeks through the year. Grassroots continues to operate a five day, day time facility delivering information, advice and guidance as well as education activities to young people between the ages of 16 and 24.
- ii) Each of the six centres are staffed by professionally qualified youth workers including a full time Senior Youth Officer (Youth Offer). Officers are supported by an allocation of four part time youth work staff who are working with young people to deliver a range of youth focused activities in each of the centres. The Senior Youth Officers have responsibility for the management of the Youth Activity Centre and for overseeing the coordination and delivery of a wider neighbourhood 'Youth Offer'.

5. Improved partnership working arrangements with youth focused organisations

- i) The co-ordination of a 'Youth Offer' is being progressed through the establishment of Neighbourhood Youth Action Groups in each of the six existing Neighbourhood Partnership areas. The action groups are responsible for bringing organisations delivering out of school activities for young people together to act as focal point for the planning of a wider neighbourhood 'Youth Offer'. This will include, for example, collaboratively mapping and publicising youth activities through the year particularly highlighting the availability of activities during holiday periods.
- ii) The six Youth Activity Centres are being promoted as venues to host organisations that deliver youth focused services and activities. This will enable centres to open beyond the three evenings currently available to young people and potentially generate an income.
- iii) Investment is being made in the fabric of North Ely and Eastmoors Youth Activity Centres during 2016/17 to bring them up to a good standard of specification.
- iv) Beyond the Youth Activity Centres the Council has made a commitment to supporting the delivery of youth work throughout the city and is achieving this through a combination of council and community/third sector run provision. The allocation of fifteen 'Youth Innovation Grants' (Appendix 1) has provided an exciting opportunity to engage with young people, community groups and third sector providers in shaping and delivering youth services. This approach augments Youth Activity Centre provision, offering access to youth provision across the city in a variety of different

formats and providing a 'Youth Offer' for young people age 13-19 in all neighbourhood areas. Responsibility for supporting and monitoring the delivery of grant providers will be undertaken by a designated Senior Youth Officer.

- v) Whilst still early days, the initial take up by young people of activities delivered through the Innovation Grants is encouraging.

For example, in the period October and March 2015/16;

- The Plasnewedd Project, a grant recipient partnership between YMCA Cardiff, Ethnic Support Team and Ministry of Life, offering provision two evenings a week, made a total of 668 contacts with young people. The programmes delivered included design and music workshops, issue based work, consultation events and with an additional £500 HYPE grant supported work to engage young people in volunteering opportunities.
- Cardiff City Foundation delivered 84 multi-sport and health focused sessions in Ely (Michaelston Barn), Trelai, Western Leisure Centre and Llanishen Leisure Centre. The programmes made a total of 2,642 contacts with young people of which 33% were female. 19 young people are engaged with the Foundation on a formal volunteer programme.
- Cathays and Central Youth and Community Project have been running services for young people using the Youth Innovation Grant to run three sessions per week during term time. The Project has made 1092 contacts with young people. During sessions young people engage with issue based work alongside sports, pool and cooking activities. Young people are additionally involved in accredited projects around learning sign language, independent living and work related education.
- Full Circle, a social enterprise organisation has been working since January with young people in the Llanrumney area. Meeting twice weekly at John Reynolds Centre and Llanrumney Hub the Youth TV Project is attracting 35 young people. The project is focused on engaging young people through creating a TV channel, created by young people for young people, building youth digital skills and competencies, leadership and presentation skills.

6. Neighbourhood alignment of detached and outreach youth work

- i) Recognising that not all young people access structured or centre based activities, the Youth Service has retained detached and outreach youth work teams which are delivering on two evenings during the week. These are aligned to each centre with a working brief across a neighbourhood area. The detached teams, using available data including anti-social behaviour information will continue to target 'hot spots' where young people are known to congregate.

7. Access to one to one support

- i) The Youth Service has a role to play in contributing to the delivery of the 'Cardiff Commitment'. In progressing this the Service has strengthened the relationship between youth work delivery and formal education enabling a more consistent and integrated offer to young people. Work delivered by the Youth Service will target support at young people at risk of disengagement from or not progressing in education, training or employment. On that basis, we expect this approach to support a sustained reduction in young people who are not in education, training or employment.
- ii) Utilising the Vulnerability Assessment Profile (VAP) and at post 16 the Neighbourhood panels, officers are working with secondary schools and Careers Wales to allocate Youth Mentors to support identified young people. Six Senior Youth Officer (Early Intervention and Prevention) are managing the delivery of mentor interventions including; assessing needs, arranging intensive one to one support, addressing risk taking behaviours, raising aspirations, managing referrals to specialist agencies. The delivery of targeted interventions is being supported by an allocation of twenty four Youth Mentors.
- iii) Funding for the mentoring programme has been secured from external sources which includes, Family First Funding, the Education Improvement Grant, and the Youth Work Strategy Support Grant. Using the latter two grants as a source of match funding has enabled the Council to access additional ESF money which will further enhance the programme. Programme details in Appendix 2.

8. Inclusive youth work provision

- i) The Council has a commitment to promoting access to youth work provision and inclusive youth work. Youth work for young people with a learning difficulty or disability and provision for young carers is retained. Provision is currently delivered on a weekly basis at Trelai, Cathays and Gabalfa with bespoke provision for young people who undertake caring responsibilities delivered from Butetown Pavilion.

9. Active participation of young people in decision making

- i) The Council has a strong reputation and commitment to a youth led approach and listening to the voice of young people. The Youth Service will continue to provide staff to support an Active Involvement Team working to support both young people in communities and Cardiff Youth Council to increase involvement in decision making and engagement in

the design and delivery of services.

10. Next Steps

- i) As we go forward it is vitally important that open-access provision is used to effectively connect young people with more targeted or specialised support where this is appropriate. To achieve this outcome the Youth Service has co-located Senior Youth Officers to promote referrals from open access provision into targeted support and encourage those young people that are targeted to access youth provision in their communities. To further support this outcome statutory and community/third sector providers need to take their collaborative working to new levels, maximising the impact of limited resources and present a high-quality and coherent Youth Offer to young people.

Appendix 1

Youth Innovation Grants

A two stage application process during the summer and autumn of 2015 drew applications from 16 individual organisations ranging from community providers to national organisations. Following a robust assessment process which involved interviews with a panel made up of young people, third sector (C3SC and Council for Wales of Voluntary Youth Services (CWVYS)) and Council officer representation, fifteen grants have been awarded, the details of which are set out below;

Neighbourhood Partnership Area and Youth Activity Centre (YAC)	Area	Youth Work Delivery Partner	Youth Innovation Grant Award
City & South (Butetown, Grangetown) Council maintained YAC – Butetown Pavilion Maintained YAC – Grassroots, City Centre	Grangetown	South Riverside Community Development Centre / Boys and Girls Clubs of Wales	£18,000
	Riverside	South Riverside Community Development Centre / Boys and Girls Clubs of Wales	£18,000
East (Trowbridge, Llanrumney, Rumney & Trowbridge) Council maintained YAC – St Mellons Community Education Centre	Llanrumney	Full Circle Education	£18,000
	Rumney	Cardiff City FC Foundation	£12,000
North (Rhiwbina, Llanishen, Heath, Penylan, Cyncoed, Lisvane, Llanederyn, Pentwyn & Pontprennau) Council maintained YAC – The Powerhouse, Llanederyn	Llanishen	Cardiff City FC Foundation	£12,000
	Pentwyn & Pontprennau	Ministry of Life	£12,000
South East (Gabalfa, Cathays (part), Plasnewydd, Adamsdown & Splott) Council maintained YAC – Eastmoors Youth	Cathays	Cathays and Central Youth and Community Project	£18,000
	Tremorfa	Ministry of Life	£12,000
	Plasnewydd	YMCA	£18,000

Centre, Splott			
South West (Ely, Caerau, Canton & Riverside)	Caerau	Cardiff City FC Foundation	£18,000
	Ely	Cardiff City FC Foundation	£12,000
Council maintained YAC – North Ely Youth Centre			
West (St Fagans, Pentyrch, Radyr & Morganstown, Whitchurch & Tongwynlais, Llandaff North, Llandaff, Fairwater)	Fairwater	ACE	£18,000
	Whitchurch	YMCA	£18,000
	Radyr	YMCA	£12,000
	Gabalfa	Ministry of Life	£12,000
Welsh Medium Youth Work	Cardiff wide	Urdd Gobaith and Menter Caerdydd	£30,000

Appendix 2

European Social Fund

i. Background and context

- Inspire 2 Achieve (I2A) is a three year operational programme which was applied for under the East Wales ESF programme, Priority 3 Youth Employment and Attainment Specific Objective 2.
- Programme objective; to reduce the number of those at risk of becoming NEET amongst 11 - 16 year olds.
- The operation will be delivered across the Local Authority areas of Cardiff, Newport, Monmouthshire and the Vale of Glamorgan. Careers Wales and Cardiff and Vale College are additional recipients of ESF funding under this Priority.
- Newport City Council is the lead authority responsible for the funding application and the overall management of the programme.
- The total value of the funding over the period of April 2016 to March 2019 is £1,630,228.
- Of the total funding £652,091 is new ESF funding. £978,137 is brought as match funding raised through Education Improvement Grant and Youth Work Strategy Support Grant.

ii. Operational focus

- The operation has a clear focus on retention of those targeted at risk of disengagement with education. Inspire 2 Achieve will provide early interventions aimed at addressing individual barriers and supportive actions to reduce the risk of them dropping out.
- The provision in Cardiff will be delivered by Cardiff Youth Service and Careers Wales as a joint beneficiary on Inspire 2 Achieve.
- An ESF Project Co-ordinator is being appointed to manage the programme delivery.
- Inspire 2 Achieve will enhance existing provision offered to schools through ;
 - ❖ Increased access to Youth Mentors (additional 2.5 mentors)
 - ❖ Careers Wales Activate Advisers
 - ❖ Careers Wales Business Engagement Adviser

- Funding is available to commission additional provision to address the barriers to engagement and progression where identified as required.
- A requirement of the programme is that schools will have access to services for pupils in years 7-11 identified as red through the VAP process.

iii. Outcomes and outputs

- Outcomes and outputs are required to be reported on a quarterly basis.
- The programme will deliver to 1500 pupils over the duration of the programme.
- Measurable outcomes are;
 - ❖ Participants at risk of becoming NEET (11-16) gaining qualifications upon leaving.
 - ❖ Participants at risk of becoming NEET (11-16) in education or training upon leaving
 - ❖ Participants at Risk of becoming NEET (11-16) at reduced risk of becoming NEET upon leaving

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**CITY AND COUNTY OF CARDIFF
DINAS A SIR CAERDYDD**

CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE

14 June 2016

**LONG TERM STRATEGY FOR SCHOOL IMPROVEMENT “CARDIFF 2020
– AIMING FOR EXCELLENCE”**

Purpose of the Report

1. As part of the Children & Young People Scrutiny Committee 2015-16 Work Programme, agreed in September 2015, the Committee requested a report on the Long Term Strategy for School Improvement. This report provides the Committee with a copy of the Cabinet report, attached at **Appendix A**, which was approved at its meeting on 19 May 2016, for consideration and comment.

Background

2. The Committee initially agreed to consider the draft long term strategy, as in May 2015, the Members received a briefing and letter, from the Assistant Director of Estyn, following their Estyn Monitoring visit in March 2015. The letter highlighted that there was not a clear enough shared understanding of the Long Term Strategy for school improvement.
3. The Committee also scrutinised the Education and Lifelong Learning Delivery Plan 2016-18, in April 2016. The plan included an explanation of the Departments Strategic direction - Cardiff 2020 – Aiming for Excellence, which stated that:

Our key aspirations for the year ahead are set within the context of the vision and goals of our emerging 5 year strategy to improve education and learning in Cardiff. Our vision is that all children and young people in Cardiff attend a good school and develop the knowledge, skills and characteristics to become personally successful, economically productive and actively engaged citizens.

Over the next five years we will be striving to:

- Deliver consistently excellent outcomes for learners.
- Secure the best people to lead, teach, support and govern our schools.

- Offer inspiring, sustainable, learning environments fit for the 21st Century.
 - Deliver a self- improving school system, forming strong and dynamic partnerships between schools in the region.
 - Ensure that schools are connected with the communities they serve and with business and enterprise in the city region.
4. The Director of Education and Lifelong Learning provided the Committee with a verbal update on the development of the Long Term Strategy for School Improvement, at the March 2016 Committee meeting, following which, the Committee wrote noting the work being undertaken and looked forward to the scrutiny of the draft strategy at the June Committee meeting.

Issues

5. The Cabinet approved the Cardiff 2020 – Aiming for Excellence report, on 19 May 2016. The report sets out the long term improvement strategy for education and learning in Cardiff that secures the commitment of all key stakeholders to a clear set of goal and desired outcome. The report also details the following aspects of the strategy:

Vision

All children and young people in Cardiff attend a great school and develop the knowledge, skills and characteristics that lead them to become personally successful, economically productive and actively engaged citizens.

Values

We are committed to:

- Supporting the development of happy and resilient learners, with a focus on both academic achievement and personal well-being.
- Equality of opportunity and championing the success and life chances of all children by narrowing the gap in education outcomes.
- Working openly and collaboratively with each other and sharing knowledge, practice and learning.
- Raising the aspirations of all children and young people and our expectations of what they can achieve, irrespective of their background or need.
- Embracing diversity, practising tolerance and respect for ourselves, our communities and our environment.

- Celebrating the success of pupils, practitioners and schools at every opportunity.

Mission Statement

Through excellent education and learning for all children and young people, strengthen economic prosperity, wellbeing and social cohesion in Cardiff.

6. To deliver these aspirations, the Education and Lifelong Learning Directorate is set a number of key goals and desired outcomes, namely:

- **Excellent outcomes for all learners** - We hold consistently high expectations for all learners and ensure high achievement and positive well-being for all. Barriers to learning are addressed to make sure that no child or young person is 'left behind'. The curriculum is flexible and engaging. A focus on high quality teaching is at the heart of every school. Assessment is used to develop learning and to ensure open and clear accountability in the education system.
- **A high quality workforce** - We attract the best people to lead and work in our schools and education settings. We recruit, retain and develop staff at all levels and ensure that the next generation of teachers, wider practitioners and leaders are working in Cardiff.
- **21st Century learning environments** - There are appropriate, high quality school places for children and young people which meet the needs of Cardiff's growing and changing population. Schools provide a safe and inspiring environment for learning and are strongly connected to their communities. Learning beyond the classroom is extended through the creative use of digital technologies and through accessing the resources of the city and its wider environment.
- **A self-improving school system** - Schools take shared responsibility with the Local Authority and the Central South Consortium for securing the best outcomes for all learners across the city. Collaboration between schools builds the capacity for collective improvement across the system.
- **Schools and Cardiff in partnership** - Schools and early years settings have strong links with the communities they serve and with business and enterprise in the city region. Families and employers value education and work closely with schools to contribute to the achievement and progression of children and young people.

7. The strategy further states that as a result of work, over the next five years, we are seeking to achieve the following ambitious outcomes for the children and young people of Cardiff:
- All children and young people will be able to access an appropriate, high quality education place that meets their individual needs.
 - Educational attainment at the end of each key stage will be the best in Wales and in line with top quartile performance in the core cities of the UK.
 - Every child will leave primary school literate and numerate in line with age related expectations.
 - Pupils from low-income families will achieve at the same level as their peers – we will close the attainment gap.
 - Children and young people with additional learning needs will be able to access an improved system designed to ensure that their needs are assessed, and the provision necessary to meet those needs is planned for in a more collaborative, consistent and equitable way.
 - All young people will achieved a recognised qualification at the end of statutory schooling.
 - All young people will complete statutory schooling equipped with a menu of skills for life and make a successful transition to education, employment or training.
 - All young people are safe and their emotional well-being is high.
 - Children and young people will be aware of their right to participate and for their opinion to be heard, and will be involved in decision-making about education policies and services which affect their lives.
8. Each of the strategy’s goals identifies a number of “plans of action” which have been designed to achieve success, together with a list of measures, which success can be measured against.

Scope of Scrutiny

9. This report enables the Committee to review, assess and comment of the Cardiff 2020 – Aiming for Excellence Strategy. In particular Members may wish to inquiry whether, the Strategy addresses the points raised by the Estyn

inspection letter, Education reforms in Wales, and will achieve the desired outcomes as highlighted in the strategy.

10. Members may also wish to examine, how the relevant operational plans being used to deliver the strategy's goals are being developed and implemented, and which key stakeholders are involved in the delivery of the Strategy.

Way Forward

11. Councillor Sarah Merry (Cabinet Member for Education) and Nick Batchelar (Director of Education and Lifelong Learning) will present the report to the Committee, and will be available to answer any questions Members may have.
12. This report will also enable Members to provide any comments, concerns or recommendations to the Cabinet Member for Education and Director of Education and Lifelong Learning around the implementation of the plan.

Legal Implications

13. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct legal implications. However, legal implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet will set out any legal implications arising from those recommendations. All decisions taken by or on behalf of the Council must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. Scrutiny Procedure Rules; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.

Financial Implications

14. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct financial implications at this stage in relation to any of the work programme. However, financial implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet will set out any financial implications arising from those recommendations.

RECOMMENDATION

That Committee reviews the information attached at **Appendix A**, together with information provided at the meeting and provide any recommendations, comments or advice to the Cabinet Member and / or Director of Education and Lifelong Learning.

DAVID MARR

Interim Monitoring Officer

NICK BATCHELAR

**Director of Education and
Lifelong Learning**

7 June 2016

CABINET MEETING: 19 MAY 2016

CARDIFF 2020 – AIMING FOR EXCELLENCE

**REPORT OF DIRECTOR OF EDUCATION AND LIFELONG
LEARNING**

AGENDA ITEM: 6

PORTFOLIO: EDUCATION (COUNCILLOR SARAH MERRY)

Reason for this Report

1. To enable the Cabinet to consider a recommendation to adopt the strategy *Cardiff 2020 – aiming for excellence – a renewed vision for education and learning in Cardiff*.

Background

2. A strong education system is a key foundation for vibrant, cohesive communities and a prosperous economy and society.
3. Cardiff, the capital city of Wales, is one of the fastest growing cities in the UK with an economy that has changed radically and is developing in new ways. The population is increasingly diverse, with over 100 languages spoken and it is a proudly bilingual city, committed to the development of the Welsh language.
4. Cardiff's education system has been responding to these changes. With a strong university sector, and major employers in the region, Cardiff has the second highest proportion of citizens educated to graduate level of any city in the U.K, attracting and retaining a highly skilled workforce.
5. In the past some aspects of the statutory schooling system have been underperforming, with stark differences in outcomes for learners, and life chances, in different parts of the city. This has been changing in recent years and improvements are clear but more remains to be done to ensure that Cardiff has consistently excellent education.
6. Estyn inspected Cardiff Local Authority in 2011 and, whilst judging provision to be 'adequate', placed the authority in Estyn monitoring. Subsequent monitoring visits were carried out, in June 2012, February 2014, March 2015 and October 2015.

7. Following a final monitoring visit in January 2016 Estyn deemed Cardiff had made sufficient progress for the Authority to be removed from monitoring.

The Way Forward

8. The Council is now looking to build on the positive outcome of the January 2016 Estyn monitoring visit and to enhance the role education plays in the further development of vibrant communities, social inclusion and a prosperous economy in the Cardiff region.
9. In response to this, the Council has developed Cardiff 2020 – aiming for excellence – a renewed vision for education and learning in Cardiff (see Appendix 1) which sets out a framework for an ambitious programme of future improvement to ensure that all children and young people have the opportunity to succeed.
10. *Cardiff 2020* makes a substantial contribution to the ‘*What Matters Strategy*’, in particular to the desired outcome that People in Cardiff achieve their full potential. An integral part of *Cardiff 2020* will be delivered through the recently launched ‘*Cardiff Commitment*’, which aims to ensure that all young people in Cardiff are provided with the support, choices and opportunities to make a successful transition from statutory schooling to ongoing education, employment or training.
11. *Cardiff 2020* aligns with the Council’s Education and Skills priority as set out in the Council’s Corporate Plan 2016 – 18 and provides a strategic framework to structure and prioritise action in the years ahead.
12. It is proposed that *Cardiff 2020* is adopted and developed to build on progress to date, ensure the full engagement of a broad range of stakeholders and to move forward with a vision that will best serve the needs of a growing capital and city region.

Reason for Recommendations

13. To create a longer term improvement strategy for education and learning in Cardiff that secures the commitment of all key stakeholders to a clear set of goals and desired outcomes.

Financial Implications

14. There are no direct financial implication arising from this strategy. However, any costs arising from the implementation of the strategy will need to be identified from the relevant budgetary allocations of Education or delegated schools.

Legal Implications

15. The Council has a legal obligation under the Education Act 1996 to promote high standards and fulfilment of potential when exercising their education functions. The Local Government Measure 2009 sets out the Council’s obligations to ensure continuous improvement in the exercise

of its functions. This report sets out the Council's vision for its education and learning in Cardiff Strategy.

16. The Council has to satisfy its public sector duties under the Equality Act 2010. Decisions must have due regard to the need to (a) eliminate unlawful discrimination (b) advance equality of opportunity and (c) foster good relations on the basis of the protected characteristics defined in the Act. The Council needs to make its decision to make a proportionate and rational decision with proper regard for its equality duty. In accordance with the Welsh Language (Wales) Measure 2011 and the Council's Compliance Notice issued by the Welsh Language Commissioner, the Council must also consider the impact on the Welsh language when making decisions."

HR Implications

17. There are no direct HR implications arising from this strategy. However, as action plans are developed there will be the need to assess the HR implications, as appropriate, and ensure that communication with stakeholders is undertaken, which includes trade union engagement.

RECOMMENDATIONS

The Cabinet is recommended to:

1. Approve the adoption of the Cardiff 2020 Aiming for Excellence strategy.
2. Delegate responsibility to the Director of Education and Lifelong Learning for the development and implementation of operational plans to deliver the success measures set out in the strategy.

Nick Batchelar

Director
13 May 2016

The following appendix is attached:

- Appendix 1 – Cardiff 2020 – Aiming for Excellence – A Renewed Vision for Education and Learning in Cardiff.

Cardiff 2020

**Aiming for excellence –
a renewed vision for education
and learning
in Cardiff**

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Foreword

Education in Cardiff is 'on the up'. We are extremely proud to see the strengthening picture of education across the city, borne out by the significant improvement in the standards achieved by learners since 2013. Improvements across all phases of education and the growing commitment to work together to offer the very best opportunities for our children and young people are incredibly encouraging.

Having said that, we know that there is much more to do to achieve the outcomes that we wish to see in the Capital City of Wales. Cardiff needs consistently excellent education, so that every child and young person has the opportunity to thrive and prosper.

We want to see our vulnerable learners achieving more; being offered appropriate support and a curriculum that meet their individual needs. We also want much greater opportunities for our most able pupils to allow them to compete with peers nationally and internationally. And, ultimately we want all our young people to make a successful transition from statutory schooling to ongoing education, training and the world of work.

The very close relationship between the strength of our schools and the economic wellbeing of the area is undeniable and whilst future economic growth poses challenges, it also provides the ideal conditions for innovation and change.

We have clear ambitions for our future and through this strategy, we have set out our vision and goals to champion and deliver change. We want school leaders and governors to be at the forefront of leading our improvement journey and developing their staff teams as we move forward.

There is a commitment from all of us to play our part in achieving the excellent education system that Cardiff requires.

Leader of Cardiff Council

Chair of Cardiff Education Development Board

Introduction

A Renewed Vision for Education in Cardiff

A strong education system is a key foundation for vibrant, cohesive communities and a prosperous economy and society. Cardiff, the capital city of Wales, is one of the fastest growing cities in the UK. It has long been an international city, trading with the world, welcoming people, ideas and innovation from elsewhere. Its economy has changed radically and is developing in new ways. Its population is increasingly diverse, with over 100 languages spoken. It is a proudly bilingual city, committed to the development of the Welsh language.

Cardiff's education system has been responding to these changes. With a strong university sector, and major employers in the region, Cardiff has the second highest proportion of citizens educated to graduate level of any city in the U.K, attracting and retaining a highly skilled workforce. In the past some aspects of the statutory schooling system have been underperforming, with stark differences in outcomes for learners, and life chances, in different parts of the city. This has been changing in recent years and improvements are clear but more remains to be done to ensure that Cardiff has consistently excellent education.

Our recent strategy has been focusing on strengthening partnerships to ensure that all schools meet minimum standards, and where necessary taking action where that is not the case. We have ensured that data on performance is visible and transparent so that schools and their communities know how well children and young people are learning. We have set out to bring about a shift in focus to enable schools to lead improvement across the system, moving away from a culture of dependency, and encouraging innovation in teaching and leadership. With Cardiff having so many strong national and international institutions and businesses, stronger partnerships have been built to ensure that every school is connected with and contributes to, the energy and dynamism of Cardiff.

Our strategy has been making a difference. We can see the impact in:

- Improving outcomes for learners as measured by test and examination results
- More learners positively engaged in learning as measured by improving attendance, reducing exclusions and a reduction in the number of young people not in education, employment or training after school.
- Changing professional practices, with schools working effectively together to develop greater consistency across the system and a growing numbers of head teachers taking on broader leadership roles.

We face ongoing challenges:

- Implementing new curriculum and assessment arrangements.
- Closing the opportunity and achievement gaps.
- Recruiting, developing, retaining and valuing the best teachers and support staff.
- Identifying, developing and deploying talented leaders.
- Deepening and extending partnerships.
- Meeting the changing demands of employers in the local economy.

- Ensuring young people have the life skills to succeed in fulfilling their ambitions.
- Using funding and resources most effectively in the context of significant pressure on public finances in the foreseeable future.
- Creating a culture of innovation that draws on the resources of organisations, companies and communities across the city.
- Providing extra school places to meet the very rapid population growth in the region.

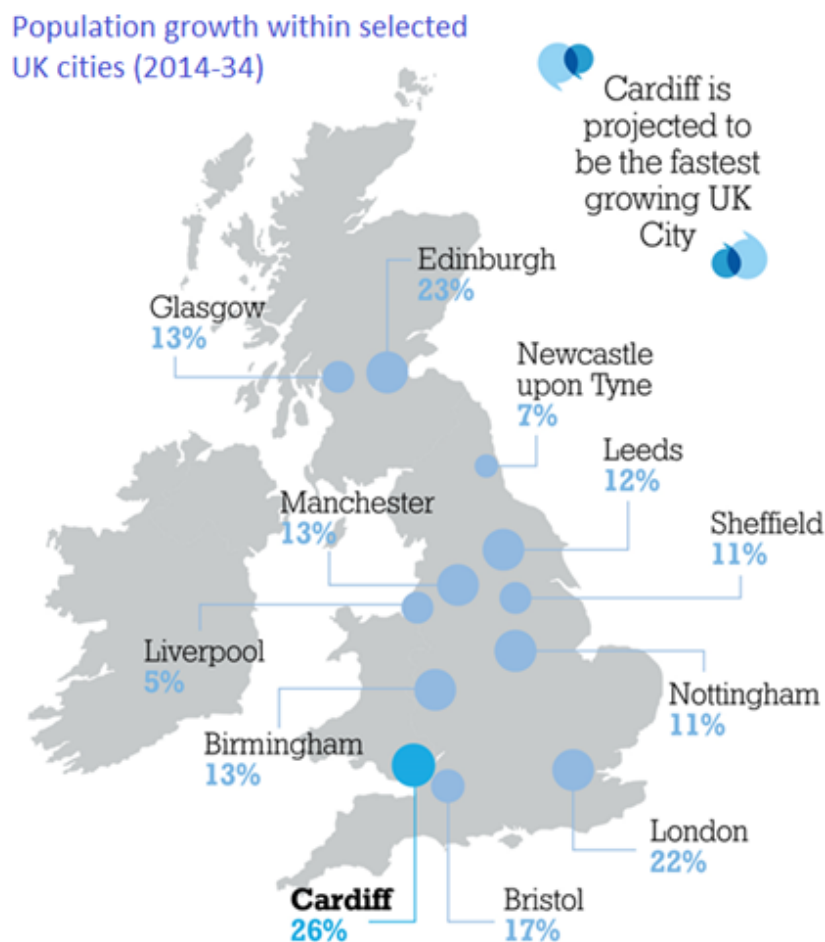
We now need a change of pace, and different approaches which build on the improving practice in schools to deliver consistently excellent outcomes. This strategy sets out our shared vision for the role that education plays in the further development of vibrant communities and a prosperous economy in Cardiff. It renews the commitment of everyone who has a stake in this vision to a clear set of goals and actions to deliver them.

By focusing on the five key goals outlined in 'Cardiff 2020' we will accelerate educational achievement in Cardiff and ensure that all children and young people have the opportunity to succeed.

Context

Cardiff 2020 sits within the context of Cardiff's 'What Matters Strategy 2010 – 2020', which sets out to make Cardiff one of the best places to live, work and visit - 'Europe's most liveable city by 2020'.

Over the next 20 years Cardiff is projected to be one of the fastest growing cities in Britain. In response to this growth, Cardiff's Local Development Plan, covering the period 2006 to 2026, outlines how the city will accommodate and make provision for 41,100 new homes and 40,000 new jobs. There will be significantly more people between the age of 30 and 50, more school children and more people over 65 years old. A 25% increase in school age children is predicted which means we will need more schools and more teachers in Cardiff.



Source: Welsh Government/ONS/NRS population projections

The distribution of population by age group in Cardiff is in stark contrast to the rest of South East Wales. Of particular significance is Cardiff's student population who now represent over 10% of the city's residents. Most full-time students are aged between 18 and 29 and in Cardiff almost a quarter (23.5%) of the total population fall within this age group compared with 14.8% for the rest of South East Wales.

According to the 2011 Census, 15.3% of Cardiff's population is from a non-white ethnic group, equating to almost two-fifths (39.2%) of the total non-white ethnic population in Wales. Over 118 different main languages are spoken across the city.

In 2014/15, more than a fifth (22.2%) of pupils in Cardiff aged 5-15 were eligible for free school meals, compared to 18.8% for Wales. (*Welsh Government*).

It is clear that the city of Cardiff presents great opportunities and challenges. In response, to achieve the vision of becoming Europe's most liveable city, Cardiff's *What Matters Strategy* will continue to focus on improving outcomes for citizens in seven key areas:

- **People in Cardiff are healthy;**
- **Cardiff has a clean, attractive and sustainable environment;**
- **People in Cardiff are safe and feel safe;**
- **Cardiff has a thriving and prosperous economy;**
- **People in Cardiff achieve their full potential;**
- **Cardiff is a great place to live, work and play;**
- **Cardiff is a fair, just and inclusive society.**

Cardiff 2020 makes a substantial contribution to 'What Matters', in particular to the desired outcome that People in Cardiff achieve their full potential.

An integral part of *Cardiff 2020* will be delivered through the recently launched 'Cardiff Commitment', which aims to ensure that all young people in Cardiff are provided with the support, choices and opportunities to make a successful transition from statutory schooling to ongoing education, employment or training.

Where are we now?

Educational Attainment

- In the **Foundation Phase**, the percentage of pupils achieving expected outcomes (5+) at Foundation Phase improved from 78.7% in 2012 to **86.7%** in 2015 but remained just below the Welsh average of 86.8%.
- At **Key Stage 2**, **87.8%** of pupils in Cardiff achieved the expected level (L4+) in the core subject indicator in 2015, just above the Welsh average of 87.7%.
- At **Key Stage 3**, **83.4%** of pupils in Cardiff achieved the core subject indicator in 2015. Wales average 83.9%.

- At **Key Stage 4**, 2015 figures show that Cardiff has seen an increase in the proportion of Key Stage 4 pupils achieving the Level 2 threshold (5 GCSEs A* - C, including English/Welsh and Mathematics) from 44.34% to **59.30%** over the last six years, with an improvement of 9.4% between 2013 and 2015. Current performance is higher than the Wales average of 57.95%.
- At **Key Stage 4** in 2015, **32.23%** of pupils in Cardiff eligible for **FSM**, achieved the Level 2 threshold including a GCSE A*-C in English/Welsh and Mathematics, compared to **66.52%** of **non-FSM** pupils. The performance of FSM pupils at this level is higher than the Wales average of 31.63%.
- Since 2010, there has been a significant reduction in the numbers of **year 11 leavers** designated as **Not in Education, Employment or Training (NEET)** in Cardiff, from 8.8% to **4.3%** in 2014. (4.3% is 151 young people). Despite this improvement being at a faster rate than other local authorities, further reductions are required. Cardiff's relative position in 2014 was 21st out of 22 local authorities in Wales.
- Over the previous 4 years, the number of **year 13 leavers** designated as **Not in Education, Employment or Training** in Cardiff, have been below the Wales average. In 2014, **4.4%** of year 13 leavers did not progress into ongoing education, employment or training. (4.4% is 62 young people). Cardiff's relative position in 2014 is 11th out of 22 authorities in Wales, which was an improvement on 17th in 2010.
- As at March 2016, **673 (8.6%)** of 7,806 16 – 18 years olds in Cardiff registered with Careers Wales were designated as Not in Education, Employment or Training.

Socio Economic factors

- For the year ending December 2015, the **employment rate for the population aged 16-64** in Cardiff (**68.0%**) was below the equivalent figure for Wales (70.3%). In addition, the unemployment rate was higher in Cardiff (7.5%) than Wales (6.0%). (*Annual Population Survey, ONS*)
- The **economic activity rate** for those **aged 16-64 in Cardiff (73.1%)** was just below the national average (74.9%). However, when students are excluded from calculation, Cardiff's economic inactivity rate (19.0%) falls below that of Wales (21.0%). (*Annual Population Survey, ONS*)
- The latest statistics available on commuting show the large numbers of in-commuters to Cardiff from outside its local authority boundaries. An estimated 61,700 commute in to Cardiff from the neighbouring local authority areas of the Vale of Glamorgan, Rhondda Cynon Taff, Caerphilly and Newport alone, while a further 22,100 commute to the city daily from further afield.
- There were 200,400 people working in Cardiff in 2014, with the largest sectors being Health (13.9%), Retail (10.8%), and Business Administration & Support Services (10.0%). (*Business Register & Employment Survey, ONS*)

- A recent labour market demand and supply report by the South East Wales Learning Skills and Innovation Partnership (LSKIP) states that the region is entering an extremely challenging five year period. A City Deal for the Cardiff Capital Region, accelerated development across the three South East Wales Enterprise Zones including Cardiff Airport, and the establishing of close ties between the Great Western Cities, as well as £10 billion of planned infrastructure investment, represent a huge opportunity but also a challenge.
- The LSKIP report stated that traditional learning, training models and qualifications need radical change to deliver the skills industry needs. Delivering key essential skills in numeracy, literacy, ICT and employability for people across the age range will help to build an employee pool/register particularly focussed on areas of high unemployment. Attention needs to be paid to skills shortages in areas such as manufacturing, tourism, financial services, education and public administration, where employers have expressed difficulties in recruiting.
- 90% of new jobs will require excellent digital skills. Improving digital literacy is an essential component of developing employable graduates. (JISC,2011)

Education Reform in Wales

Cardiff 2020 is set within the context of the Welsh Government's national education reform agenda:

- The vision articulated by Professor Graham Donaldson in his review *Successful Futures*, published in February 2015, sets out firm foundations for a new approach to curriculum and assessment that is genuinely and fully inclusive. Donaldson emphasises the need for a curriculum that would better prepare children and young people in Wales to thrive and be successful in a rapidly changing world. He points to the need for a simpler, more connected curriculum that would provide breadth, enable greater depth of learning, ensure better progression, give scope for more imaginative and creative use of time and place a much greater emphasis on skills.
- *Qualified for Life* set out a vision for an education system where every child and person benefits from excellent teaching and learning and where their potential is actively developed.
- The Welsh Government's *New Deal for the Education Workforce*, announced in March 2015, sets out plans for supporting the professional development of those working in schools. This has been designed to support teachers, leaders and support staff with their professional development throughout their careers.
- In addition to the *New Deal*, the *Teaching Tomorrow's Teachers* report produced by Professor John Furlong, makes clear that the need for reforming initial teacher training in Wales is 'undeniable' if we are to raise standards and deliver our ambitious reform programme.

Vision

All children and young people in Cardiff attend a great school and develop the knowledge, skills and characteristics that lead them to become personally successful, economically productive and actively engaged citizens.

Values

We are committed to:

- **Supporting the development of happy and resilient learners, with a focus on both academic achievement and personal well-being.**
- **Equality of opportunity and championing the success and life chances of all children by narrowing the gap in education outcomes.**
- **Working openly and collaboratively with each other and sharing knowledge, practice and learning.**
- **Raising the aspirations of all children and young people and our expectations of what they can achieve, irrespective of their background or need.**
- **Embracing diversity, practising tolerance and respect for ourselves, our communities and our environment.**
- **Celebrating the success of pupils, practitioners and schools at every opportunity.**

Mission Statement

Through excellent education and learning for all children and young people, strengthen economic prosperity, wellbeing and social cohesion in Cardiff.

Goals

To deliver these aspirations our key goals are:

- **Excellent outcomes for all learners.**

We hold consistently high expectations for all learners and ensure high achievement and positive well-being for all. Barriers to learning are addressed to make sure that no child or young person is 'left behind'. The curriculum is flexible and engaging. A focus on high quality teaching is at the heart of every school. Assessment is used to develop learning and to ensure open and clear accountability in the education system.

- **A high quality workforce**

We attract the best people to lead and work in our schools and education settings. We recruit, retain and develop staff at all levels and ensure that the next generation of teachers, wider practitioners and leaders are working in Cardiff.

- **21st Century learning environments**

There are appropriate, high quality school places for children and young people which meet the needs of Cardiff's growing and changing population. Schools provide a safe and inspiring environment for learning and are strongly connected to their communities. Learning beyond the classroom is extended through the creative use of digital technologies and through accessing the resources of the city and its wider environment.

- **A self-improving school system**

Schools take shared responsibility with the Local Authority and the Central South Consortium for securing the best outcomes for all learners across the city. Collaboration between schools builds the capacity for collective improvement across the system.

- **Schools and Cardiff in partnership**

Schools and early years settings have strong links with the communities they serve and with business and enterprise in the city region. Families and employers value education and work closely with schools to contribute to the achievement and progression of children and young people.

Desired Outcomes

As a result of our work over the next five years we are seeking to achieve ambitious outcomes for the children and young people of Cardiff:

- All children and young people will be able to access an appropriate, high quality education place that meets their individual needs.
- Educational attainment at the end of each key stage will be the best in Wales and in line with top quartile performance in the core cities of the UK.
- Every child will leave primary school literate and numerate in line with age related expectations.
- Pupils from low-income families will achieve at the same level as their peers – we will close the attainment gap.
- Children and young people with additional learning needs will be able to access an improved system designed to ensure that their needs are assessed, and the provision necessary to meet those needs is planned for in a more collaborative, consistent and equitable way.
- All young people will achieved a recognised qualification at the end of statutory schooling.
- All young people will complete statutory schooling equipped with a menu of skills for life and make a successful transition to education, employment or training.
- All young people are safe and their emotional well-being is high.
- Children and young people will be aware of their right to participate and for their opinion to be heard, and will be involved in decision-making about education policies and services which affect their lives.

Goal: Excellent outcomes for all learners

We hold consistently high expectations for all learners and ensure high achievement and positive well-being for all. Barriers to learning are addressed to make sure that no child or young person is 'left behind'. The curriculum is flexible and engaging. A focus on high quality teaching is at the heart of every school. Assessment is used to develop learning and to ensure open and clear accountability in the education system.

Why this matters

Standards achieved by learners in Cardiff schools are now improving at a faster rate than previously and many at a faster rate than the rest of Wales. 2015 saw a significant step forward in nearly all measures but we want to see further and more rapid improvement in performance. Outcomes at the end of each key stage are not yet high enough, in particular for vulnerable learners facing challenges and barriers to successful learning and attainment.

Academic attainment is a major contributory factor to the progression and future life chances of young people. By securing excellent outcomes for all learners, we can ensure that our children and young people have the opportunity to shape their lives and play a full role in society. In this way we are also investing in the future of our city, which is reliant on future citizens that are able to compete and thrive in the modern world.

Plan of action

To achieve success, Cardiff will:

- Focus on quality teaching in every classroom, every day to drive up outcomes and accelerate progress for all pupils.
- Use the framework of the government's 'Successful Futures' programme to shape curriculum pathways which are appropriate to learners' needs, flexible and fit for the future, including implementing new pathways for learners at risk.
- Further challenge and support schools and partners to improve educational outcomes for pupils at risk of under achievement, in particular, looked after children, pupils from low income families, pupils with English as a second language and those pupils with additional learning needs.
- Deliver, adapt and embed the national reforms for pupils with Additional Learning Needs.

- Further develop the use and application of assessment to accelerate learning and to underpin strong professional practice and accountability.
- Recognise, facilitate and encourage a wide range of opportunities for meaningful parent and carer engagement and involvement in children's learning.
- Further develop opportunities and methods to capture the voices of children and young people to inform service development.

Success measures

Over the next 5 years Cardiff aims to:

- Increase the percentage of pupils achieving the expected outcomes in the mandatory areas of learning in the Foundation Phase at the end of year 2.
- Increase the percentage of pupils achieving the expected outcomes in the core subjects of Mathematics, English or Welsh and Science in Key Stage 2 at the end of year 6.
- Increase the percentage of pupils achieving the Level 2+ Threshold (5 GCSE's at A* - C including English/Welsh and Mathematics) at the end of Key Stage 4 (year 11).
- Increase the number of young people making a successful transition to ongoing education, employment or training at the end of statutory schooling (year 11) and at the end of year 13.
- Increase the percentage of pupils eligible for Free School Meals achieving the expected outcomes in the core subjects of Mathematics, English or Welsh and Science in Key Stage 2 at the end of year 6.
- Increase the percentage of pupils eligible for Free School Meals achieving the Level 2+ Threshold (5 GCSE's at A* - C including English/Welsh and Mathematics) at the end of Key Stage 4 (year 11).
- Improve the levels of achievement of vulnerable learners in line with their individual requirements, needs and aspirations. In particular:
 - Pupils with additional learning needs
 - Pupils educated 'other than at school'
 - Looked after children
 - Pupils entering Cardiff schools with English as a second language
- Maintain attendance levels in schools above the Welsh average.

Appendix 1 sets out our baseline position and targets on these measures.

Goal: A high quality workforce

We attract the best people to lead, work in, and govern our schools and education settings. We recruit, retain and develop staff at all levels and ensure that the next generation of teachers, practitioners and leaders are working in Cardiff.

Why this matters

Education systems that excel are able to recruit high calibre graduates and train and support them to become outstanding classroom practitioners. We also know that the action that has the greatest impact on improving learner outcomes is teacher development – both in terms of their subject knowledge and classroom expertise. Teaching assistants also play an important role in ensuring effective learning. Good schools draw on the expertise of a wider range of other support staff

Research also tells us that equipping and empowering headteachers and other senior leaders to have the time, skills and resource to focus on leading learning, is vital to improving outcomes for children and young people.

The recruitment of teachers and headteachers is a particular challenge and we need to be innovative in new approaches.

Plan of action

To achieve success, Cardiff will:

- Launch more innovative recruitment approaches to promote the value of working in Cardiff and fill the gaps in key sectors of the education workforce.
- Create clear career progression routes supported by appropriate support and development.
- Deliver high quality training and professional development, in partnership with higher education training providers, which equips staff to support excellent learning and improve learner outcomes.
- Embed enquiry led learning and coaching as a way of working across schools in the city.
- Identify and develop aspiring and emerging leaders and provide pathways into leadership positions, including executive headship.
- Increase leadership capacity by deploying and supporting leaders to lead across schools and by reducing the time heads spend managing support functions in schools.
- Raise the profile of the roles played by non-teaching staff and create opportunities for continuous professional development at all levels.

Success measures

Over the next five years Cardiff aims to:

- Increase the population of 'Outstanding' teachers and practitioners in Cardiff, particularly in those areas of the curriculum where the need to improve learner outcomes is greatest.
- Increase school leadership capacity in Cardiff, to respond to the diverse and changing needs of education in the city region.
- Implement new school leadership models that enable experienced Heads and Senior Leaders to oversee and support those appointed to a role as Head of School, either as part of a federation or by agreement with the governing bodies of the schools involved.
- Create a network of Executive Leaders across the city that is able to support other schools and lead federations and school improvement groups.
- Engage all teachers in enquiry led learning related to the improvement priorities for their school and/or partnership/federation.
- More effectively evaluate the contribution of the non-teaching workforce to school improvement and harness this capacity to enhance teaching and learning outcomes.

Goal: 21st Century learning environments

There are appropriate, high quality school places for children and young people which meet the needs of Cardiff's growing and changing population. Schools provide a safe and inspiring environment for learning and are strongly connected to their communities. Learning beyond the classroom is extended through the creative use of digital technologies and through accessing the resources of the city and its wider environment.

Why this matters

The significant population growth in Cardiff, coupled with an ageing educational estate presents real challenges to maintaining sufficient school places in good learning environments across the city. Between 2006 and 2016, approximately £110 million has been invested in new buildings and in upgrading existing ones. Further investment will be secured to meet current growth, replace unsuitable buildings and longer term to meet the needs of major housing developments.

Beyond the classroom, the city itself presents many opportunities for learning and we want to see all young people accessing the sporting, cultural and environmental opportunities of Cardiff wherever they live.

Plan of action

To achieve success, Cardiff will:

- Maintain and improve the existing school estate to ensure access for all children to good learning environments.
- Deliver new sustainable high quality schools, in both the primary and secondary sector, which are flexible, fit for the future and enable quality teaching to take place in every classroom.
- Ensure a balance of SEN provision across the City so that where possible we have local schools for local children.
- Continue to provide more Welsh medium school places in line with the Welsh in Education Strategic Plan for Cardiff.
- Invest in new technology for learning, building on the most effective practice already operating, to provide innovative ways of engaging, motivating and helping children and young people learn.
- Ensure best value from available financial resources by embracing innovative procurement methods and standardised designs methods.
- Create a Community Focused Schools approach so that the curriculum can be enriched by local involvement and the use of school buildings can benefit the wider community in Cardiff.

Success measures:

Over the next five years Cardiff aims to:

- Significantly improve the learning environments of the existing schools estate through the implementation of the annual Asset management plan, ensuring best value for financial resources.
- Complete the planning of the next set of priorities for the 21st century school programme, including a focus on Special Educational Needs provision across the City, by the 31st March 2017.
- Offer a co-ordinated Admissions process, with the voluntary aided sector, which provides parents/carers with a clear picture of the school place choices available to them and the likelihood of securing first preferences.
- Increase the number of pupils securing a school place that meets individual needs, where appropriate in accordance with their first preference.
- Embed a new Community Focused Schools approach, across all Cardiff Schools, providing a range of activities and opportunities to enrich the lives of children, families and the wider community; and contributing to community objectives including local cohesion, sustainability and regeneration.
- Develop approaches to learning in the context of the whole city which ensure the full participation of every young person in the life of Cardiff, through business, sporting and cultural links.
- Complete the construction of a new High School in the East of the city, in partnership with Cardiff & Vale College by autumn 2017.
- Complete the construction of three new two form of entry primary schools, by spring 2018.
- Complete the construction of a new High School in West of the City by September 2018.

Goal: A self-improving school system

Schools take shared responsibility with the Local Authority and the Central South Consortium for securing the best outcomes for all learners across the city. Collaboration between schools builds the capacity for collective improvement across the system.

Why this matters

Our ambition is that as the school system continues to progress, schools, school leaders and governors are increasingly trusted, supported and resourced to lead improvement. Instead of school improvement coming from local authority or external consultants, the aim is to create a system where schools are able to support each other and are committed to sharing staff and expertise.

Working in this way enables schools to learn from and draw upon each other's strengths and helps to move knowledge about what works and best practice around the system more quickly. As Michael Fullan has written "Good collaboration reduces bad variation" and this applies both within schools and across schools. This way of working is not limited to teachers and school leaders but also applies to school governors and other staff who work in schools.

Plan of action

To achieve success, Cardiff will:

- Continue to work with the Consortium to further develop the capacity of the school system to be self-improving through the Central South Wales Challenge.
- Enable and encourage governors, including those within the same school improvement group to organise joint training, share ways of working and observe and challenge each other's practice.
- Engage all schools in a School Improvement Group or other accredited school improvement network.
- Promote the growth of clusters and federations of schools to build leadership capacity and enable head teachers to focus on leading high quality teaching and learning.
- Strengthen school-to-school engagement through initiatives such as enquiry-led learning groups, peer review between schools and by providing a menu of school-to-school support for struggling schools to draw on.
- Build challenge, impact and evaluation into school-to-school activity through open and transparent use of data.

Success measures

Over the next five years, Cardiff aims to:

- Have no schools in an Estyn category.
- Increase the proportion of schools categorised as green by Welsh Government in the annual national categorisation process.
- Increase the proportion of schools where Standards are judged by Estyn to be good or excellent.
- Secure improved learner outcomes at the designated Challenge Cymru Secondary schools that are at least in line with the Welsh average.
- Have no schools running recurrent deficit budgets.
- Have all primary schools belonging to a business cluster or federation in addition to their membership of a School Improvement Group.
- Have all secondary schools paired with another school, either within the consortium or the city to support leadership of teaching and learning.
- Have an agreed peer to peer model operating across the city, based on the shared use of data and performance measures.

Goal: Schools and Cardiff in partnership

Schools and early years settings have strong links with the communities they serve and with business and enterprise in the City. Families and employers value education and work closely with schools to contribute to the achievement and progression of children and young people.

Why this matters

We know that high quality education is vital to improving life chances for children and young people, but we also know that factors outside school have an impact on the levels of achievement and wellbeing.

A safe environment, families that encourage learning and aspiration and policies that tackle poverty and deprivation can all play a significant part in helping young people achieve success.

Partnerships between schools and business / employers can be mutually beneficial connecting business with communities and schools with the wider economy. And strengthening the governance of schools.

Plan of Action

To achieve success, Cardiff will:

- Implement the 'Cardiff Commitment' to Youth Engagement and Progression to ensure positive futures for all young people beyond statutory education.
- Continue to encourage a wide range of professionals to take up the role of School governor to strengthen governance models across all sectors.
- Enable schools to engage with and benefit from the Cardiff Early Help Strategy, ensuring that statutory and voluntary agencies work effectively together to intervene early to support families.
- Maintain and where possible expand investment in early years through Flying Start and other programmes to ensure that children from economically deprived communities have a good start in life.
- Strengthen relationships between schools and the business sector to provide a menu of opportunities for business partners to support schools, whilst also realising business benefits that add value to their individual goals and ambitions.
- Develop and pilot models for partnership between schools and particular skill sectors in the local economy.

Success measures:

Over the next five years Cardiff aims to:

- Further strengthen school governance, increasing the number of school governors and the range of skills that they are able to offer to help drive school improvement.
- Improve the broad range of skills of children starting school as measured by the new foundation phase profile, in partnership with families, communities, health and the early year's sector.
- Ensure that all schools have a clear business partner, with purposeful shared objectives.
- Ensure that all young people have access to careers advice, guidance and work experience opportunities.
- Increase the numbers of young people that make a successful transition to the world of work.
- Provide a broader range of alternative curriculum options that respond effectively to the needs of vulnerable learners that may have difficulties learning in a classroom environment.

Moving forward

This is an ambitious strategy because Cardiff needs the best possible education system. The future prosperity and social health of the city depends on it.

Cardiff is dynamic and changing rapidly. Old industries have gone, replaced by a much more diverse and more fluid economy. As a port city, Cardiff has always been outward looking, open to new ideas, welcoming, and ready to change and adapt. These qualities were never more important than now. Young people currently in our schools will face a future which is guaranteed to be different from whatever we may predict now.

This strategy acknowledges the improvements made in recent years but it states clearly the expectation that more needs to be done, and can be done. There is immense appetite across the school system, in communities and throughout the business, arts and voluntary sectors in Cardiff to build on the best, whether that is already here in our city, or is elsewhere in the UK or further afield.

This renewed vision for education in Cardiff sets ambitious goals. Whilst being ambitious they are also realistic. People are at the heart of this strategy, both learners and educators and all who work to support learning. The strategy places a key focus on recruiting, and developing those who work in the school system. It also recognises that resources are limited, and so there is a real focus on ensuring effective and efficient use of resources, and in developing new ways of working which enable us to deliver improving outcomes from a reducing resource base.

By working together we can make Cardiff 2020 a reality. We can enable the young people in our city to reach their potential whatever that might be. We can support and develop further their success and the success of their schools, both inside and beyond the classroom. We can play a part in building a city that is ready to take on the challenges of the future.

Appendix One – Performance Measures

Outcomes for Learners

This core set of measures provides an initial framework to track performance against the desired outcomes identified in this strategy over the next 18 months. This will be developed and extended as we move forward in conjunction with the changes to measures of academic attainment and school performance reporting that are being progressed by Welsh Government.

Measure	Cardiff Baseline Position Academic Year 2014/15	Wales Average Academic Year 2014/15	Cardiff Target Academic Year 2016/17
The percentage of pupils achieving the expected outcomes in the mandatory areas of learning in the Foundation Phase at the end of year 2.	86.73%	86.80%	88.6%
The percentage of pupils achieving the expected outcomes in the core subjects of Mathematics, English or Welsh and Science in Key Stage 2 at the end of year 6.	87.76%	87.74%	93.09%
The percentage of pupils achieving the Level 2+ Threshold (5 GCSE's at A* - C including English/Welsh and Mathematics) at the end of Key Stage 4 (year 11).	59.30%	57.95%	67.8%
The number of young people making a successful transition to ongoing education, employment or training at the end of statutory schooling (year 11) and at the end of year 13.	Year 11: 95.5% (4.5% NEET) Year 13: 97.04% (2.96% NEET)	Year 11: 97.2% (2.8% NEET) Year 13: 96.24% (3.76% NEET)	Year 11: 97% (3% NEET) Year 13: 97% (3% NEET)
The percentage of pupils eligible for Free School Meals achieving the expected outcomes in the core subjects of Mathematics, English or Welsh and Science in Key Stage 2 at the end of year 6.	76.74%	75.10%	85%

Measure	Cardiff Baseline Position Academic Year 2014/15	Wales Average Academic Year 2014/15	Cardiff Target Academic Year 2016/17
The percentage of pupils eligible for Free School Meals achieving the Level 2+ Threshold (5 GCSE's at A* - C including English/Welsh and Mathematics) at the end of Key Stage 4 (year 11).	32.23%	31.63%	50%
The percentage of Looked After Children achieving the expected levels at:			
Foundation Phase	75%	58% (2014)	85%
Key Stage 2	56%	59% (2014)	70%
Key Stage 4 – Level 2+	17.1%	17.1% (2014)	25%
The percentage of pupils with English as a second language achieving at the expected levels at:			
Foundation Phase	82.79%	81.7%	84%
Key Stage 2	83.59%	82.6%	88%
Key Stage 4 – Level 2+	59.64%	57.7%	66%
Attendance levels in schools			
Primary:	95.2%	94.9%	95.5%
Secondary	93.9%	93.9%	95.5%

**CITY AND COUNTY OF CARDIFF
DINAS A SIR CAERDYDD**

CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE

14 June 2016

CORRESPONDENCE UPDATE – INFORMATION REPORT

Background

1. Following most Committee meetings, the Chair writes a letter to the relevant Cabinet Member or officer, summing up the Committee's comments and recommendations regarding the issues considered during that meeting.
2. Committee letters and their responses are now included with the Committee papers on the internet, to ensure that all documents relating to the Committee meeting are accessible and public.

Issues

3. Committee letters are sent following discussions around the key points raised in the Committee during the Way Forward section of the meeting, and are linked to the formal minutes of the meetings. Responses received from Cabinet Members and external witness, where appropriate are also copied to the papers for the relevant meeting [Children and Young People Scrutiny Committee papers](#) and are evidenced in future reports or copied to Members if requested. A summary of the letters sent and responses received is attached at **Appendix A**.

Legal Implications

4. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct legal implications. However, legal implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet/Council will set out any legal implications arising from those recommendations.

Financial Implications

5. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct financial implications at this stage in relation to any of the work programme. However, financial implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet/Council will set out any financial implications arising from those recommendations.

RECOMMENDATIONS

The Committee is recommended to note and review the summary of the responses receive to the recent letters sent by the Committee, and refer any questions or concerns to the relevant Cabinet Member or Director.

DAVID MARR
Interim Monitoring Officer
8 June 2016

Children and Young People Scrutiny Committee Correspondence Report summary 2015 - 16

Committee date	Recipient	Subject	Response Required	Response date	Response received	Future Action
12 January 2016	Cllr Lent	Social Services and Well Being Act (Wales) 2014	Concern that the Governance did not reference scrutiny Addition resources will be required to implement the Act	15 March 2016	Revision of the governance structure to include reference to the involvement of scrutiny	Regular progress reports being presented to Committee
15 March 2016	Cllr Lent	Quarter 3 performance	Further monitoring reports on the level of social worker vacancies A training session on the new performance indicators A briefing paper on the accommodation of youth offending service and looked after children service	17 May 2016	Details of the Level of social worker vacancies and the number and spend on workers Agreement to support a training session for both Adult and Children's Committee Project plan in place to support a move to an appropriate building	Continue to monitor Training to be arranged on 7 July Further briefing to be issues

Committee date	Recipient	Subject	Response Required	Response date	Response received	Future Action
19 April 2016	Cllr Merry	Education and Consortium Delivery Plans 2016-2018	<p>A copy of the completed Education Department plan to be sent to all members</p> <p>The future Youth Service report to include additional information on the structure of the service, operational focus and budget</p> <p>Provide details of the 2016/17 funding for the Welsh immersions units and the EMTA service</p> <p>The consortium keeps Committee up to date on plans to undertake more services on behalf of Cardiff.</p>	20 May 2016	Letter has been noted and the information will be provided in due course	Receive further reports in June / July
17 May 2016	CSSIW – Pam Clutton	Inspection report on Cardiff's Children's Services	<p>Thank you letter for the honest and open assessment of Cardiff.</p> <p>Committee agreed to receive the resultant action plan</p>		N/A	

Committee date	Recipient	Subject	Response Required	Response date	Response received	Future Action
17 May 2016	Cllr Merry	Cabinet proposals – Meadowbank School	<p>Before closing the school and assessment of the following must be undertaken:</p> <p>Cardiff wide strategy, is developed, consulted on and implemented.</p> <p>An assessment of current support is undertaken, and is determined to be fit for purpose.</p> <p>The views of all head teachers on the impact is sought and assessed. discussions are held with the school and appropriate third sector organisations the school's expertise is promoted as a centre of excellence or as a training centre.</p> <p>Ensure that the Council continues to provide early specialist intervention.</p>		Awaiting response	To receive a further report providing the consultation outcome

Committee date	Recipient	Subject	Response Required	Response date	Response received	Future Action
17 May 2016	Councillor Lent	Quarter 4 performance of children's service	Briefing on the new performance measures Copy of the relevant action plan that includes the 19 recommendations from the inspection report	31 May 2016	The recommendations have been incorporated in to the Directorates delivery plan The letter explains each of the actions that have been included in the delivery plan.	Continue to monitor performance
17 May	Councillor Merry	Estyn inspection letter and Quarter 4 performance report	A copy of the action plans covering the areas that the Estyn letter highlighted. Details of the plans to improve the admissions procedure across all schools. A copy and briefing on the Cardiff 2020 – Aiming for Excellence to be presented to the 14 June Committee meeting A breakdown, by number of reasons for pupils to be needs; A briefing and actions focussing on the “wider capped points score” and Level 2 threshold.			

Committee date	Recipient	Subject	Response Required	Response date	Response received	Future Action
17 May 2016	Estyn – Clive Phillips	Estyn Inspection letter	Thank you letter for the honest and open assessment of Cardiff. Committee agreed to receive the resultant action plan		N/A	

Inquiry Letters

Outcome Letter date	Recipient	Subject of Investigation	Key Findings and Recommendations	Response date	Response received	Future Action
16 July	Cllr Magill	School Governors	Effectiveness of the Governing Body Support for Governing Bodies Training of Governors	19 October 2015, received 15 March 2016	All recommendations accepted, one not excepted relating to the transfer of governors support services to the consortium	To continue monitoring