



County Hall  
Cardiff  
CF10 4UW  
Tel: (029) 2087 2000

Neuadd y Sir  
Caerdydd  
CF10 4UW  
Ffôn: (029) 2087 2000

## AGENDA

**Pwyllgor** PWYLLGOR CRAFFU PLANT A PHOBL IFANC

**Dyddiad ac amser y cyfarfod** DYDD MAWRTH, 27 MEDI 2016, 4.30 PM

**Lleoliad** YSTAFELL BWYLLGORA 4 - NEUADD Y SIR

**Aelodaeth** Cynghorydd Richard Cook (Chair)  
Y Cynghorwydd Boyle, Chaundy, Gordon, Joyce, Murphy, Dianne Rees  
a/ac Lynda Thorne

Patricia Arlotte (Cynrychiolydd Gatholig Rufeinig), Carol Cobert  
(Cynrychiolydd yr Eglwys yng Nghymru), Karen Dell'Armi (Cynrychiolydd  
Rhiant-Lywodraethwr) a/ac Hayley Smith (Cynrychiolydd Rhiant-  
Lywodraethwr)

*Tua  
Amser.*

**1 Ymddiheuriadau am Absenoldeb**

4.30 pm

Derbyn ymddiheuriadau am absenoldeb.

**2 Datgan Buddiannau**

I'w gwneud ar ddechrau'r eitem agenda dan sylw, yn unol â Chod  
Ymddygiad yr Aelodau.

**3 Cofnodion (Tudalennau 1 - 46)**

4.35 pm

Cymeradwyo cofnodion y cyfarfodydd blaenorol fel rhai cywir: 17 Mai  
2016 – Galw i mewn; 17 Mai 2016; 14 Mehefin 2016; 11 Gorffennaf  
2016; ac 11 Gorffennaf 2016 - Cydbwyllgor

**4 Monitro Perfformiad Addysg – Caerdydd 2020, Adroddiad  
Perfformiad Corfforaethol Chwarter 1 a Chyflwyno Canlyniadau  
Ysgolion (Tudalennau 47 - 76)**

4.40 pm

Mae'r adroddiad hwn yn rhoi diweddariad i'r Pwyllgor ar Gaerdydd  
2020, diweddariad chwarter cyntaf ar berfformiad corfforaethol, ynghyd  
â briffio am y canlyniadau ysgolion darparu ar gyfer 2015/16 ac er

mwyn i Aelodau eu hystyried a'u dadansoddi.

- (a) Bydd y Cynghorydd Sarah Merry (Aelod Cabinet dros Addysg) yn bresennol ac mae'n bosibl y bydd hi am wneud datganiad;
- (b) Bydd Nick Batchelar (Cyfarwyddwr Addysg a Dysgu Gydol Oes) a Swyddogion Addysg yn cyflwyno'r adroddiad ac ar gael i ateb unrhyw gwestiynau a allai fod gan Aelodau;
- (c) Cwestiynau gan Aelodau'r Pwyllgor;

**5 Gwasanaethau Plant – Perfformiad Chwarter 1 2016/17 ac Adroddiad Perfformiad Aildro Blynyddol ar gyfer 2015/16** 5.40 pm  
(*Tudalennau 77 - 114*)

Mae'r adroddiad hwn yn galluogi i'r Pwyllgor fonitro perfformiad y gwasanaeth a chwestiynu cynnydd y gwasanaeth o ran bodloni ei dargedau cytunedig.

- (a) Bydd y Cynghorydd Sue Lent (Aelod Cabinet, Y Blynyddoedd Cynnar, Plant a Theuluoedd a Dirprwy Arweinydd) yn bresennol ac efallai y bydd am wneud datganiad;
- (b) Bydd Tony Young (Cyfarwyddwr Gwasanaethau Cymdeithasol) ac Irfan Alam (Cyfarwyddwr Cynorthwyol Gwasanaethau Plant) yn cyflwyno'r adroddiad a byddant ar gael i ateb cwestiynau;
- (c) Cwestiynau gan Aelodau'r Pwyllgor

**6 Adroddiad Rhaglen Waith 2016/2017** (*Tudalennau 115 - 128*) 6.40 pm

Cyflwyno copi o'r Rhaglen Waith drafft i'r Pwyllgor ac Ymholiadau Tasg a Gorffen posib i'w trafod a'u cymeradwyo.

- (a) Bydd y Swyddog Craffu yn cyflwyno'r adroddiad yn gryno;
- (b) Trafod eitemau tasg a gorffen drafft;
- (c) Cytuno ar y rhaglen waith ar gyfer gweddill y flwyddyn.

**7 Adroddiad Gohebiaeth** (*Tudalennau 129 - 138*) 6.50 pm

Cyflwyno adroddiad crynodeb o lythyrau a anfonwyd i'r Aelodau Cabinet i'r Pwyllgor, ynghyd ag unrhyw ymatebion

- (a) Bydd y Swyddog Craffu yn cyflwyno'r adroddiad yn gryno;
- (b) Trafodaeth am unrhyw ddilyniant ar unrhyw ymatebion

**8 Y Ffordd Ymlaen** 7.00 pm

**9 Dyddiad y cyfarfod nesaf**

Bydd cyfarfod nesaf y Pwyllgor Craffu Plant a Phobl Ifanc ar ddydd Mawrth 18 Hydref 2016 am 4.30 pm.

**Davina Fiore**

**Cyfarwyddwr Llywodraethu a Gwasanaethau Cyfreithiol**

Dyddiad: Dydd Mercher, 21 Medi 2016

Cyswllt: Mandy Farnham,

029 2087 2618, [Mandy.Farnham@caerdydd.gov.uk](mailto:Mandy.Farnham@caerdydd.gov.uk)

Mae'r dudalen hon yn wag yn fwriadol

CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE

17 MAY 2016

Present: Councillor Richard Cook (Chairperson), Councillors Boyle, Chaundy, Gordon, Joyce, Murphy, Dianne Rees and Lynda Thorne

: Co-opted Members: Mrs P Arlotte (Roman Catholic representative), Carol Cobert (Church in Wales representative) and Mrs Hayley Smith (Parent Governor Representative)

88 : APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor Derrick Morgan.

89 : DECLARATIONS OF INTEREST

None

90 : SCHOOLS ORGANISATION PLANNING: SCHOOLS CATCHMENT AREA CONSULTATION - CONSIDERATION OF CALLED-IN CABINET DECISION CAB/15/84

The Chairperson welcomed Councillor Dianne Rees and Councillor Paul Mitchell as Call-In Councillor witnesses to the meeting and also invited Councillor Sarah Merry Decision Maker; Nick Batchelar Director of Education & Lifelong Learning; Michelle Duddridge-Hussein Schools Organisation Programme Team Manager; Mr John Hayes Head Teacher of Ysgol Gyfun Gymraeg Plasmawr; Mrs Sara Williams Member of Governing Body of Ysgol Gyfun Gymraeg Plasmawr; Gruff McVeigh Sixth Former at Ysgol Gyfun Gymraeg Plasmawr; Mr Alun Davies Head Teacher of Ysgol Gyfun Gymraeg Glantaf; Mrs Elinor Patchell Member of Governing Body of Ysgol Gyfun Gymraeg Glantaf, and Chair of Governing Body of Ysgol Gyfun Gymraeg Bro Edeyrn to the meeting.

The Chairperson asked if Cllr Neil McEvoy, the third Call-In Councillor, was attending, Scrutiny officers said that they had had no communication from Cllr McEvoy other than the Call-In request.

Cllr Rees stated that although she was a Member of the Scrutiny committee, because she was calling-in the decision she would take no part in the committee's deliberations.

The Chairperson advised that there would be the option for simultaneous translation at the meeting.

The Chairperson invited Paul Keeping to explain the Call-In process to the meeting. Paul Keeping advised that the Committee would hear evidence by the Call-In Councillors to explain their reasons for the Call-In; there would be an opportunity for questions; the Cabinet Member and officers would respond and then an opportunity for further questions; Witnesses would then have an opportunity to make statements; Written statements would then be considered before the summing up.

The Chairperson invited Councillor Dianne Rees to give her presentation explaining her reasons for calling in this decision:

Councillor Rees stated that she would like to Call In the decision for the following reasons:

- 1) The change is ill conceived. It is a short term answer to Welsh medium secondary provision in the catchment areas of both Ysgol Plasmawr and Ysgol Glantaf.
  - The combined projected demand for places from within the Ysgol Glantaf and Ysgol Plasmawr catchment areas exceeds the combined number of places available at entry September 2019, yet figures for past 2017 were not taken into account in making the decision. This is despite the fact that they were taken into account in the decision not to proceed currently with changes to the English medium high school catchments of Fitzalan High School and Cantonian High School and associated English medium primary school catchment areas.
  - Only the projected demand for 2017 at Ysgol Glantaf and Ysgol Plasmawr was consulted on that is where there would be 201 pupils looking for places at Ysgol Glantaf which has 240 places at present and 210 pupils looking for places at Ysgol Plasmawr which currently has 180 places available.
  - The decision taken to move Ysgol Pencae catchment area from Ysgol Plasmawr is a short term measure to deal with more demand for places at Ysgol Plasmawr and less demand than places at Ysgol Glantaf in 2017. It takes no account of projected demand for 2019 when Glantaf would be full with 240 pupils seeking places at Glantaf.
  - Even if Ysgol Pencae catchment is moved into Ysgol Glantaf catchment, Ysgol Plasmawr would be full by 2020/2021.
  
- 2) Several key stakeholders have expressed their concerns that the change could have unwelcome consequences for the social and academic wellbeing of pupils.
  - The proposal to remove Ysgol Pencae Primary School from the Plasmawr catchment area would mean that Ysgol Glantaf would then receive all three best performing Welsh medium primary schools, leaving Plasmawr with a less well mixed population. The change would adversely affect the socio economic balance of Plasmawr, and risks creating a perception among aspirational parents that Ysgol Glantaf is an “elite” school. Many people consider Free Schools Meals data is a crude method of judging socio economic mix and does not give an accurate representation of Cardiff areas.
  - Removing Ysgol Pencae from the Plasmawr catchment could impact negatively on pupils’ ability to engage socially through the medium of Welsh.
  - Removing Ysgol Pencae from the Plasmawr catchment could have a negative effect on sixth form provision.
  
- 3) The consultation exercise disregards the views of a large majority of people.
  - The number of objections received is similar to those received in the consultation on changes to catchment areas of the English medium schools, but whereas the Cabinet were recommended to not proceed currently with

changes to the English medium school catchment areas, the Cabinet approved the changes to the Welsh medium catchment areas. Moreover, large numbers of objections from pupils were also disregarded.

- Catchment areas have already been subject to considerable change in recent years. Further short term changes are unnecessarily disruptive, will be detrimental to confidence in Welsh medium schools secondary provision and most importantly will not address the issue of medium to long term sufficiency of Welsh medium secondary school places in the catchment areas of the two schools and across the City.

4) The decision should be called in and officers advised to carry out a review of options for Welsh medium secondary provision in the existing catchment areas of the two schools and across the City.

- Key stakeholders should be offered the opportunity to air their views on the catchment area changes in the Call In process.
- The decision should be withdrawn and, as with the English medium high school catchment area changes in this part of the City, the changes should not be proceeded with until such time as an early review can be conducted.

The Chairperson invited Councillor Paul Mitchell to give his presentation explaining his reasons for calling in this decision:

Councillor Mitchell stated that he would like to Call In the decision for the following reasons:

The following forms the basis of the call-in request. I am mindful that this call-in may delay implementation, if the original decision is upheld, until Sep 2018 as the determination year normally is scheduled to cut off at April 15<sup>th</sup>. I am advised that this cannot be extended but would ask that dispensation be sought to extend this deadline given the circumstances e.g. election purdah.

I am particularly mindful of the Ysgol Glantaf location with two nearby single form entry primaries (Ysgol Pencae and Ysgol Glan Ceubal) as well as two single-form entry EM schools nearby as well. I note from looking at the map and reports that the Council is sustaining FOUR single-form entry schools on four sites in such a relatively small geographical area: I would not be surprised if consolidation into two double-form entry schools may have to be considered as Government funding continues to be cut in the foreseeable future.

## **BACKGROUND**

As you know, I have had representations from the parents, Chair, governors and teachers relayed to me primarily via a senior teacher at Ysgol Plasmawr. I have also been informed that the number of respondents opposed to the change was around 300 with a petition with over 400 signatures which was documented in the report. Whilst most respondents do understand that a consultation is NOT a referendum and whilst I appreciate those in favour are less likely to respond, I feel that a substantial volume of concerns raised by stakeholders to this point does merit further considerations during a call-in.

Ysgol Plasmawr has worked on the 14-19 agenda for many years in partnership with Ysgol Glantaf and I am assured that all support the Authority's need to have a clear strategy for the development of Welsh Medium education in Cardiff. It is also widely acknowledged that rising demand suggests that a 4th secondary school may be required but this will need longer-term planning and extensive consultation. Furthermore, the timing and scale of the Plasdŵr developments along Llantrisant Road will also make it difficult to predict the future demand and pressures upon the schools concerned in the medium to long-term.

They acknowledge the over-supply concerns encapsulated in Table 8 of the report (see below) but argue that moving a school catchment area for the sake of 30 or so pupils for 2 years when numbers are projected to dip at Ysgol Plasmawr in 2018 seems to be a reactive and short-term decision and may create further issues especially as many families may well choose to follow siblings to Plasmawr in 2017 and 2018.

It is further acknowledged by many that the council has a duty to operate on a council-wide basis with the difficulty of dealing with three tiers of sometimes conflicting placement allocations involving two mediums of education and faith-based schools. It is appreciating that Government guidelines prescribe certain actions but there are key issues that they wish me to raise at the call-in on their behalf which are as follows.

#### **1. CONSIDERATION OF POST-2017 DATA:**

It can be argued that the proposal was based on balancing the demand for and supply of school places yet appeared to considered data only for 2017/18 despite the projections clearly showing that the demand and supply for places at Ysgol Glantaf will balance naturally without any changes in catchment areas by 2019/20.

I would certainly welcome clarification as to why the report states in paragraph 118 that *'the admission arrangements that may be required beyond 2017/18 cannot be consulted on at this time'*. This appears to be in sharp contrast to the Published Admission Numbers or PANs arguments used in discussing Fitzalan and Cantonian catchment areas (paragraph 35 of the report) where projections for 2019/20 are used.

They conclude, as I do, that admission arrangements are subject to future PAN data and have referred me to the precedent for the use of longer-term projections set in July 2014 with the report on the provision of Welsh medium education in Llanishen which used projections for WM primary education provision (which is difficult to predict) up to 2019/20 - a full five years after the report.

They also cite the 3 years' worth of future projections that were used in consultation prior to establishing Ysgol Glan Ceubal in 2014 where it was stated that *'The permanent establishment of Ysgol Glan Ceubal at 1 form of entry is expected to closely match the future demand for places at the school and from within its catchment area.'*

I note demand for places is evaluated within the Cabinet report, pages 16 to 19; projections are clearly set out for September 2015 until 2021 (i.e. seven years after Reception intake of 2015) and is therefore the longest projection period available



using verified school census data). I also note the combined demand from within the two catchments would exceed places available at entry to Year 7 in 2019 so I would expect there would be solid data on which to query and question admission arrangements as these are number-dependent.

I appreciate Ysgol Glantaf currently has surplus spaces across the school having operated at 6FE in recent years and could, if necessary; admit in excess of 8FE at that point in 2021. However, there is also surplus at Ysgol Bro Edern (to the East of Glantaf) and by 2019 the Council will have greater certainty in respect of LDP developments and numbers and should, in my view, review the potential to add extra forms to Plasmawr and Glantaf for 2021 onwards. I further argue that Ysgol Glantaf could then expand in a more manageable fashion to an 8+-form entry in 2011 and beyond as the strategic site developments progress.

The Council may argue at this point that Welsh Government legislation may prevent consultations on admission arrangements that could be implemented to balance the Glantaf/ Bro Edern catchments in 2019 e.g. such as transferring the Ysgol Glan Morfa catchment to Ysgol Bro Edern.

I also note the argument that it may not be beneficial to do so at this stage when the catchment population within the current Glantaf catchment would be reduced.

However, my primary suggestion of imposing equal form admission caps of 210 on both schools in the short-term will allow a more realistic and far more extensive review in 2019 once timescales and demands from the additional dwellings planned in West Cardiff become evident especially those that will fall within the catchment of Ysgol Plasmawr.

I further agree that it is extremely unlikely that the number of statutory school age pupils on roll at Ysgol Plasmawr would fall by any significant margin and I therefore believe a more cohesive solution – possibly including plans for a fourth secondary school – will be more significantly advanced by then based on more robust PAN data projections.

I must therefore again express sympathy with the argument put by respondents that it seems illogical to use long term projections in most cases yet only short term projections in this one particular case even given the above considerations.

Furthermore, the impacts of the two discussed WM primaries in Central Cardiff may also be a future, and as yet unspecified, factor in the catchment boundary reviews and PANs post 2019 and those pupil numbers may require some clarification during the call-in and again boost the argument that a short term equal admissions policy is appropriate.

## **2. YSGOL PLASMAWR CAPACITY:**

It is accepted that the demand for places at Ysgol Plasmawr shows an increase to 210 in 2017 whilst the intake capacity is set at 180 as a 6 form entry school. This has remained unchanged since 1998 despite three large building projects on site having been undertaken substantially increasing the potential capacity. A 4-storey extension with an additional 8 classrooms has been added since this limit was set and the

Waterhall Youth Centre will be taken over by the school this summer adding another 2 additional rooms to the site.

It is acknowledged that the Assembly Government would not easily countenance one school being over-subscribed through inaction whilst a nearby school was under-subscribed so the simple question arising from this is this: why conduct a short-term catchment review at all when resetting the capacity-limit of both schools to 210 each would negate that review. It would also allow a much longer lead time to prepare schools and parents for changes that development pressures will bring and also allow for thought-through consolidations of single-form entry schools should they ever be required in future.

Ysgol Plasmawr argues that the capacity intake number is outdated and that the cabinet and committees should have been informed that they believe the school can easily accept 210 pupils and therefore contend that the report assumptions are open to challenge.

If the capacity issues were recognised and addressed, then it is argued that this would negate short-term concerns that an over-subscribed Ysgol Plasmawr will have the transport cost implications of Ely and Caerau pupils failing to get into Ysgol Plasmawr and having increased travel times and journeys (and council costs) in order to attend Ysgol Glantaf.

They quote WG School Capacity guidelines that capacity should be decided '*pending extensive discussions with Head and Governors to agree an appropriate way forward within the context of demand for places and the capacity of the premises*' and were concerned that this had not taken place in revising that intake capacity prior to the catchment review.

They point to the report that states that its aim is to address the balance of supply and demand and argue that the most sustainable long-term outcome is to create 3 Welsh medium secondary schools in Cardiff of comparable size to create a better geographical and educational balance in the supply of WM education in the longer term especially as they felt the environmental impact assessments were inadequate i.e. the unquantified statement "*In summary, implementing the proposal would most likely have a positive effect as a net result of pupils using polluting modes of travel.*"

## **CONSULTATION AND YSGOL PENCAE**

I note the arguments around the transfer of Ysgol Pencae and its unique parent-supported and low FSM cohort and I do not believe this to be a major factor in the decision as the data shows, in my view, the FSM data show a minimal benefit/disbenefit. The head of Ysgol Gyfan Glantaf picked up this theme (CA16/WM/47) among others pointing out the FSM argument so I am asking those of you making the decision should not reduce the argument to the simplistic scenario of two equivalent schools simply wrangling over a 'high performance' feeder primary when the issues are far more complex than that.

I also note the detailed and opposing responses from the heads and chairs of the two affected secondary schools but I draw your attention specifically to the email from The Head of Ysgol Pencae (CA16/WM/372) as critical as he leads the primary school at the centre of the review. Although due process was technically followed it appears

from his comments that he was briefed only two days before the consultation began. This could unfortunately have the unintended effect of undermining the reputation of Head and governors as they would not have a reasonable amount of time, in my view as a governor myself, to discuss such a major matter before the consultation was launched.

The reverse argument about not wanting Ysgol Glantaf to be an 'elite school' is made – again I would ask that it be noted but not made an overriding factor in the decision. More importantly, is the lack of briefing about the longer-term proposals to the governing body and the impact upon parents of years 3-5 that the short notice does not allow them to plan for the impact on their children of groups being split up by changes in parental choices and appeals over sibling cohesion mentioned previously.

I therefore argue that a call-in and my suggestions will allow the governors of Pencae a longer lead in time to consider and adapt to the major changes and pressures in 2019.

The Chairperson thanked witnesses for their presentations and invited officers to make their presentation. Members were provided with a presentation on the proposed changes to Welsh-medium catchment areas which included information on the following: Issues raised; Background; Long term sufficiency of places – existing catchment areas; Long term sufficiency of places – proposed catchment areas; Summary of data and projections; Impact on social-economic mix; Impact on standards and outcomes; Capacity Assessment and Consultation process.

The Chairperson invited Councillor Merry as the Decision Maker to make a statement, which she read out as follows:

Thank you Chair for giving me the opportunity to address the Committee.

As you will know The report summarising the outcome of the consultation specific to proposing changes to the catchment areas of Ysgol Glan Taf and Ysgol Plasmawr along with proposed changes to Fitzalan and Cantonian went to Cabinet in March. Responses were received from a range of elected members to both consultations. This included those submitted by Cllr McEvoy who stated the proposal 'seemed sensible'. Cllr McEvoy later followed his original support with the caveat that this support was conditional on 'the sibling link being protected' which remains the case. As you have heard three members have raised concerns regarding this Cabinet decision. These centre round a number of issues;

- potential for detrimental impact on Ysgol Plasmawr social-economic mix
- proposed changes do not take account of the sufficiency of Welsh-medium places in the medium to long term;
- potential detrimental impact on standards and sixth form provision at Ysgol Plasmawr
- potential impact on the use of Welsh in a social context
- the capacity/ Admission Number of Ysgol Plasmawr
- consultation process and due consideration of responses received

The three Members who have called in the proposal are not agreed on all grounds as can be seen in the comments from Cllr Mitchell who whilst noting the arguments around FSM does not believe this to be a major factor in the decision. In his view, the FSM data show a minimal benefit/disbenefit and furthermore he requested that those

making the decision should not reduce the argument to the simplistic scenario of two equivalent schools simply wrangling over a 'high performance' feeder primary when the issues are far more complex than that.

The face of Welsh-medium education is changing, a broader spectrum of families is now choosing to take up the opportunity to educate their children through the medium of Welsh: this, as the Capital city of Wales is something to be celebrated and embraced. It is vital that each school in Cardiff continues with their demonstrated commitment to inclusion and to ensuring each of their pupils reaches their full potential regardless of where they live or attend school.

The Council has a statutory duty to provide comprehensive education appropriate for the age and stage of development of each of its pupils. When it comes to the likely percentage of FSM in either of the schools concerned it should be noted that they are both significantly below both the Welsh average (17.5%) and the Cardiff average (20.5%). Whilst the standards achieved at both schools is to be commended and this is in no small way owing to the quality of the staff and professionals working at each, it continues to be reasonable to expect this to continue with the resources available to each and neither are working with the same percentages of FSM as their counterpart Bro Edyern.

I would now like to address each of the grounds for the call in:

Firstly, the concern about the socio economic mix and the suggestion that moving the primary catchment of Ysgol Pencae from the Ysgol Plasmawr catchment into the Ysgol Glantaf will be 'detrimental to Plasmawr' in more detail.

I would like to bring the Committee back to the Cabinet report where members will see that this issue is fully considered and evaluated within the Cabinet report, pages 20 to 23, which sets out that there is no widening of the gap.

The standard measure of deprivation used by the Welsh Government continues to be the percentage of pupils in receipt of Free School meals. At the most recent census, Ysgol Glantaf measured 9.8% and Ysgol Plasmawr 6.9% - a gap of 2.9%.

Ysgol Glantaf is therefore placed in a higher benchmark category (group 2; compared to Ysgol Plasmawr being placed in the least deprived category group 1).

The analysis undertaken does not evidence any significant 'detrimental' effect – projections indicate that, as a result of the demographic change in Ysgol Plasmawr's local pupil population, the percentage of pupils in receipt of FSM would increase to c10.6% if the change were not to be implemented. Implementing the proposed change would increase the percentage marginally to c11.6% (and this would take effect gradually, over an extended period of time).

By implementing the proposed change, the percentage at Ysgol Glantaf would also change by a marginal amount – falling from c10.2 to 9.4%. The comparative gap of 2.4% (11.6% at Plasmawr and 9.4% at Glantaf) is in fact reduced.

Furthermore, I would ask the Committee to note that primary age provision within the Ysgol Glantaf, catchment is being expanded in areas where the take up of FSM is significantly higher; In Llandaff North (Ysgol Glan Ceubal), Grangetown/ Butetown (the new Ysgol Hamadryad) and Adamsdown/Splott (expansion of Ysgol Glan Morfa).

The next point raised is that proposed changes do not take account of the sufficiency of Welsh-medium places in the medium to long term.

When considering the projections and data specific to this proposal and that related to the English-medium high schools I would like to draw Committee's attention to the tables set out on pages 16-19 of the Cabinet report. As you can see projections for

both are set out for the period September 2015 to September 2021. This encompasses a seven-year period which takes account of the most verified school census data (PLASC 2015) and the most recent Reception intake within that. The format of the data presented is consistent with that presented for the English-medium consultation, covers the same timescales, and uses the same timescales and methodology.

Furthermore, it is acknowledged that the combined demand from within the two catchments would exceed places available at entry to Year 7 in 2019 and that the Welsh-medium sector is growing. However, Ysgol Glantaf currently has surplus spaces across the school having operated at 6FE in recent years and could, if necessary, admit in excess of 8FE beyond 2019. There is also surplus at Ysgol Bro Edern (to the East of Glantaf). It should be noted that the c7,000 additional dwellings planned in West Cardiff fall within the catchment of Ysgol Plasmawr and it is extremely unlikely that the number of statutory school age pupils on roll at Ysgol Plasmawr would fall by any significant margin, if at all, as a result of the proposed catchment area change.

Even accounting for the transfer of Ysgol Pencae out of its catchment, the projected demand from existing housing and current primary school pupils is only marginally below capacity and would still exceed the published admission number by September 2019. This excess local demand would be exacerbated by the LDP NW Cardiff strategic sites housing.

Furthermore, the transfer of a catchment does not prevent parents continuing to express a preference for a school; it merely alters the priority given to applicants which is considered only when a school is fully subscribed, i.e. applications exceed the number of places available if Ysgol Plasmawr were to have a lower demand from other areas of its catchment than pupils in the Pencae catchment, being in close proximity, would benefit from this.

By 2019 the Council will have greater certainty in respect of LDP housing developments and WG 21st Century School Band B funding. Without greater certainty about this information we are ignoring two major capital income streams and neglecting to take account of the large scale developments across the city, particularly the North West strategic site which abuts the Ysgol Plasmawr site.

The option put forward is far from a short term solution, it takes into account the likely increase and the land options that are available to accommodate potential additional demand as it grows.

In accordance with WG legislation, the Council cannot at this point consult on admission arrangements that could be implemented to balance the Glantaf, Plasmawr and Bro Edern catchments in 2019, nor would it be beneficial to parents for the Council to do so at this stage.

When considering the concern expressed regarding the potential detrimental impact on standards and sixth form provision at Ysgol Plasmawr as stated previously, the standards achieved at both schools are recognised and it is reasonable to expect this to continue with the resources available to each. When it comes to the suggestion that the sixth form numbers may drop if there are a greater percentage of low income families accessing provision it is necessary to point out that the admission to the sixth form phase is a separate process. Working across the sites to deliver the full range of subjects as part of the 14-19 offer is already happening and could be expanded further. The key aspect for consideration is that students feel there is a meaningful offer for them to take up at post 16 in the language of choice should they wish to take advantage of it. Mobility and independent travel is also greater at this age and is to be encouraged as part of the students' journey toward adulthood.

It has been suggested that the proposal has the potential impact on the use of Welsh in a social context. It is not anticipated that the proposed changes will impact on pupils' ability to engage socially through the medium of Welsh. The majority of the pupils transferring to Ysgol Plasmawr from its partner primary schools have levels of Welsh language fluency that allow them to access both the full curriculum and social opportunities in and out of school.

Were the proposal not to be implemented some children currently resident within the catchment area of Ysgol Plasmawr, would be unable to attend their Welsh-medium secondary catchment school. A clear risk of not providing a balance in the supply of and demand for Welsh-medium places is that the proportion of pupils not progressing from KS2 to KS3 could potentially increase and were this to be the case and could potentially have a negative impact on the wider use of the language.

Whilst there are those that may question the capacity/ Admission Number of Ysgol Plasmawr I would ask the Committee to bear in mind that the Governing Body of Ysgol Plasmawr is consulted annually on its Published Admission Number and has made no representation during this consultation to increase its Admission Number.

Whilst the school received investment over an extended period of time, this was to improve accommodation and to allow the school to accommodate an increase from c.5 forms of entry in the 1990s to 6 forms of entry from 2012.

Capacity assessments are reviewed on a rolling basis and the current assessment for Ysgol Plasmawr indicates that the school is able to sustain a 6 form entry intake and proportionate sixth form, but is unable to sustain a 7 form entry based on its current organisation.

The last of the issues raised through this process is that relating to the consultation process and questions as to due consideration of responses received.

In respect of the Welsh-medium secondary catchment consultation, it is acknowledged that there were a large number of responses from a wide range of stakeholders including Governing Bodies of Schools, school staff, pupils that presently attend Ysgol Plasmawr and parents of children who would be directly impacted by the proposed change.

As is standard, the consultation sought views and issues from key stakeholders, and all issues raised during consultation were carefully considered, appraised and evaluated. Whilst the Council gives due consideration to the number of responses received, the recommendation made in the Cabinet Report sought to balance the issues raised against the differential impact on learners, and on the school communities that may be brought about by implementing or not implementing the change.

The substantive issues raised in the Welsh-medium consultation were accordingly given full consideration and the decision taken to recommend proceeding to implement the change that had been consulted on.

The decision not to progress proposed English-medium changes was in recognition of the need to wait until the impact of improvement at Cantonian High School is evidenced in annual performance results and there is greater certainty about the future investment strategy for both Cantonian and Fitzalan High Schools.

Should the changes to Welsh-medium catchment areas not be implemented for September 2017 it is considered that there is a potential impact on the number of learners retained in the Welsh-medium sector overall. It was evident that, when administering the most recent intake to Welsh-medium secondary schools for September 2015, that a significant proportion of those pupils appealing for places at Ysgol Plasmawr, having not applied for places in the first round of admissions, were resident in its most deprived primary school catchment areas – Ysgol Coed Y Gof and Ysgol Nant Caerau. Parents made representation that, as there is no school bus

to Ysgol Glantaf from these areas, they would not be willing for their child to commute to Ysgol Glantaf.

When considering the petition submitted by children and young people, the majority of responses being from pupils at Plasmawr – no objection response was received from the pupils at Pencae or within the catchment of Pencae, nor from pupils at Glantaf.

In summary, taking all factors into account alongside both the evidence and consideration as set out in the Cabinet report together with the clarification as presented by myself and others here today I would urge the Committee to make its recommendation a pragmatic one. One that is based on the full spectrum of information and with the knowledge specific to the provision of Welsh-medium across the whole city and takes account of your wider understanding regarding future development planned for the Authority. This would also be with the full acknowledgement of the Officers undertaking the strategic planning for places in Cardiff that there will need to be an expansion of provision across the secondary sector in the future, that is prioritised in accordance with evidenced need at the relevant time, in line with legislation, and taking into account the needs of all children in education regardless of language or socio economic grouping.

There is a shift in the social make up of children in Welsh medium education. I do not see this as a problem but as a positive.

The Chairperson thanked Councillor Merry for her statement and invited questions and comments from Members:

- Members asked if there was a risk that parents who require Welsh Medium education for their children, are not taking it up due to travel to the schools from more deprived areas. The Cabinet Member stated that they match up catchment by supply of places, then the distance to the school. In this case Pencae would get preference over the rest which are in more deprived areas.
- Members referred to Hamadryad school and asked if this was a short term fix with a longer term review to be carried out. Officers stated that the numbers change constantly due to things such as population figures and housing developments; the new school at Hamadryad was a new provision with indicated numbers, which would grow over time therefore it was a two form entry but was likely to grow. The transfer of Pencae was regardless of any other provision or increased demand from Hamadryad.
- Members asked if this would be a permanent change as any further changes in a few years' time would be very disruptive for families. Officers stated that it was intended to be however it was impossible to say for sure; it was considered the most appropriate due to proximity.
- Members noted the 2019 figures as being oversubscribed and asked what communities could expect to see in two years' time. Officers stated that there was an option to temporarily increase admission numbers for three years to cope with peaks in demand.

The Chairperson invited Mr John Hayes Head Teacher of Ysgol Gyfun Gymraeg Plasmawr; Mrs Sara Williams Member of Governing Body of Ysgol Gyfun Gymraeg Plasmawr; Gruff McVeigh Sixth Former at Ysgol Gyfun Gymraeg Plasmawr to make their presentations to Committee as follows:

John Hayes – Head Teacher - As demand for Welsh medium education continues to grow in Cardiff and Local Development Plans for Cardiff become a reality it is vital

that the catchment areas for the existing three Welsh medium secondary schools are viewed in the medium to long term rather than seeking a short term and short-sighted fix to address the current small imbalance in pupil numbers between Plasmawr and Glantaf which could be extremely detrimental to Ysgol Plasmawr and which could have a long lasting negative legacy for the whole of Cardiff.

Projections in the Cabinet Report (see Table 6, 9 and 10 from Cabinet Report) clearly show that the demand and supply for places at Ysgol Glantaf will balance naturally without any changes in catchment areas by 2019/20. The demand for Welsh-medium places will need to be addressed again before 2019 when demand will exceed supply demonstrating the short term nature of this proposal. Adopting a longer term strategy is a more efficient, fair and effective way of addressing supply and demand for places rather than continuing with a flawed plan that simply moves an over-capacity issue from one school to another.

(Sara Williams, Parent Governor)

The recent decision taken by the Cabinet to defer consideration of changes to catchment areas relating to Cantonian High School and Fitzalan High School was based primarily on educational standards as evidenced by Estyn Reports available at the time of consultation. However, no consideration was given to the effect on educational standards that removing Ysgol Pencae pupils from Plasmawr will undoubtedly have. The Authority's approach in this instance is clearly inconsistent. The decision in relation to Pencae was based purely on 'supply of and demand for places in 2017/18'. The Authority has failed to take into account the likely impact of moving a high performing primary school from a school which is currently under Estyn monitoring and is labelled as an 'amber' school under the current National Categorisation system to a school which is deemed 'Good' by Estyn and is a 'yellow' school in the National Categorisation system.

Pencae is one of the top performing Welsh medium schools at KS2 in Cardiff (2015 Key Performance Indicator: 96%). The other top three; Ysgol y Wern, Melin Gruffudd and Mynydd Bychan already feed Glantaf. Following this decision, not one of the top 4 performing Welsh medium primary schools will feed Plasmawr which will completely undermine its raising standards strategy.

Plasmawr's current tracking data for its current Year 11 cohort suggests that its Level 2+ performance this summer could be as high as 79%. Former Pencae pupils in the current Year 11 cohort are on track to achieve a Level 2+ performance of 89%.

In 2015, the Year 11, Level 2+ performance was 78%. Former Pencae pupils in the cohort achieved 88%.

The decision to move the Pencae catchment will also impact upon the sixth form at Ysgol Plasmawr. Former Pencae pupils annually account for over 20% of our Year 12 and Year 13 cohorts. Losing Pencae pupils could affect the viability of the Plasmawr sixth form which has been the highest performing Sixth Form in Cardiff for the past three years. Why would the local Authority want to undermine such a high performing sixth form?

The number of Year 11 pupils from Pencae as a % of the year = 17%; The number of Year 12 pupils from Pencae as a % of the year = 21%; The number of Year 13 pupils from Pencae as a % of the year = 21%

(Gruff McVeigh, former Pencae pupil and current Sixth Form pupil at Plasmawr)



I would like to share with you my experience of being part of Plasmawr as a former Pencae pupil, and the benefits of being in a school with such an enriching environment. Ysgol Plasmawr is an inclusive school and I have appreciated being part of a school which serves the whole of the west of Cardiff which has probably got the most diverse catchment area of all the Cardiff high schools. Learning alongside other pupils from completely different backgrounds to mine has been valuable in preparing me for life beyond school. I think it is important that all schools have such a broad and enriching catchment as Plasmawr.

You have already heard about the contribution of Pencae's former pupils to the successful sixth form I am currently a part of, which has the best A levels results across the whole of Cardiff (English and Welsh medium) for the past three years. I am firmly of the opinion that losing Pencae pupils from Plasmawr would be to the detriment of the Plasmawr sixth form.

My hope is that my younger sister will be able to have the same brilliant experience of Plasmawr as myself, including entering the sixth form.

I have serious concerns for my sister's wellbeing if Pencae is split in half, with half of the class potentially attending Glantaf. This would potentially result in the loss of key friendships built from a young age, in a close-knit class of only 30 pupils. I strongly believe that the anxiety and stress caused by potentially splitting up friendship groups has not been accounted for during the consultation process and will be harmful to my younger sister and her friends. My own primary school friends remain some of my closest friends.

Finally, I cannot believe that in such an important planning decision which affects children and young people more than any other stakeholder group that no consideration was given to a Learner Voice group in either Pencae or Plasmawr and that this lack of involvement of children and young people affected by the consultation process totally undermines and de-values the whole proposal.

In summary (John Hayes, Headteacher)

For the School Organisation Team of planners this proposal is an easy, short term, practical solution based solely on the geographical proximity of the Pencae catchment area to the Glantaf catchment area. In purely planning terms it is a logical solution, however the proposal has significant shortcomings in terms of educational principles and would have a lasting effect on Welsh medium education across the city. As we know the Local Authority is currently investing tens of millions of pounds building new English medium high schools in the East and in the West of the city partly in an attempt to address long standing legacy issues in the English medium secondary school sector where there is a huge differentiation between higher performing and lower performing high schools. Do we really want to replicate this in the Welsh medium sector? If this proposal goes ahead, Plasmawr's attainment standards will suffer and our sixth form retention rates will reduce. This knee-jerk proposal is setting Plasmawr up to fail. Polarizing Welsh medium schools should be avoided at all costs and actively seeking other far more positive short term solutions should be the priority.

My own proposal would be to request an urgent recalculation of the capacity and admission number for Plasmawr as this has not changed since the school opened in

1998. Since that time the school has experienced several new phases of development which have not been factored into its capacity data and admission number. I would in the short term maintain the current catchment area provision and temporarily change the Plasmawr admission number to 210 (7 forms of entry). In the meantime, the SOP team should be tasked with planning a medium to long term strategy for Welsh medium secondary education taking into account the projected new LDP's and the current primary school pupil bulge.

There should be one widely consulted strategic medium to long term plan catering for the demands in growth for Welsh medium education across the city rather than a series of knee-jerk, short term fixes which will only create further confusion for all concerned and bring partner schools into un-necessary conflict with each other.

I sincerely hope that you will take all these points into account as you deliberate on this proposal.

Please do not agree to a short term proposal that will radically change the balance of Welsh medium secondary education for the worse across the city for the foreseeable future, but rather demand a widely consulted medium to long term strategy for a sustainable and equitable Welsh medium secondary sector provision across the city.

The Chairperson thanked witnesses for their presentations and invited questions and comments from Members:

- Members asked what number of Ysgol Pencae pupils attended the sixth form and were advised that it was around 120.
- Members asked whether extended the admission number to 210 pupils would require significant investment or whether this was possible with currently available classrooms. Mr Hayes advised that the Waterhall centre was being developed for sixth form use and the staff room had been moved so there were three rooms that could be utilised. Mr Hayes further advised that the Waterhall centre would be fit for use by the second week in September.

The Chairperson invited Mr Alun Davies Head Teacher of Ysgol Gyfun Gymraeg Glantaf and Mrs Elinor Patchell Member of Governing Body of Ysgol Gyfun Gymraeg Glantaf, and Chair of Governing Body of Ysgol Gyfun Gymraeg Bro Edeyrn to make their presentations.

Mrs Patchell stated that she considered the historical context to be very important, Ysgol Glantaf was the third Welsh secondary school to be developed in 2012; the school had lost four forms of entry without complaint. Catchment areas had been changed since to include Pwll Coch, however this was delayed until 2013. Only one stream went from Pwll Coch to Glan Taf rather than the two originally promised; Glan Taf was meant to be eight streams but has less pupils in each year than Plasmawr which has six.

Mrs Patchell added that catchment areas needed to be looked at as there was likely to be a major development in the West of the City and housing developments in the East; Glan Taf was in the middle; there was no room in the current catchment for any housing developments so they couldn't accommodate any increase from the current catchment area.

Mr Davies stated that the schools are there to serve the community, despite levels of deprivation and amount of children receiving free school meals and any effects on standards. Mr Davies added that it was important to not make knee jerk decisions for short term effect. With regards to finances Mr Davies stated that they have been working as though in debt even though they are not, figures from the local authority finance have decreased staffing levels and it's the Glan Taf pupils that have suffered. With empty spaces, the school will have to prove to Estyn what it spends its money on; if the full transfer from Pwll Coch had happened this would not have been an issue.

Mr Davies added that parents show a wish for Welsh medium education, however the numbers didn't come in and subsequently next year there would be one form entry which was not sustainable; years 7,8 and 9 are all smaller than Plasmawr, Glan Taf has 300 pupils in its sixth form, this would drop to 199 by 2019 based on historical patterns, this was more to cope with financially. 23 teachers are part time, and this cannot be cut any further so support was needed regarding numbers of pupils, there was a need to acknowledge that the school has space for 8 classes; the proposal regarding Pencae makes sense and its geographically so close.

Mr Davies stated that he had been coping with fewer numbers for a long time now, he had put his faith in the local authority to come to an agreement and it hadn't happened as he had wished; therefore, he was now asking for careful consideration for this proposal to go ahead as there was room at Glan Taf and Plawmawr was already full.

The Chairperson thanked witnesses for their presentation and invited questions and comments from Members:

- Members asked where the other pupils from Pwll Coch go and were advised that they go to Plasmawr.
- Members asked if Mr Davies was happy with the proposals and he said he was, very much so as it had been dire to have six forms of entry when he had capacity for eight.

Members noted that the witnesses had laid out the wide context both historically and going forward; PenCae catchment seems to impact on Welsh medium education for the whole of the City; Members noted that Cabinet makes the decision and asked witnesses if they think Cabinet considered all the issues raised at this meeting. Mr Davies stated that with regards to consultation, all parties had expressed views, the content was important, however the number of responses could have been facilitated better; he added that the data is there and the fact remain that Plasmawr is full and Glan Taf has capacity.

## 91 : CONSIDERATION OF WRITTEN STATEMENTS

Members took a break to consider written statements.

## 92 : SUMMING UP

The Chairperson invited Councillor Merry and officers to sum up.

Councillor Merry stated that one quote that had been used was that the schools are there to serve all the children; she considered that this underpins all of the Cabinets policies; they want to close the deprivation gap; the free school meal shift may happen but the gap will close overall. With regards to short termism; Councillor

Merry stated that plans for 2019 would be brought forward but that didn't absolve them from looking at this immediate issue.

Nick Batchelar stated that he fully acknowledged that they needed to get this decision right; exercise judgement and take in account the relevant factors. He respected the view of the Head Teachers and understood the different issues they faced. With regards to the Welsh medium education strategic plan, this was important and was acted on, longer term considerations were taken into account. In respect of free school meals, Mr Batchelar stated that his general observation was that schools are good due to the provision they make for their pupils, rather than the pupils themselves; there are good and not good schools in advantaged and disadvantaged areas; However, post 16 there are different admission arrangements which can effect both the schools and the wider picture.

The Chairperson asked for comments on the fact that Plasmawr had said they could increase to 210 pupils and use current classrooms. Officers stated that with regard to the potential transfer of the Waterhall centre, investment would be required; Glan Taf has the room already; Plasmawr could not sustain 7 forms of entry according to the capacity assessment; with regards to finance, money was going into Glan Taf already and this proposal would use that money.

A discussion took place regarding the number of forms of entry and Pwll Coch and Treganna; officers stated that parents have a right to express their preference schools at the point of application; some submit late applications; there had been a need to increase resources into this, this year; In catchment had been displaced by out of catchment, take up had been slower and would decrease over time as work is done to target admissions of children.

The Chairperson invited Councillors Rees and Mitchell to sum up.

Councillor Mitchell stated that it was a terribly difficult situation; he took on-board the shortfalls of Pwll Coch and the changes to catchment areas over recent year; he added that his concerns were with the process and the impact on the schools in his Ward; he failed to understand that the consultation did not look past 2017/18 and considered that consultation on some arrangements could have been made. Councillor Mitchell stated that his fears and concerns had not been relayed, he was still concerned with the timescales and risk and Judicial Review and potential appeals. He did not consider that the Admission cap was reasonable stating that Plasmawr could extend to 210 pupils with ease. he considered that the notification period for pupils at Pencae was too short; He considered that a longer term strategy was required.

Councillor Rees considered that the meeting had been invaluable and that it was important to have heard first hand evidence. Councillor Rees stated that she regretted that Children and Young People Scrutiny Committee had not been given the opportunity to have had pre-decision scrutiny on the issue in March. Councillor Rees added that she was concerned that the Head Teachers had not been part of the formation of the proposals, and that stakeholders were not fully involved; she considered that consultation on catchment areas in recent years had been disruptive and divisive for staff and pupils; she considered that the local authority was reacting to short term change rather than taking a longer term view.

Councillor Rees asked that the Committee make a decision purely on what was in front of them and not on potential Judicial Review and possible appeals; in conclusion she asked that the Cabinet withdraw its decision and conduct a long term review and consultation on a much wider scale.

### 93 : WAY FORWARD

Members considered how they wished to proceed with this issue and after some discussion it was decided to vote on whether to uphold the Cabinet decision. A vote was taken and carried with a majority decision.

#### RESOLVED:

- I. to uphold the Cabinet decision CAB/15/84.
- II. To write to the Cabinet Member with a number of observations and recommendations for future similar decisions covering
  - Consultation with Children
  - Timely advanced notice of planned consultations
  - All affected schools should be included in the consultation.

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## CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE

17 MAY 2016

Present: County Councillor Richard Cook(Chairperson)  
County Councillors Boyle, Chaundy, Gordon, Murphy,  
Dianne Rees and Lynda Thorne

### 94 : APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor Heather Joyce and Councillor Derrick Morgan.

### 95 : DECLARATIONS OF INTEREST

The Chairperson reminded Members of their responsibility under Part 3 of the Members' Code of Conduct. Councillor Boyle declared a personal interest in item 8. His family has benefitted in the past from outreach services supplied by Meadowbank School.

### 96 : MINUTES

The minutes of the 19 April were agreed as a correct record and signed by the Chairperson.

### 97 : CARE & SOCIAL SERVICES INSPECTORATE WALES - INSPECTION OF CHILDREN'S SERVICES

The Chairperson welcomed Pam Clutton, Lead Inspector CSSIW, Councillor Sue Lent (Cabinet Member for Early Years, Children & Families and Deputy Leader) and Tony Young (Director, Social Services) to the meeting.

Pam Clutton, on behalf of the Care & Social Services Inspectorate Wales ('CSSIW') presented the report, a copy of which was published (pages 13 – 39) with the agenda.

The inspection by CSSIW took place in January 2016, the purpose of which was to look at the access arrangements for children and young people and their families who were either referred for care and support or where information was received about children's well-being.

The inspection focussed on five themes:

- Providing direction;
- Delivering Social Services;
- Shaping Services;
- Access Arrangements; and
- Assessment Care Management.

The Committee were advised that as a result of the inspection it was clear that there were a number of positives, although there were, as the report detailed, a number of

areas for improvement. The implementation of the recommendations would be monitored, and unless any thematic issues were identified there would be no need for a re-inspection.

The Committee was invited to comment, raise questions or seek clarification on the information received. Those discussions are summarised as follows:

- The Committee felt that the positive theme of the report was encouraging and should be conveyed to staff.
- Members queried whether Social Workers and the Police had enough information about the high level of incidents of domestic violence and abuse and that Social Workers were sufficiently aware of the various voluntary groups and support agencies above to support families in the early stage of their relationships. The Committee were advised that some services previously available are no longer available – there is a gap not just in this area but nationally.
- Members were advised that it appears that the difficulties in recruitment of social workers seems to be decreasing. Local authorities have become less competitive. Staff feel that the right support is important, for example managers who understand the pressures of workloads, who are able to give guidance and respond when concerns are raised. It is clear that staff just want to do a good job.
- Members noted concerns that the remodelling of the ‘front door’ services pose a risk to performance which will have to be monitored. Staff had mixed feelings about how priorities were to be decided and that common thresholds would be helpful. There needs to be better engagement with families, that engagement is key.
- Members were advised that whilst it was clear that there was a high level of confidence in the leadership of Director of Social Services staff felt that some of their knowledge and expertise could have been used in preparation for the implementation of the Social Services and Well-being (Wales) Act 2014 and the preventative strategy.
- Members sought clarification as to whether it was the Inspectors or staff who were unclear as to how the demand for crucial support services was being met, with particular reference to families experiencing domestic violence and primary mental health care. Members were advised that primary mental health care is a national issue; staff are aware of the demand and believe that if they are going to be able to deescalate the risk and intervene at an early stage there is a need for strong partnership working and further resources need to be identified.
- Members queried in what manner the feedback was obtained and were advised that it was made clear that information concerning personal circumstances was not required and that any information provided will not influence any outcome.



- Members expressed concern that evidence that families signposted to support services as they were assessed as not meeting the threshold for a statutory service were frequently being re-referred to children's services and that this was duplicating work for Social Workers with an already heavy workload. Officers advised that with the introduction of the Early Help Strategy, the introduction of MASH and Families First the aim is for there to be a seamless transition between early help and intervention.
- Members discussed agile and mobile working, Officers indicated that staff are enthusiastic about both agile working and a move to County Hall where a lot of work has been undertaken to create a pleasant working environment, although concerns have been expressed about current car parking regulations at County Hall.

AGREED: That the Chairperson writes on the Committee's behalf to the Cabinet Member and to CSSIW to convey their comments and observations.

#### 98 : CHILDREN'S SERVICES QUARTER 4 PERFORMANCE REPORT

The Chairperson welcomed Councillor Sue Lent (Cabinet Member for Early Years, Children and Families, and Deputy Leader) and Kim Brown (Service Manager, Policy and Performance) to the meeting.

Members were provided with an overview of the Quarter 4 performance and were advised that whilst there had been some continued progress there had been slippage in some areas in the context of increasing referrals and overall caseload numbers,

The Committee was invited to comment, raise questions or seek clarification on the information received. Those discussions are summarised as follows:

- Officers confirmed that at this point it was just the premises that had been secured for the Adult Resources Centre.
- Members expressed concern that, despite having received a positive report, on the whole performance indicator targets were not being achieved. Members were advised that the figures do not always capture or reflect how well the service is performing. There will be new performance indicators from April, they will include some of the old indicators and therefore the next year will be a base line year.
- Members queried the budget figures in relation to externally purchased placements with high support rations. Officers advised that there has been an increase in the proportion of children presenting with extremely complex challenges. Officers advised that this trend is likely to continue.

AGREED: That the Chairperson writes on the Committee's behalf to the Cabinet Member to convey their comments and observations.

#### 99 : ESTYN MONITORING VISIT LETTER

The Chairperson welcomed Clive Phillips, Assistant Director Estyn, Councillor Sarah Merry (Cabinet Member for Education) and Nick Batchelar (Director, Education and

Lifelong Learning) and Angela Kent (Head of Achievement and Inclusion) to the meeting.

Clive Phillips presented the Committee with the findings of the final Estyn Monitoring visit which took place in January 2016. As a result of that visit Estyn have advised that the authority is no longer in need of significant improvement and has been removed from follow up activity although there are some areas that still require attention.

The Committee was invited to comment, raise questions or seek clarification on the information received. Those discussions are summarised as follows:

- Members advised that they were aware of a number of unofficial schools in the area. They were informed that Estyn had carried out inspections on 3 out of 4 of those schools and were monitoring the situation.
- It was explained that the variation in performance in the wider capped point score could be attributed to a number of factors: courses that do not meet needs; how well schools engaged with pupils; the range of qualifications; and whether classes are enjoyed by pupils.
- Members queried the gap in performance between girls and boys and the reasons for that. Members were advised that there were wide variations across Wales. The performance of girls is lower than the Wales average. Aspiration is not the same in lower performing schools and the authority needs to look at individual schools.
- Members expressed concern to the reference that pupils most at risk of exclusion often have speech and language difficulties, but were advised that whilst restorative approaches are beginning to have a positive impact it is a growing problem. It is not behaviour that is such an issue, it is that provision/aspirations are not being met and it is being demonstrated by behaviour and poor attendance. However, it is clear that there are now strategies in place to address the issues.

Councillor Merry made a brief statement thanking the Estyn team and officers but stated that there were still improvements to be made, this sentiment being echoed by officers.

AGREED: That the Chairperson writes on the Committee's behalf to the Cabinet Member and to Estyn to convey their comments and observations.

## 100 : EDUCATION QUARTER 4 PERFORMANCE REPORT

The Chairperson welcomed Councillor Sarah Merry (Cabinet Member for Education) and Nick Batchelar (Director, Education and Lifelong Learning) and Angela Kent (Head of Achievement and Inclusion) to the meeting. The report was introduced by Nick Batchelar. Members specific attention was drawn to the sickness absence figures, the PPDR data and the NEET data.

The Committee was invited to comment, raise questions or seek clarification on the information received. Those discussions are summarised as follows:

- Members queried the school admission process as a number of applications from parents living in the catchment area are being refused. Officers advised there is a need to consult on the proposed changes to the admissions policy bearing in mind the intention to have a coordinated admissions process.
- Members asked whether information could be provided as to the reasons why so many young people across Cardiff were at risk of becoming NEET. Officers indicated that there were differing reasons for that, however, the vulnerability assessment profile has been used which has identified where additional support is required.
- Members queried provision in main stream schools for those young people with speech and language difficulties and were advised by Officers that there has been improved intervention in main stream schools as a result of more effective joint working.
- Members highlighted that the screening for speech and language needs in schools is not consistent. Officers indicated that it has only recently been introduced in secondary schools, the aim is to make it consistent with a view to improving communication skills and access support to modify behaviour.
- Members queried the effect the recent hearing involving a parent taking a child out of school may have. Officers advised that a precedent could be set however legal guidance is currently awaited.
- Members queried the increase in the NEET figures at Eastern High School and the comment from the Head teacher that some of those children should not be in main stream education. Officers advised that the Accelerated Improvement Board is having regular meetings, the picture is now markedly different. Schools must make arrangements for assessments to be carried out is they feel that a young person is inappropriately placed in main stream education.
- There have been changes in figures at other schools, they are being challenged as to why there has been an increase in the number of young people who become NEET.
- Schools are finding alternatives to exclusion, in primary a school behaviour is managed 1:1 however young people become disengaged after the transition to secondary school.
- Officers advised that the reliance on statements to support is children is being reduced and will be phased out and they will be replaced by a PEP. There will be a transitional period and at the present time statements are still being processed.

AGREED: That the Chairperson writes on the Committee's behalf to the Cabinet Member to convey their comments and observations.

## 101 : SPECIALIST PROVISION FOR PRIMARY AGED PUPILS WITH SPEECH AND LANGUAGE DIFFICULTIES, AND WITH BEHAVIOURAL, EMOTIONAL AND SOCIAL DIFFICULTIES

The Committee were provided with the opportunity to hear the views from a number of citizens and a Councillor who have expressed their comments and concerns at the current proposals for the proposed closure of Meadowbank School.

The Chairperson welcomed Janette Carr, Faye Dale (Parent of Pupil), Diana James (Teacher), Susanne Grover (Former Headteacher of Meadowbank School and Councillor Jane Cowan to the meeting, all of whom addressed the Committee.

Janette Carr provided Members with the following information:

I wish to support the parents campaigning against the proposed closure of Meadowbank School. Afasic also strongly oppose the Councils plan to end all specialist provision for children with severe speech and language needs in Cardiff by 2018 since the entry criteria for the other existing specialist provision at Allensbank School will be changed from primary speech and language needs to an Autistic Spectrum Disorder unit.

The ALN strategy states that

- 'All children should have access to an appropriate education that affords them the opportunity to achieve their personal potential.'
- 'Special Schools should function as Centres of Excellence'
- 'The interests of all pupils must be safeguarded.'

The consultation document acknowledges that "although the number of children and young people with speech and language difficulties has NOT fallen, demand for places at both Meadowbank and Allensbank SRB has - The apparent shift in parental preference is cited by the authority as one of the main drivers in moving to a mainstream model for speech and language need provision. Afasic Cymru sent a questionnaire to all primary schools seeking information in relation to a number of matters:

- 75% of parents indicated that, as parents seeking support for speech and language needs, they were not offered a placement at a specialist speech and language provision as an option to consider and for those parents seeking specialist provision they were told there was no space.
- 95% indicated that teachers in the school do not feel equipped to effectively teach children with severe speech and language needs.

The consultation document states that a placement at Meadowbank costs approximately £25,000 per year whereas a place in local primary school is approximately £3,600. That figure does not seem to take account of the variable costs of additional support and the costs incurred if support is not provided. It may cost considerably more for an out of county placement at a specialist speech and language provision in a neighbouring authority or even a residential place.

Parents currently report 'fighting' for the right provision to meet their child's needs and this will only worsen. We are concerned that these proposals may increase the

likelihood of appeals to Tribunal. This would be extremely stressful and potentially costly for families as well as the Local Authority.

Children need language to learn, socialise, to manage their behaviour and develop emotionally. The long term impact of SLCN is well documented; impact on attainment, progression and wider social, behavioural and emotional outcomes. We know for example, children with SLCN are at higher risk of exclusion from school and that 60-90% of young people in the youth justice system have SLCN, many of which not previously identified before offending.

The consultation document states that demand for Special School or SRB places for primary aged children presenting with challenging behaviours has increased over the last two years. In 2014-15 there was a 30% increase in the number of new statements for this area of need.

Ascertaining the relationship between a child's speech and language skills and their behaviour is part of the assessment process but the key thing is to promptly and thoroughly assess what underlying speech and language skills they have.

The large increase in behavioural needs may be due to range of factors and the onus is on the LA to identify what these are....including whether unmet speech and language needs are part of the picture. Has there been a deliberate change in assessment protocol or is it lack of understanding of the specific difficulties? Services need to be more effectively connected as well as offer separate specialisms.

Parents, families, Meadowbank staff, Afasic Cymru and numerous other stakeholders have major concerns about very radical proposals. Change is not useful unless it creates something more effective or at least equal. The proposals do not evidence any attempt to work in partnership with Meadowbank School in the development of these proposals so it seems Cardiff Council are set to lose all of the expertise, knowledge & specialist staff and subsequently wipe out ALL specialist provision for SLCN in the year that Meadowbank are celebrating their 40<sup>th</sup> Anniversary.

Historically, MB School resulted from the extraordinary vision of a LA who sought to be at the forefront of development & provision for children with SCLN – we pray that Cardiff will not take us back to the dark ages when these children's difficulties were very poorly understood & provided for. Possibilities for partnerships with other authorities could be explored & this very specialist provision might again become a source of additional income; both in terms of placements & training.

Diana James provided Members with the following information:

- I have been a teacher at MB Special School for the last 14 years.
- I have a PGCE in Sp & Lang Disorders from Birmingham Uni and recently completed a Masters in Additional Learning Needs at Cardiff. My research project based on the work at MB has been published in 3 journals. Last year I qualified as an Eiklan Tutor.
- You have all received copies of responses to the Consultation Paper from the whole staff, individual staff and the Governing Body of MB. It is not necessary for me to cover the ground therein as you will be asking questions with your

concerns later. I have also been asked to keep time to a minimum and am therefore going to read my presentation.

- I want to take this opportunity to explain the role that MB plays in providing children with severe and profound speech and language impairments with their statutory education. The fundamental flaw in the Consultation Paper is that it makes no distinction between children who have a mild or moderate speech and language difficulty from those who have severe impairments. The spectrum is wide and every individual has a unique language profile. As an Elklan tutor I acknowledge that Elklan training is an excellent tool for the generic support of children and young people with their communication. However, children with a specific language impairment (SLI), are at the end of the spectrum and require highly specialized knowledge, understanding and strategies to support their profound and complex needs.
- To simplify and summarize this extremely complex and often invisible disability, I am going to refer to Stackhouse & Wells model of communication. The simplest way of thinking about how we use language is to refer to 'output' (expressive language) and 'input' (receptive language). The majority of us acquire speech (the ability to make sounds and put them together to make words) and language (the ability to put those words together to make sense and the ability to understand what people are saying to us) as a natural part of our development. We take these skills for granted. Children with SLI can't. So to put this into context at MB:
  - We have children who have no speech what so ever. They may make noises but they have to be taught how to make individual sounds, what each sound means, then how to put 2 sounds together, then how to make words, then how to make phrases and eventually how to join all this together to make meaningful sentences using all the complexities of the English language;
  - We have children who have learnt to say many distinct sounds but these sounds are all mixed up so they appear to be talking in a foreign language.
  - We have children who can say lots of words clearly but when they put these words together in a sentence the words are disordered and jumbled which results in a message that doesn't make any sense.
  - This expressive difficulty may or may not be due to a problem with their processing of language. That is, when initially learning the words the information that they were hearing did not make sense and has resulted in a total lack of understanding.
- What is key for the majority of these children with pure SLI is that they are of average intelligence. They have the cognitive ability to learn but something has gone wrong with the development of their processing and storing of language. They are aware of their difficulties, so they may develop strategies to mask them. Putting this into a busy classroom context, they either appear to be managing and sit quietly in the back of the classroom while their self-esteem and education goes down the pan. Or they become angry and frustrated and mask their difficulties with challenging and disruptive behaviour.

- The links between speech and language and communication needs and behavioural difficulties have been repeatedly acknowledged. In fact, when children come to MB our positive behaviour management strategies are often initially tested to the hilt! Ascertaining and understanding the relationship between a child's speech and language skills and their behaviour is part of the assessment process. We use firm but fair behavioural strategies consistently across our setting. As the child responds to a carefully planned intervention programme that dovetails both their behavioural and their communication needs they are able to experience success in both areas.
- In MB we tap into the children's cognitive ability. In small class sizes with a high ratio of specialist teachers, T.A s and SLTs, we unpick each child's unique and specific speech and /or language disorder and provide intense, focused teaching that is differentiated for each child's individual needs. We use a range of highly specialised strategies that support the children's communication across the curriculum, such as Paget Gorman Signed Speech, colour coding, Blanks questions and cued articulation. These approaches are embedded throughout the daily activities and the curriculum. Because the aim is to teach the children the communication skills that ultimately facilitate re-integration to mainstream. The level of intensive support that is necessary to address the complexity of these children's everyday needs cannot be achieved in a mainstream setting.
- Finally, SLI is frequently an invisible, lifelong disability. As educational professionals at Meadowbank Special School we have the expertise and experience to support these children in finding a voice. Unlike children who prefer not to interact, children with SLI are desperate to communicate and socialize. They just need a helping hand to be taught how.

Faye Dale provided Members with the following information:

As many of you have already heard the personal stories of past and present Meadowbank parents –at last week's events I will use this time to summarise the difficulties, challenges & barriers faced by us as parents of Meadowbank School pupils & highlight why mainstream school has not and does not meet the needs of our children who have severe & complex speech and language difficulties.

#### GETTING YOUR CHILD INTO MEADOWBANK

- Statementing process – process can take between 6-12 months - very difficult to get your child statemented these days – parents being told that you cannot get a statement for speech & language as mainstream can offer support
- Without statement can't get into Meadowbank
- Time waiting to hear if statement is going to be accepted – stress and emotional turmoil for the whole family – child often left to struggle in mainstream where they are vulnerable - feel isolated as unable to communicate
- Parents have had to pay for private assessments/pay thousands of pounds on legal fees to get their children in the school – 1 existing parent paid £12,000 & 1 that I know of who has since left the school.
- LA not telling parents about Meadowbank – Meadowbank – guarded secret – parents finding out by word of mouth.

- Parents being told there were no places at Meadowbank
- Feeling of mistrust of LA/poor partnership with parents/lack of honesty and transparency
- LA pushing inclusion – we don't believe that all the parents of the 200+ children at level 5 (most severe S&L) are choosing mainstream – do they even know Meadowbank School exists?

## EXPERIENCES IN MAINSTREAM

- Unable to communicate with the teachers and peers – feeling of isolation
- 1-2-1 support - often babysitting the children – 1 child was given an Argos catalogue to look at in the corner of the room.
- the fact that mainstream schools have been unable to cope eg one mum being telephoned on the 1st day & asked to collect her child who was in a state of very serious distress. This child then spent his reception year at home.
- TAs in mainstream work on the language programmes – no way as effective as the staff at Meadowbank who have 40 years' experience of educating children with speech and language difficulties
- Ineffective teaching – can't follow lessons due to language difficulties – fall further and further behind peers
- Frustrations displaying in bad behaviour – causing disruption in the classroom
- Children vulnerable – target for bullying
- Child becoming withdrawn – emotional scarring

## BENEFITS OF MEADOWBANK

- Day class was excellent stepping stone into the school – 1 day at Meadowbank, 4 days in mainstream. This resource/option no longer exists – which I believe is a contributory factor in the fall in numbers of children accessing Meadowbank – this was a chance to evaluate which school best met the needs of your child.
- Small class sizes – usually 6/7 per class supported by specialist teacher, specialist TA & speech & language therapists (compared to class of 30+ in mainstream with possible 1:1 support who isn't necessarily trained to support severe and complex S&L difficulties)
- Signing is used to aid children to communicate with staff and peers
- Self-confidence and independence promoted
- Curriculum tailored to take into account their language difficulties
- Children are all very happy – enjoy going to school
- Teaching of Social skills – children develop strong friendships
- All staff in school know and understand our children
- Children are encouraged to become independent – learn life skills
- Good communication between parents and school - enables us to work together to provide holistic support for our children
- Training for parents include Paget Gorman signing classes, parent workshops
- Meadowbank School supports the whole family it has made family life easier & far less stressful; we understand now why our child may go in to “meltdown”, have temper tantrums & display bad behaviour so are better able to deal with or avoid certain situations
- Meadowbank has given our children the chance to achieve their potential.



- It has given our children a voice.

Councillor Cowan advised Members that whilst she was aware of the financial constraints she believed that the school should remain open and in fact be expanded.

The Committee was invited to comment, raise questions or seek clarification on the information received. Those discussions are summarised as follows:

- Suzanne Glover advised Members that she had been the headteacher at Meadowbank School for 23 years. If the school closed the children would suffer, they would struggle in mainstream education and the strategies required for these children will not be put into place and therefore there will be an increase in inappropriate placements. Mainstream schools will not be able to cope and when that has become clear Meadowbank will have been closed and lost to those children who benefit from it.
- Members were advised that in 1967 there were 35 places at the school and 2 places were kept as assessment places, that was increased to 42 at one time. There was also a residential block at the school.
- She believes that the relationship between the authority and the school has broken down
- Members raised concerns about the apparent lack of consultation with the school.

AGREED: That the Chairperson writes on the Committee's behalf to the Cabinet Member to convey their comments and observations.

#### 102 : DRAFT TASK & FINISH REPORT ON CHILD SEXUAL EXPLOITATION IN CARDIFF

The Chairperson welcomed Alison Jones (Scrutiny Officer) to the meeting to present the report of the Task & Finish Group on Child Sexual Exploitation.

AGREED: To endorse the report for submission to Cabinet.

#### 103 : DRAFT TASK GROUP'S REPORT ON VISIT TO SCHOOLS CAUSING CONCERN

Martyn Hutchings (Principal Scrutiny Officer) updated Members on the outcome of the latest series of visits to schools causing concern.

AGREED: To approve the report for submission to Cabinet

#### 104 : COMMITTEE'S DRAFT ANNUAL REPORT 2015/2016

Martyn Hutchings (Principal Scrutiny Officer) presented the Annual Report.

AGREED: To approve the Annual Report.

105 : DATE OF NEXT MEETING

The next meeting of the Children and Young People Scrutiny Committee is 27 September 2016 at 4.30 pm

The meeting terminated at 6.45 pm

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

## CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE

14 JUNE 2016

Present: County Councillor Richard Cook(Chairperson)  
County Councillors Boyle, Chaundy, Gordon, Joyce, Murphy,  
Dianne Rees and Lynda Thorne

### 1 : CHAIRPERSON

It was noted that at the Annual meeting of Council held on 26 May 2016, Councillor Richard Cook was appointed as Chairperson of this Committee.

### 2 : APPOINTMENT OF COMMITTEE AND TERMS OF REFERENCE

It was noted that at the Annual meeting of Council held on 26 May 2016, that the following would comprise the Committee membership:

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).

It was noted that at the Annual meeting of Council held on 26 May 2016, that the following would comprise the Committee's 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.

RESOLVED: To agree the Terms of Reference & Appointment of Committee Membership of the Children and Young People Scrutiny Committee.

### 3 : APOLOGIES FOR ABSENCE

Apologies were received from Patricia Arlotte and Hayley Smith.

### 4 : DECLARATIONS OF INTEREST

A Declaration of interest was received from Councillor Gordon for item 6 – this was a prejudicial interest as she is a Trustee of the Grassroots project and a trustee of South Riverside Community Development Centre.

### 5 : CORPORATE SAFEGUARDING BOARD - ANNUAL REPORT 2015/16

The Chairperson welcomed Councillor Graham Hinchey, Cabinet Member for Corporate Services and Performance and Chair of the Corporate Safeguarding Board and Tony Young Director of Children's Services to the meeting.

The Chairperson invited the Cabinet Member to make a statement in which he stated that he became Chair of the Corporate Safeguarding Board last August and this has given the Cabinet another view of Corporate Safeguarding, which doesn't deal with operational issues but promotes looking after young people corporately; consisting of things such as DBS checks and implementing processes across directorates. He added that it is important to raise the profile of Corporate Safeguarding as it is the responsibility of all who work for the Council; alongside this there needed to be the appropriate funds for adequate training. This Annual Report is the first one produced and is in draft format.

The Chairperson invited the Director of Social Services to make a statement in which he welcomed the Cabinet Member taking on Chair of the Board; he stated that previously Corporate Safeguarding had been seen as a service responsibility, but it now has a raised profile and it is understood that it is not just the responsibility of social services and schools. With reference to the Annual Report, the Director reiterated that it was in draft format and needed work to be done with regard to formatting and references to Audit had to be removed. He stated that the key issue was that audit had identified that too few staff understood safeguarding, who the lead officers were etc. and that all staff needed to be brought up to speed on the issue; this would take time as it would need embedding but progress was being made. It was important that other Board members understand their roles; performance management frameworks had now been done and responsible officers and their roles had now been identified; training had been initiated which included a video being produced as a training tool for staff who did not work in the safeguarding environment; there was a Member protocol and the topic had already been taken to Standards and Ethics Committee and Full Council.

The Chairperson noted that things seemed to have moved on from the position stated in the report; he asked whether there were responsible officers from across all directorates and was advised that there were.

The Chairperson invited questions and comments from Members:

- Members considered it would be helpful to have the responsible officers named; officers advised that they were not named in the Annual Report as they are subject to change but that they are named in the Member protocol for reference. Members noted that the WAO had stated that roles needed to be clarified so they should be clearly stated; officers agreed that the report could include the post name rather than the post holder.
- Members sought clarification on the make of the Corporate Safeguarding Board and were advised that they were senior officers, all Operational Manager level or above.
- With reference to performance management, a question was asked about whether target dates had been met or were ongoing. The Director advised that the plan related to 2015/16 and that all but 3.3 had been completed. Members noted that it was classed as Amber and sought clarification on this; officers advised that when the plan was written in 15/16, colour coding made reference to the priority level not whether it was completed or not.
- Members discussed the reporting process of other boards such as the LSCB and how this feeds to the Corporate Safeguarding Board; officers advised that LSCB and LSAB were embedded boards with a National approach; the Corporate Safeguarding Board replaces an inadequate arrangement where no policies or structures were in place; this was the first year of the Board aiming to put this right and now it was time to deliver.
- A Member considered that there was not enough information in the annual report to satisfy point 4 of the WAO proposal regarding Scrutiny; the Director stated that the report was in draft format and needed more work; bringing the draft to scrutiny at this stage was a means of consulting; only having been established last year it had taken time to get the mechanics in place and that next year officers wanted Members to be assured that they are doing what they say they are doing; WAO have seen the responses and declared that they are satisfied and that foundations have been laid appropriately. The Cabinet Member added that good progress had been made in the past 8 months or so, working with Caerphilly to get faster DBS checks; training programmes being drawn up and improvements on referral processes being implemented.

Members considered that the report didn't evidence any of this progress and lacked information making it difficult to scrutinize. Officers agreed that it was a light report as it was starting point, and that next year it would be significantly evidenced.

- Members discussed training and asked how it would be delivered and monitored; the Director stated that induction was very important, the video that

had been produced was very helpful and that parts of it was it relevant to each directorate so that training reflects the nature of the work of the officers; there would be training and briefings for staff and also e-based learning packages; as part of performance reporting training would need to be signed off and the percentage of staff trained would be reported. The Chairperson noted that committee could ask at a future meeting how much training had been signed off.

The Chairperson thanked the Cabinet Member and officers for attending the meeting, giving their presentations and statements and for answering Members questions.

AGREED – That the Chairperson writes on the Committee’s behalf to the Cabinet Member to convey their comments and observations.

## 6 : CARDIFF YOUTH SERVICE

The Chairperson welcomed Councillor Sarah Merry (Cabinet Member for Education and Skills), Simon Morris (Achievement Leader - Engagement and Progression) and Angela Kent (Head of Achievement and Inclusion) to the meeting.

Members were provided with a presentation on Cardiff’s Youth Offer.

The Chairperson invited questions and comments from Members:

- Members asked for an update on the Trelai service, officers advised that they have the building which belongs to Education and that services are run from there but there is no full time worker there.
- Members discussed post 16 non-school/work based learning and noted that Cardiff and Vale college have developed a post 16 apprenticeship programme.

Members asked whether post 16 education was an umbrella term for vocational training. The Cabinet Member stated that it wasn’t prescriptive, there were a variety of options such as work based, volunteering and not always employment based; prior to April last year there was a benefit to people to have a young person at home that was not in work; this is no longer the case so there is a drive to get young people into education or work; routes into education/work based learning/volunteering are now being driven to develop skills.

- Members were grateful for the overview, and being aware of the reduced offer since the budget cuts considered that this was a positive position in light of the funding challenges.
- It was noted that collaborative working had been referred to, members asked if the youth offending teams were included in this. The Cabinet Member stated that they were on a number of levels and in a variety of ways.
- Members noted the figures for pre16 in the report were reported as being 592 and in Red category; and asked if there was a split in the City or whether this was across the City as a whole. The Cabinet Member stated that there were particular areas with higher vulnerability than others, this was recognised by

the resources put into the schools. Members asked if there was also a split in the Duke of Edinburgh scheme. The Cabinet Member stated that pupils taking part in this scheme were primarily in the North of the City, middle class pupils; it was important to encourage all schools to be involved and put resources into these schools at the beginning of the programme cycle. Connectivity with Members was also important on a neighbourhood basis; the Cabinet Member said she would make an effort to develop this as a piece of work.

- Members considered that buildings were not being used to their full capacity and could be offered out to leisure/music activities. The Cabinet Member stated that 6 buildings are used for other activities although not fully used; there was scope for delivering youth services etc. from schools to utilise the building stock and provide an income. Members considered that any cost should be measured so as not to make it unaffordable.
- Members referred to the European Social Fund and asked if there was scope for additional funding. The Cabinet Member stated that the European Social Fund was broken down into 2 delivery elements, it was not a huge fund, but it brings in match funding of around £700k over 3 years; elements of it are for mental health, Cardiff youth Council prioritises mental health as the top priority.
- Members considered it would be useful to have presentations in advance of the meetings.
- Members asked about Youth Innovation Grants, its current budget and how long it can be sustained. Members were advised that there is a ring-fenced budget of £260k for each year of a 2 year period, committed to last year and this year. The Cabinet Member stated that they will have to look at ways of sustaining beyond the 2 years
- Members referred to VAP and the gap between supply and demand and asked if it realistically gets that many people into education and employment. The Cabinet Member stated that yes there was a gap, this was identified and it was important to look at the individuals, what service can be brought in to intervene with the young person and what other organisations can do to help; schools identify what level of interventions is needed.

The Chairperson thanked the Cabinet Member and officers for attending the meeting, giving their presentations and statements and for answering Members questions.

AGREED – That the Chairperson writes on the Committee’s behalf to the Cabinet Member to convey their comments and observations.

## 7 : LONG TERM STRATEGY FOR SCHOOL IMPROVEMENT - CARDIFF 2020 STRATEGY - AIMING FOR EXCELLENCE

The Chairperson welcomed Councillor Sarah Merry (Cabinet Member for Education and Skills), Nick Batchelar (Director of Education and Lifelong Learning) and Suzanne Scarlett (Performance Manager) to the meeting.

The Chairperson invited the Cabinet Member to make a statement in which she noted that standards are improving, some at a faster rate than Wales as a whole; Cardiff was a growing city with challenges to face; there was a moral duty to ensure that people right across the City are not excluded from the benefits and full life chances that a good education can bring. She added that it was not just about academic improvements but also the personal wellbeing of the City's young people; it was important to have a self-improving school system with partnership working.

Members were provided with a presentation entitled 'Cardiff 2020 – Aiming for Excellence – a renewed vision for education in Cardiff' which included information on: The strategy so far; Improvements; Impact of improving standards; Challenges; Cardiff 2020 Vision/Mission/Goals; Excellent outcomes for learners; A high quality workforce; 21<sup>st</sup> century learning environments; A self-improving school system; Schools and Cardiff in partnership and Next Steps.

The Chairperson invited questions and comments from Members:

- Members considered that there was nothing to object to in the theory but were concerned about how it would be delivered; they provided examples such as no reference to addressing the issue of school places or additional learning needs. Officers agreed and stated that they had discussed what to include as if they had included all the delivery plans that sit underneath the strategy then it would be huge; they added that there was the Directorate Delivery Plans at level 1, school organisation plans etc. sat at level 2 and then there were split level 3 plans that sit below that contain all the details. Officers also noted that schools that had improvement plans liaise with the Consortiums challenge advisors.
- Members asked what made a 'great' school. The Cabinet Member stated that this was an aspiration but it was what we should expect, as previously there has been an accepted certain level of failure.
- Members noted the growing population in the City and the issue of catchment areas and that neither of these were addressed in the strategy. Members also asked what officers envisaged with regard to Federation Schools. Officers stated that planning going forward would depend on the needs of the areas that are being developed; they are trying to avoid Federation and try to use collaboration, share leadership/finance building expertise etc., as there was no one size fits all, they need to look at alternative models and bring schools together, noting that there are not enough Head Teachers.
- The Chairperson noted the reference to outstanding teachers/leaders etc. and asked if there was scope within the remuneration system to be able to attract outstanding leaders or whether a ceiling would be reached. Officers stated that there was some flexibility but not as much as in England where they have 25% plus the top of the scale. Where Head Teachers take on other schools this is recognised by a graduated pay scale.
- Members asked about numbers of Governors vacancies and were advised that there were currently 150 vacancies, officers were trying to prioritise where schools are struggling with categorization.



- Members asked for further information on schools maintenance. Officers advised that the pot of money to refurbish schools was small, work was being done for economies of scale, and designs of new schools - same design on three sites meant that savings could be moved into the maintenance budget.
- Members discussed reducing the numbers of pupils in the classroom; this would mean more teachers would be needed. It was noted however that there was no evidence that reducing the numbers of pupils in the class by 5 increased educational attainment.

The Chairperson thanked the Cabinet Member and officers for attending the meeting, giving their presentations and statements and for answering Members questions.

AGREED – That the Chairperson writes on the Committee’s behalf to the Cabinet Member to convey their comments and observations.

#### 8 : CORRESPONDENCE REPORT

The correspondence report was noted.

#### 9 : DATE OF NEXT MEETING

The next meeting of the Children and Young People Scrutiny Committee is scheduled for 11 July at 4.30pm.

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## CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE

11 JULY 2016

Present: County Councillor Richard Cook(Chairperson)  
County Councillors Boyle, Chaundy, Murphy, Dianne Rees and  
Lynda Thorne

### 10 : APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Gordon and Joyce.

### 11 : DECLARATIONS OF INTEREST

The Chairperson reminded Members of their responsibility under Part 3 of the Members' Code of Conduct. Councillor Boyle declared a personal interest in item 3 & 5. His child has received outreach support from Meadowbank School and he is a trustee of Halcyon Charity referenced in the question asked. Mrs Hayley Smith declared a personal interest in items 3 and 4 on the basis that she is an employee of Barnardo's commissioned within Families First.

### 12 : SCHOOL ORGANISATION PROPOSALS - SPECIALIST PROVISION FOR PRIMARY AGED PUPILS WITH SPEECH AND LANGUAGE DIFFICULTIES AND BEHAVIOURAL EMOTIONAL AND SOCIAL DIFFICULTIES.

The Chairperson welcomed Councillor Sarah Merry (Cabinet Member for Education), Nick Batchelar (Director Education & Lifelong Learning) and Jennie Hughes (Senior Achievement Leader Inclusion) to the meeting.

Councillor Merry made a statement to the Committee and advised that whilst, as a result of the initial consultation the closure of Meadowbank School was proposed, it is now recommended that a further review of speech and language support in Cardiff take place with the aim of bringing forward revised proposal and to ensure that the needs of children with speech and language needs placed at Meadowbank and Allensbank be considered.

The Director added that it is recognised that there is an ongoing need for specialist provision for children with the most complex speech and language needs, that ongoing need will remain a priority whether that provision is resource based or in a specialist school.

The Committee was invited to comment, raise questions or seek clarification on the information received. Those discussions are summarised as follows:

- Members queried the initial consultation and questioned why it appeared that so few of the issues had been identified initially. Officers advised that there needs to be further work done to understand the issues and find the best way forward.
- Officers advised that there were 3 elements of work to be undertaken: an evaluation of speech and language support in Cardiff; further engagement with

schools and other stakeholders, engagement with the Governing Bodies of Meadowbank and Allensbank schools to ensure that the needs of children with speech and language difficulties placed at the schools will be managed effectively meanwhile.

- Officers advised that there was no fixed time scale for this work at the present time.
- The Director advised that a SEN strategy working group has been established, initially the group involves headteachers, however there is remit to engage other stakeholders. It is hoped that an initial valuation of the mainstream speech and language service will be completed by Christmas.
- Officers emphasised that there is a commitment to ensuring that the needs of children with speech and language difficulties are being met and that they do not become NEET and it is not accepted that there would be a causal link between the closure of Meadowbank School and increase in those becoming NEET. There is clear evidence that the driving factor in those becoming NEET is the quality of education.
- Members queried the out of county placements for those benefitting from specialist support and the considerable cost of that, and why their needs are not catered for locally. There were 12 primary school children benefitting from that special support elsewhere at this time. Officers advised that those children are not placed out of county due to inadequate provision in county. 6 are looked after, placed in foster care outside Cardiff, and attending maintained schools in other Local Authorities. 6 were placed due to tribunal or legal advice. The Authority can cater for all their needs.
- Officers did not accept that parents have been directed away from Meadowbank School and advised that when a statement of special educational needs is issued the parents are provided with a full list of schools which includes special schools and specialist resource bases. The parents are asked to identify their preferred school.
- Members reiterated their belief that there is scope for specialist schools despite that fact that all local authorities seem to be moving towards mainstream specialist provision. There are concerns that children and young people would find it difficult to communicate which would lead to them feeling isolated in mainstream schooling. Officers agreed that there is a place for special school places but expressed the view this is not appropriate for a specific need where no learning disability is present.
- Concern was raised by Members about the position in which Meadowbank finds itself, pupil numbers are reducing and it is likely to take a further 9 – 12 months before any decisions are made. Officers advised that the difficulties currently being faced are exacerbated by the delay, there is going to be uncertainty but officers are working with the school to support the school moving forward and commented that expertise in the school needs to be valued and not lost.

- Members were informed that speech and language therapy is being provided to all children whether they are in a specialist resource base or mainstream support. Over the last 5 years there has been a collaborative relationship with the therapy service and mainstream support is strong.

RESOLVED: That the Chairperson writes on the Committee's behalf to the Cabinet Member and to convey their comments and observations.

### 13 : WORK PROGRAMME 2016/17 REPORT

Martyn Hutchings (Principal Scrutiny Officer) introduced the report and draft work programme for the 2016-17 municipal year.

AGREED: To note the issues to be considered for the Committee's work programme for 2016-17 to enable a final version to be prepared for approval at the September meeting.

### 14 : IMPLEMENTATION OF THE SOCIAL SERVICE AND WELL-BEING (WALES) ACT 2014

The Chairperson welcomed Councillor Sue Lent (Cabinet Member, Early Years, Children & Families and Deputy Leader), Tony Young (Director Social Services), Cheryl Chapman (OM for Early Intervention) and Angela Bourge (OM Resources) to the meeting.

The report provided the Committee with a briefing on the progress being made to ensure the Council is prepared to implement the Social Services and Well-being (Wales) Act 2014 around the Prevention Services.

The Committee considered the written presentation and were invited to comment, raise questions or seek clarification on the information received. Those discussions are summarised as follows:

- Members queried whether there was any available data showing the use of Dewis Cymru directory of services and whether or not the service was being used by the public or organisations. Officers advised that the information could be provided in due course.
- Members asked about the new eligibility criteria for individual needs and were advised that going forward there will be more a more flexible approach; consideration will be given to a range of services being offered as opposed to a specific care and support plan.
- Officers were asked whether the act gives the authority scope to commission services and reduced rates and advised that there is nothing to stop that although there would have to be a business case for that. The focus of the act is to move from provision to prevention to encourage services to stretch the boundaries. It is about co-producing services.

- Members queried the evidence upon which a reduction in the number of Looked After Children is based and were advised that it anticipated that there will be a 5% reduction in the figure, although at the present time the figure is higher than it has ever been.
- The Committee expressed concern about the future of Families First when funding ceases and were advised that the authority has already started a dialogue with the lead providers. Welsh Government want to align anti-poverty initiatives, for example Families First and Flying Start although confirmation is still awaited from the Minister.
- Officers advised that the recommissioning process cannot be started as yet. The current funding ceases in March 2017 however there is provision to extend by 2 years but there are some financial risks in extending contracts.
- Members were advised that any underspend of the Families First funding had previously been returned to Welsh Government. Members expressed concern that they had not been made aware of the underspend and queried the reason for its return.
- Members queried as to whether or not the information sharing protocols were operating successfully and whilst being advised that information sharing is a complex issue that certainly with the launch of MASH, based at Cardiff Bay Police Station, information sharing at ground level is working and the protocols are also working. That is being driven forward by the Project Manager. The MHub also links various databases.
- Members queried whether the Early Help Pathway approach will provide single point of contact. Officers advised that it relies on agencies working together and can support other professionals, for example offering advice and guidance to a teacher expressing concern about a child or young person at school.
- Members were advised that the Joint Assessment Family Framework (JAFF) tool is used to help identify families in need of early help. The engagement in the assessment alone can help the family overcome the difficulty.
- Members welcomed the Early Help Planning & Assessment Pathway, but felt that some of the wording needs to be clearer and more precise, for example 'someone should act as the lead worker' should more clearly set out what needs to happen and by whom.
- The Committee were concerned to know what the position was in relation to Young carers and were advised that historically there was a young carers strategy however, the Early Help Strategy is now inclusive of young carers. JAFF will help with the identification of young carers. Young carers do not always want to need Social Worker support.

15 : DATE OF NEXT MEETING

The date of the next meeting of the Children & Young People Scrutiny Committee is Tuesday 27 September 2016 at 4.30 pm.

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

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## JOINT SCRUTINY COMMITTEE

11 JULY 2016

Present: County Councillor (Chairperson)  
County Councillors Boyle, Richard Cook, Lomax, Magill,  
McGarry, Dianne Rees, Sanders and Lynda Thorne

1 : CHAIRPERSON

AGREED – That Councillor McGarry be appointed as Chairperson of the Joint Committee.

2 : APOLOGIES FOR ABSENCE

Apologies were received from Councillors Ahmed, Carter, Chaundy, Ralph Cook, Davis, Gordon, Joyce and Murphy and from the Co-optees Patricia Arlotte, Carol Cobert and Hayley Smith.

3 : DECLARATIONS OF INTEREST

Declarations of interest were received from Councillors Lomax and Sanders.

4 : DRAFT DIRECTOR OF SOCIAL SERVICES ANNUAL REPORT 2015/16

The Committee received the draft Director of Social Services Annual Report 2015/16. Members were advised that the Annual Report has been structured differently – with outcomes being used to shape the structure of the report – in response to feedback received from Scrutiny Committees following the 2014/15 Annual Report, and in preparation for the new National Outcomes Framework. An overview for the structure of the Annual Report was provided.

The Annual Report included feedback from service users and detailed the process used to seek those views. The Annual Report also included an overview of comparative performance via national indicators. With regards to performance, the report states:

*‘Whilst performance against a proportion of indicators was below target and behind performance across Wales and in the benchmarking group (Swansea, Newport, Caerphilly, Bridgend, Neath Port Talbot and Torfaen), it is encouraging to see that when compared to the 2014/15 outturn, 30 performance indicators (PIs) evidenced improvement in 2015/16. That said, it is not yet as good as it needs to be and the Social Services Directorate will need to build on this platform to ensure much stronger performance in 2016/17 and for the future.’*

The Annual Report contained statements on services for Vulnerable Adults and Childrens Services, which remained top priority policy objectives for the Council. The challenges facing both Adults and Childrens Service during 2016/17 were identified in Appendix A. These were compared with the challenges for 2015/16 in Appendix B.

The Committee was advised that following the publication of the annual report, Care and Social Services Inspectorate Wales (CSSIW) review the report; drawing on the findings of the relevant audits and inspection; the CSSIW use the report to inform their judgements on key strengths and areas for development and improvement. In 2014/5, the CSSIW identified the following areas of improvement:

- Providing leadership, governance and direction
  - to maintain a sustainable management structure
  - appoint to the posts of Assistant Director
  
- Areas for improvement Adult Services
  - timeliness of completing reviews of older peoples' care needs
  - implementation of a quality element in commissioning of residential care
  - increase in the delivery of domiciliary care
  - improved performance in reducing delayed transfer of care
  
- Areas for Improvement in Childrens Services
  - continue to increase the uptake of direct payments
  - continue to increase numbers of permanent social workers
  - improve performance in completing Personal Education Plans
  - recruitment of personal advisers
  - completion of initial and core assessments

The Chairperson welcomed Councillor Sue Lent, Cabinet Member for Childrens Services and Deputy Leader; Councillor Susan Elsmore, Cabinet Member for Health, Housing and Wellbeing; and Tony Young, Corporate Director, Amanda Phillips Assistant Director of Adult Services and Kim Brown Performance Manager to the meeting. Councillors Lent and Elsmore were invited to make brief statements.

Councillor Lent stated that the Annual Report attempts to address concerns expressed previously by the Scrutiny Committee, particularly in relation to the inclusion of outcomes and whether these have been achieved. Childrens Services are in transition currently with the introduction of the Multi Agency Safeguarding Hub, the Child Sexual Exploitation Strategy, the Fostering Strategy and positive inspections.

Councillor Elsmore stated that the report contained clear statements that political leadership was providing direction and strength. The newly merged directorate would also bring greater strength. Councillor Elsmore paid credit to the joint working arrangements and the wider management group. Members were also asked to note the progress of the 'More Than Words' Welsh Language Strategy.

Tony Young was invited to deliver a brief presentation on the Annual Report. He commented that the report presentation had been improved, with more dense content in the appendices. The report was structured by outcomes to make it more readable and accessible; an Executive Summary would be produced after the report had been through scrutiny and Council, for public consumption. He stressed that there was a better team approach across the Directorate's Senior Management Team and a good foundation to build on, with strong inspection outcomes recently.

Members were asked to comment, seek clarification or raise questions on the information received. Those discussions are summarised as follows:

### *Overarching Issues – Children Services and Adult Services*

- A Member asked whether the directorate was able to achieve all its priorities or whether some 'priorities' were more important than others. The Corporate Director advised that most priorities are statutory duties. The Work Programme and/or Delivery Plan address these. The report sets out the challenges facing the directorate on Page 15. These are the issues to focus on and it was necessary to strike a balance between them. Members advised that they often encounter staff who are dealing with conflicting priorities and the opportunity to achieve positive outcomes is diminished. The Corporate Director agreed and stated that the challenge for management was to enable staff to address priorities in an orderly and effective manner. The Cabinet Member for Children's Services considered that priorities were often interlinked.
- The Committee welcomed the new outcome based approach to the Annual Report and the additional detail contained within the Appendices. Members asked why it seemed that Children's Services had more performance outcome information than Adult Services. Officers stated that, historically, Children's Services is more scrutinised and has more Performance Indicators. Children's Services are subject to greater inspection and greater scrutiny. A Member stated that it could be argued there was less scrutiny in Adult Services and asked officers what could be done to reassure Members that Adult Services is performing as it should. The Corporate Director considered that the report addressed the same fundamental questions in both Children and Adult Services and work was in progress to make this level of detail more transparent. He highlighted that the new performance framework for social services provides closer scrutiny of Adult Services.
- The Committee expressed their disappointment that Core Cities benchmarking data was not included within the report. Members considered that some data could have been included, notwithstanding the pending introduction of new Performance Indicators. Officers considered this to be a fair point but stated that benchmarking on a national basis was a complex task. An undertaking was given to address this point in the 2016/17 iteration of Annual Report.
- A Member queried why 2014/15 data was used in benchmarking and was informed by an officer that it was because the 2015/16 data had not yet been released. A Member queried why details of the declining performance indicators was not included this year; the Corporate Director responded that it was because officers were trying to reduce the length of the report but the information was available if Members would like it.
- Members asked whether the authority has been engaged by the Welsh Government to help shape the development of Performance Indicators relating to the Social Services and Wellbeing Act Framework. The Corporate Director stated that Cardiff was engaged during the consultation phase prior to the release of the draft guidelines. The Corporate Director offered to hold a workshop on the Social Services and Wellbeing Act Framework to the Members of both the Community and Adult Services and the Children and Young People Scrutiny Committees.

The Cabinet Members advised that the Framework was on the agenda for the first bi-lateral meeting between the WLGA and Welsh Government minister. Amanda Phillips added that they had recently been instructed by Welsh Government to continue to keep counting the previous National Strategic Indicators as well as preparing for the new outcomes framework.

- The Committee noted that there was still a gap between the allocated budgets and overspends. Members asked what more the Council could do to better align Adult Services budgets. The Corporate Director considered that it was clear the impact of prevention and early intervention were based on best practice and sound principles and, therefore, there was a reasonable chance of success, albeit that there is a long lead in time for these approaches to deliver savings. The Cabinet Member for Childrens Services stated that initiatives in the field of looked after children will uncover more need and figures were likely to climb before reducing. Also, if the authority offered more services then more contacts were anticipated. The Cabinet Member for Health, Housing and Wellbeing believed further savings could be extracted as a result of joint working arrangements. Officers asked Members to note the risks associated with delaying interventions. Operational budgets within the directorate balanced; the overspend relates to unachieved savings proposals from 2014/15 which were carried over.
- Member expressed their surprise that the turnover rate for Social Workers in Children Services was 5%, as assurances were given that removing the market supplement would not affect the turnover rate. Officers stated that staff turnover was not related to the removal of the supplement. The authority was currently attracting staff and the mood of staff was said to be 'buoyant and positive'. The Corporate Director indicated that secondment opportunities for staff would be expanded and negotiations with HR were ongoing regarding a traineeship scheme.
- Members noted that the performance indicator '*Percentage of statutory visits to looked after children due in the year that took place in accordance with regulations*' had declined during the year. Members asked officers to explain the reasons behind the decline. The Corporate Director was unable to provide an answer but suggested that Team Managers in the Looked After Children Service would be acutely aware of the reasons and he was happy to provide reports on this.
- Members noted that the performance indicator '*Percentage of young people formerly looked after with whom the authority is in contact, who are known to be in suitable, non-emergency accommodation at the age of 19*' was also declining. Officers were asked to provide details of the options give to young people leaving care through the Gateway Service. Officers advised that the reasons for this decline were set out in the report. Members were asked to note that four care leavers were in custody. The Gateway Service was based on best practice and the reality was that care leavers are making their own choices. The Cabinet Member for Health, Housing and Wellbeing offered to share a presentation on the Gateway Service with Members of the Committee in the future.
- A Member considered that the Annual Report would benefit from looking at the work of bodies outside the council that help the Director be assured regarding service delivery, such as the Regional Board and the Local Safeguarding Boards,

and how the decision made by the Boards impact on services - and how this links to decision-making. The Corporate Director agreed and stated that he would be happy to include such information. However, the Regional Board was not in existence during the period of this report.

### *Childrens Services*

- Members noted that the performance indicator '*Percentage of young people formerly looked after with whom the authority is in contact, who are known to be engaged in education, training or employment (EET) at the age of 19*' was declining. Member asked what was being done to address this and when officer envisaged the PI target would be met. Members also asked whether the targets were realistic or did officers consider they may need readjusting. The Corporate Director stated that the Traineeship Scheme was operating well. Those young people taking part in the scheme bring their own deficits and efforts were concentrating on their emotional stability – which can be difficult. The Corporate Director stated that the target did not necessarily reflect the achievements made by the scheme, given the deficit some young people arrive with. The Cabinet Member for Childrens Services stated that the indicator related to a relatively small number of individuals, a target of 58% was not unrealistic. The Cabinet Member for Health, Housing and Wellbeing stated that this issue remains a high priority issue for the Cabinet.

Members of the Committee suggested that the total number of individuals involved should be set out in the report. The Corporate Director agreed.

- A Member was concerned that the recommendations of the Corporate Parenting Advisory Group were not clear in the report and therefore elements Members need to focus on may be missed. It was also suggested that the case studies in the report could include an example of a case study where things didn't quite go right or could look at providing a fuller picture of what it was like to be a looked after child in Cardiff. The Corporate Director suggested that the Workshop could work together to explore these points.
- The Committee considered that in terms of priority improvement actions it would help to expand these to include reference to CAMHS. The Corporate Director agreed to include reference to CAMHS.
- Members noted that the outcomes achieved were listed in the Annual Report. The Committee suggested that the Annual Report would also benefit from clear indication of those outcomes not achieved. The Corporate Director stated that this was a fair point and consideration would be given to including such information in future Annual Reports, with a short diagnostic on strengths and weaknesses re each outcome.

### *Adult Services*

- A Member suggested that there should be some discussion in the report regarding the linkages between Adult Services and adult safeguarding and also links to the Cabinet's work on adult exploitation. The Corporate Director stated that the Local Safeguarding Adult Board was going 'back to the drawing board' as the previous arrangements were considered to be weak. It was anticipated that

the Social Services and Well Being Act would go some way to strengthening the position. Vulnerable adults were also exposed to other forms of abuse and it was important to state that in the Annual Report and to be clear on the authority's responsibilities

- The Committee considered that there were linkages between domestic violence, deprivation of liberty, adult safeguarding and older people. It was therefore important to get governance arrangement correct to ensure the sharing of information. The Corporate Director stated that there were capacity issues to consider. Members felt that these pressures should be reflected in the report so that a policy view could be taken.
- In terms of Adults at Risk, Members sought assurances and more detail regarding how adults are protected. Officers advised that an audit action plan has been completed and this could be shared with Members of the Committee.
- Referring to the redesign of services, mobile working and commissioning as set out in Outcome 6 – Members asked whether the March 2017 date for completion was realistic, given the capacity issues referred to during the meeting. The Corporate Director considered that the March 2017 date was ambitious and challenging but reasonable.
- A Member noted that there was no reference made in the report to some of the areas for improvement highlighted by the CSSIW. It was suggested that these areas for improvement should be listed to make it explicit, along with the work to tackle them. Officers accepted the point made. Members requested that the CSSIW report on domiciliary care be provided to the Community and Adult Services Scrutiny Committee, which was agreed to by the Corporate Director.

AGREED – That the Chairperson writes on the Committee's behalf to the Cabinet Member to convey their comments and observations.

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

**CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE**

**27 September 2016**

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**Cardiff 2020 Vision, Quarter 1 Corporate Performance Report and Provisional Performance of Cardiff's Schools 2016**

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**Reasons for the Report**

1. To provide the Committee with an update on the launch of the *Cardiff 2020 Vision - Aiming for Excellence* strategy held on 29 June, together with feedback from the *Education is Everybody's Business* Convention 2016.
2. The Director of Education and Lifelong Learning will present the Education and Lifelong Directorate's Corporate Performance report for Quarter 1 2016/17, following its consideration by the Cabinet on 15 September 2016. The Performance Report Quarter 1 is attached at **Appendix A**.
3. In addition the Director of Education and Lifelong Learning wishes to inform the Committee of the provisional performance results of Cardiff's Schools in 2015/2016, copy attached at **Appendix B**.

**Cardiff 2020 Vision – Aiming for Excellence**

4. The Director of Education and Lifelong Learning will initially provide the Committee with an opportunity to view a video for the event, followed by a verbal presentation on the outcome of the event.

## Revised Corporate Performance Reports

5. The January 2016 '*Wales Audit Office (WAO) Corporate Assessment Follow On Report*' stressed the importance of the Council building on its capacity and mechanisms for internal challenge and self assessment.
6. In response to the '*WAO Corporate Assessment Follow On Report*' the Council acknowledged that there is a need for more consistency around performance management and benchmarking. The Council is of the view that the framework and mechanisms for effective performance management and reporting have been in place for a while; however, there is scope for further improvement – particularly in terms of the scope for strengthening the relationship between the Council's Central Performance Team and Service Directorates.
7. To drive further improvement the Council recruited a new Head of Performance and Partnerships in early 2016. Since his appointment he has been given the task of refreshing the Council's performance management approach and as a consequence of this work, the Quarter 1 Delivery & Performance Report 2016/17 is now presented in a different format to the one which was presented for Quarter 4 2015/16. The new report is designed to tie in with the Council's new integrated strategic planning framework.
8. To deliver the Council's vision of Cardiff as 'Europe's most liveable Capital City', the integrated strategic planning framework spans the City's overall performance (via the *What Matters* Single Integrated Plan and *Liveable City* Report); Council performance via the *Corporate Plan*; Directorate performance via *Directorate Delivery Plans*; through to individual performance via *Personal Performance and Development Reviews*.
9. In light of recommendations made in the WAO's latest report, the Framework element of the Performance Management Strategy has been updated to include guidance around timelines that support current processes. A significant aspect of this refresh will be embedding it into the organisation's culture. Ensuring that the Council's Performance Management Strategy is acknowledged, understood



and used will require the Central Performance Team to engage and work proactively with service managers and performance leads.

10. The Council's Performance Management Framework includes the regular reporting of Quarterly Performance by Directorate. The Quarter 1 Education Performance report, attached at **Appendix A**, and covers:

- Council Overview Score Card
- Directorate Performance reports
  - Progress against performance indicators
  - Corporate Plan priorities
  - Directorate priorities
  - Key Challenges faced by Directorate
  - Key achievements.

11. The report provides the Committee with information on the Directorate commitments as set out in the Delivery Plan together with the progress, issues and mitigating actions that the Directorate has undertaken to ensure that the Quarter 1 commitments are achieved. Overall progress is highlighted through the use of the red/amber/green status format.

### **Performance of Cardiff Schools 2015/16: Provisional Results**

12. The Director of Education and Lifelong Learning's Initial views of Performance in Cardiff's Schools 2015-2016 report (attached at **Appendix B**) sets out a summary of the overall performance in 2015/16 for all key stages. The report also includes an overview of the outcomes and further actions to be taken to address the areas of concern.

13. The report includes an overview of the outcomes across all key stages along with some details of the factors that have impacted on this year's outcomes. The report also provides some detailed analysis of each stage in the pupils' educational journey, namely:

- Foundation Phase
- Key Stage 2

- Key Stage 3
- Key Stage 4
- Key Stage 5.

### **Scope of Scrutiny**

14. The scope of the scrutiny of this report is to enable Committee to review, assess and challenge the implementation of actions to improve education for Cardiff's pupils through the Quarter 1 Performance Report and provisional school results, and to provide any comments, concerns or recommendations to the Cabinet Member or the Director of Education and Lifelong Learning.

15. At this meeting Committee can review and question:

- (i) the progress being made in achieving the Performance Indicator targets for 2016/17;
- (ii) the resources available to deliver the Corporate Plan priorities and Directorate priorities;
- (iii) any identified project risks (red status) and the appropriateness of the proposed countermeasure;
- (iv) the quality and analysis of the performance information presented to Committee; and
- (v) How Cardiff schools have performed in achieving their responsibilities to all learners.

### **Way Forward**

16. At the meeting Councillor Sarah Merry (Cabinet Member for Education) and Nick Batchelar (Director of Education and Lifelong Learning) will be in attendance to present the information and answer any questions Members may wish to ask.

### **Financial Implications**

17. There are no direct financial implications arising from this report. However, financial implications may arise if and when the matters under review are implemented with or without any modifications. These financial implications will need to be considered before any changes are implemented.

### **Legal Implications**

18. 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. 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.

### **RECOMMENDATION**

The Committee is recommended to:

- Review the information provided in the report on school results and the Education Performance report, and provide any comments, concerns or recommendations to the Cabinet Member and Director of Education and Lifelong Learning.

**DAVINA FIORE**  
**Director Governance and Legal Services**

**NICK BATCHELAR**  
**Director of Education and**  
**Lifelong Learning**

**21 September 2016**

Mae'r dudalen hon yn wag yn fwriadol

# Q1 Delivery and Performance Report 2016-17

## Performance against Commitments in the Corporate Plan 2016-17

Q1 2016-17 – (60)



## Performance against Performance Indicators included in this report

Q1 2016-17 – (54)



\*Including 6 (11%) being used to set a baseline and 2 (4%) are annual indicators

## Performance RAG Status Matrix for Corporate Commitments

		CONSEQUENCES			
		A1	A2	A3	A4
LIKELIHOOD	B1				
	C1				
	D1				
	D2				

LIKELIHOOD	CONSEQUENCES
A = Very Likely	1 = Major
B = Likely	2 = Significant
C = Unlikely	3 = Moderate
D = Very Low	4 = Minor

RAG DEFINITION
Significant issues. Commitment will not be achieved, or requires immediate action required to address. Issue to be raised with the Performance Support Board/SMT and Emphasis should be given on including in Performance Reports.
Moderate issues. Management action required to bring matters back on track. Issue either requires a corporate response to address or can be managed within the Directorate but issues needs to be raised with the Performance Support Group/SMT. Emphasis should be given on including in Performance Reports.
Some Issues. Delivery of the commitment is either delayed, or will not achieve the all the desired outcomes. Issues can be managed with the Directorate and does not require escalation.
On target – Commitment is on course to be delivered on time, on budget and to achieve the desired outcome.



# Council Overview Scorecard Quarter 1 2016-17

**Internal Processes** - transforming the way that we do things

**Learning & Growth** - inspired, competent, engaged & aligned workforce

## Enabling & Commissioning Services

This portfolio will establish Council-wide measures to support effective delivery and cost reduction across all directorates.

↑ 10 Green

↓ 3 Amber/Green

→ 5 Red/Amber

→ 0 Red

## Reshaping Services

Reshaping Services will exploit enabling technologies and develop working practices to facilitate the reshaping of key services across the Council.

*Its aim is to better understand and manage customer demand, re-align services and functions that are currently delivered across a number of service silos, and deliver services at a reduced cost in order that they are sustainable within the tough financial climate.*

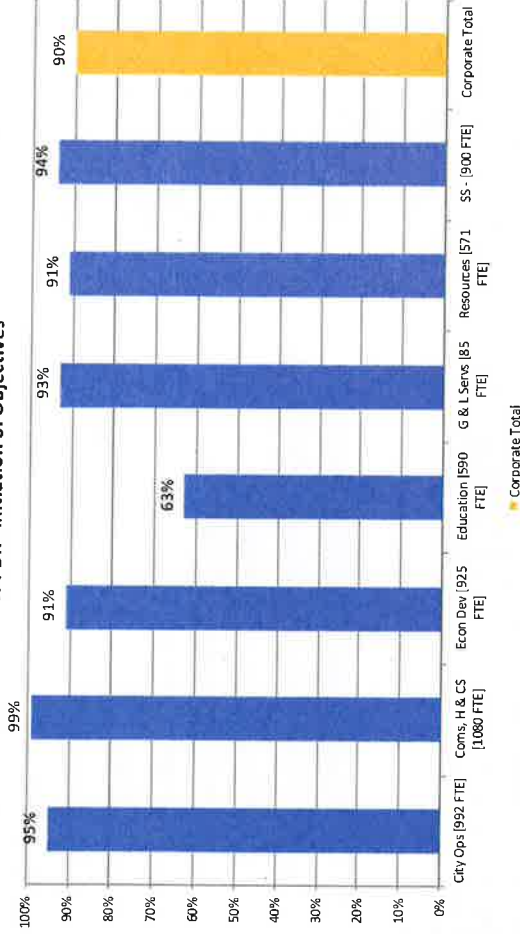
↑ 7 Green

↓ 7 Amber/Green

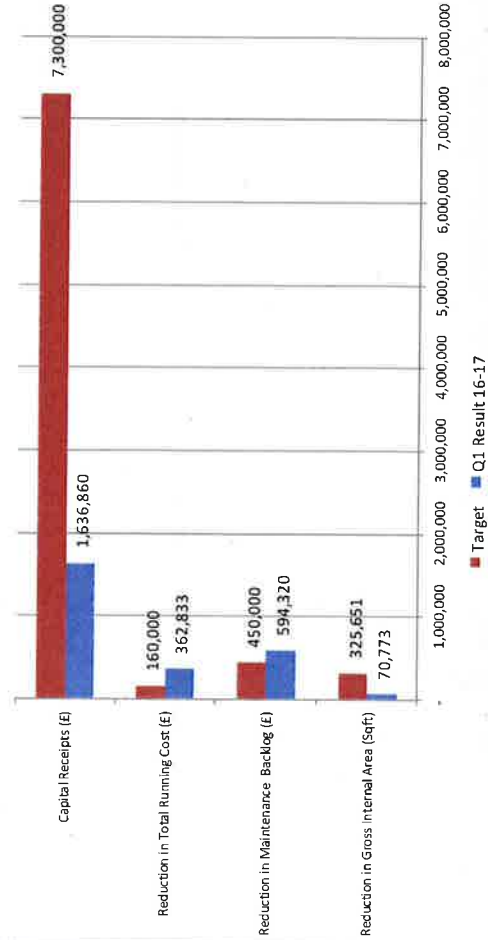
↑ 1 Red/Amber

→ 1 Red

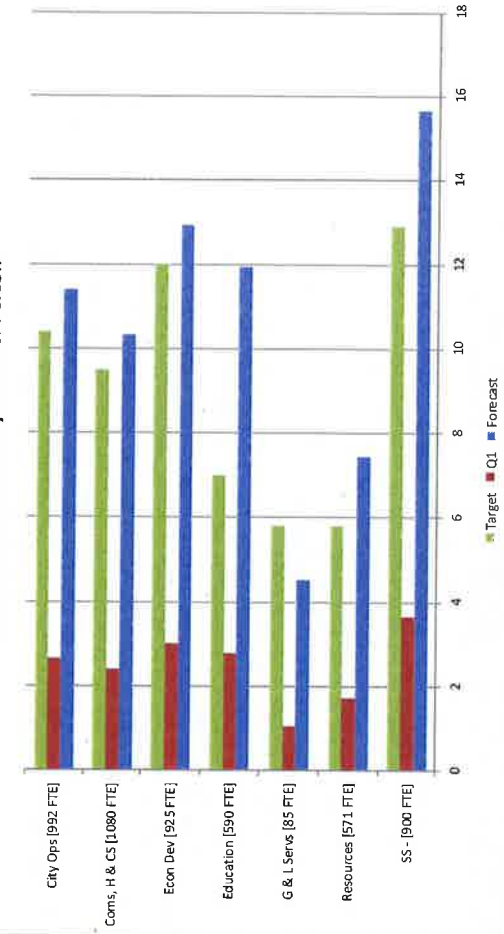
## PPDR - Initiation of Objectives



## Corporate Asset Management 2016-17



## Sickness Absence - FTE Days Lost Per Person

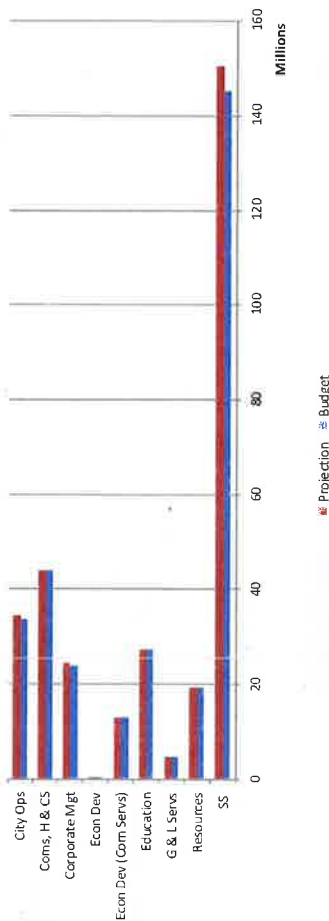


90% of Return to Work interviews have been completed across the organisation

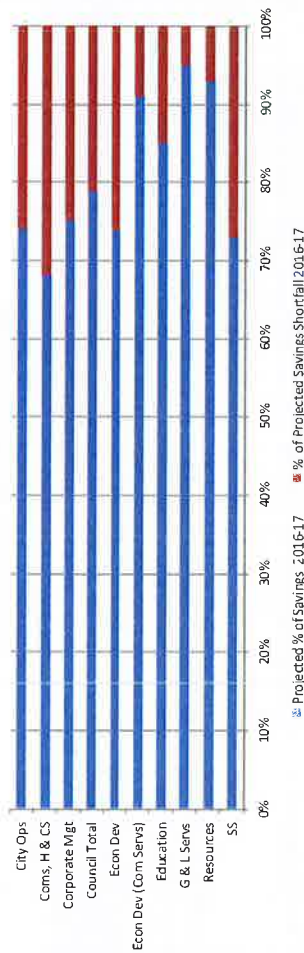
# Council Overview Scorecard Quarter 1 2016-17

Financial - tracking financial success and value

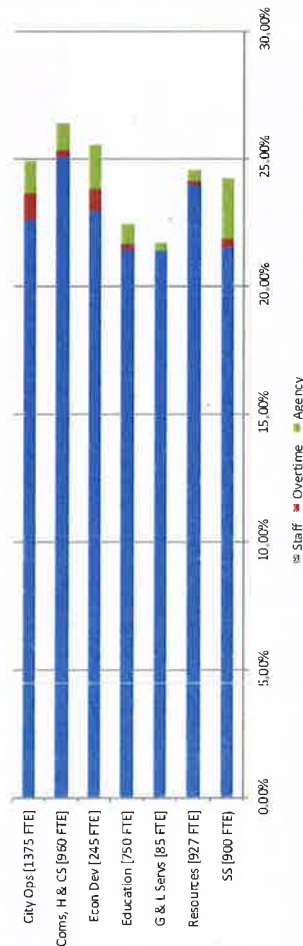
Projected Budget Outturn 2016-17



Percentage of Projected Savings 2016-17



Staff Budgets, Overtime & Agency



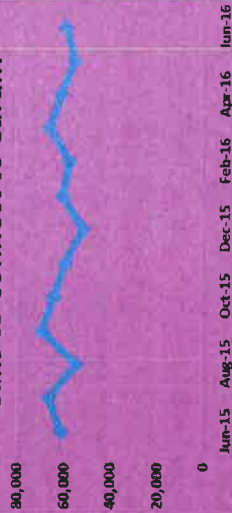
The table above represents the percentage spend for Quarter 1

Customer - clarifying and adding value to the customer

## Customer Satisfaction Levels Q1

Visitors to Hubs : 100%  
 Callers to C2C : English - 96% Welsh - 100%  
 Repair Reporting Line : 91%  
 (other areas to be developed in Q2)  
 The council received 237 compliments

## Calls to Connect to Cardiff



## Social Media

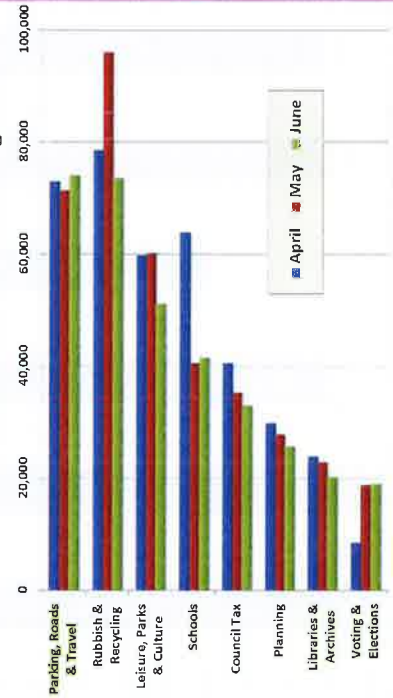
Twitter  
 59,030 followers @cardiffcouncil  
 2,029 followers @cyngorcaerdydd  
 6,505 Likes on Facebook

During Q1 there were 618,735 visits to Library & Hubs across the City



Calls to Connect Centre remain high with additional calls in Q1 in relation to the Referendum, Assembly Elections and PCC Elections.

## Most visited areas on the Cardiff.gov.uk



In May & June, Czech was the most popular language the website was translated into

Complaints  
 During Quarter 1 the 425 Complaints were logged, of which 94% were responded to within 20 days

Information Requests  
 There has been a 10% increase in overall compliance for Information Requests from 78% to 88% and an increase in multi-function requests from 62% to 82%



# Q1 Corporate 2016-17 Directorate Performance Report

Directorate: Education & Lifelong Learning

Director: Nick Batchelar

Number Employees (FTE): 594

Cabinet Member: Cllr Merry

## Measures

### Performance Indicators (selection from those included in the Corporate Plan and Cardiff 2020) (Total = 21)

Performance Indicator	Q1 2016-17	Target 2016-17	Q1 2015-16	Q4 2015-16	Outturn 2015-16	RAG	Commentary
<b>Performance Indicator</b> CP = Corporate Plan Indicator 2020 = Cardiff 2020 Indicator CS = Currently secure school figures (in year) P = Provisional result for academic year F = Final Result for academic year R = Real time figures							
The percentage of pupils achieving <b>Level 2+ threshold</b> (5 GCSEs at A*- C, including a GCSE grade A*-C in English or Welsh first language and Mathematics) at <b>Key Stage 4 (CP &amp; 2020)</b>	61.40% <b>CS</b>	65.00%	60.27% <b>CS</b>	56.29% <b>CS</b>	59.30% <b>F</b>	<b>A</b>	
The percentage of <b>FSM pupils</b> achieving the <b>Level 2+ threshold</b> at <b>Key Stage 4 (CP &amp; 2020)</b>	35.95% <b>CS</b>	45.45%	29.53% <b>CS</b>	? <b>CS</b>	32.23% <b>F</b>	<b>R</b>	
The percentage of pupils achieving <b>Level 2 threshold</b> (5 GCSEs at A*-C) at <b>Key Stage 4 (CP)</b>	83.79% <b>CS</b>	87.08%	81.25% <b>CS</b>	78.42% <b>CS</b>	81.06% <b>F</b>	<b>A</b>	
The percentage of pupils achieving <b>Level 1 threshold</b> (5 GCSEs at Grade A- G) at <b>Key Stage 4 (CP)</b>	95.10% <b>CS</b>	97.81%	94.51% <b>CS</b>	94.33% <b>CS</b>	92.15% <b>F</b>	<b>A</b>	
The percentage of pupils achieving the <b>Core Subject Indicator</b> at the end of <b>Key Stage 3 (CP)</b>	86.60% <b>P</b>	85.00%	<b>P</b>	/	83.40% <b>F</b>	<b>G</b>	
The percentage of pupils achieving outcome 5 in the <b>Foundation Phase Outcome Indicator (2020)</b>	88.58% <b>P</b>	86.00%	<b>P</b>	/	86.73% <b>F</b>	<b>G</b>	
The percentage of pupils achieving the <b>Core Subject Indicator</b> at the end of <b>Key Stage 2 (CP &amp; 2020)</b>	89.53% <b>P</b>	89.62%	<b>P</b>	75.26% <b>CS</b>	87.76% <b>F</b>	<b>A</b>	
The percentage of <b>FSM pupils</b> achieving the <b>Core Subject Indicator</b> at the end of <b>Key Stage 2 (CP &amp; 2020)</b>	79.16% <b>P</b>	81.14%	<b>P</b>	? <b>CS</b>	76.74% <b>F</b>	<b>A</b>	
<b>Attendance at primary school (CP &amp; 2020)</b>	95.08% <b>P</b>	95.4%	95.33% <b>P</b>	95.43% <b>R</b>	95.10% <b>F</b>	<b>A</b>	
<b>Attendance at secondary school (CP &amp; 2020)</b>	94.18% <b>P</b>	95%	93.78% <b>P</b>	93.88% <b>R</b>	93.86% <b>F</b>	<b>A</b>	

# Q1 Corporate 2016-17 Directorate Performance Report

Directorate: Education & Lifelong Learning

Director: Nick Batchelar

Number Employees (FTE): 594

Cabinet Member: Cllr Merry

## Progress against Performance Indicators (Corporate & Delivery Plans) 10 Reported

RAG	Red %	Amber %	Green %	Notes
Q1	10% (1)	70% (7)	20% (2)	
Q2				
Q3				
Q4				

## Q1 Priorities

### Corporate Plan Priorities

RAG

#### Priority: Better Education and Skills for all

Improvement Objectives	Commitments (Part 1 in Delivery Plans)	Progress /Issues/Mitigating Actions	Q1	Q2	Q3	Q4
Every Cardiff school is a good school	Deliver the Schools Organisation Programme (SOP) including the completion of Band A investment projects by 31 March 2019	The SOP Capital Programme is progressing well. Willmott Dixon has been appointed to construct Eastern High and the Trowbridge campus is now demolished and cleared ready for construction to commence at the end of June. Morgan Sindell has been appointed to construct the three new primary schools across Cardiff with a successful bid of £13.5m, which was £4m below the expected level. The extensions at Coed Glas, Ysgol Y Wern and Adamsdown primaries are on time and budget for completion this August. The Master Planning of Band B of the Capital Investment has commenced with data being collected to prioritise schemes later in the year.	G			
	Contribute to the development of a regional 'Central South Wales networked learning community', run by schools, for September 2017, focused on improvements in the quality of leadership, teaching and learning	All schools in Cardiff are part of an accredited school improvement group or network. There are 55 learning and teaching programmes and 19 leadership programmes on offer across 26 schools. Phase 3 of the peer review programme commences autumn term 2016 for green, yellow and amber schools.	G			

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### Corporate Plan Priorities

RAG

#### Priority: Better Education and Skills for all

Improvement Objectives	Commitments (Part 1 in Delivery Plans)	Progress /Issues/Mitigating Actions	Q1	Q2	Q3	Q4
	Implement the requirements of the new curriculum for Wales - 'Successful Futures' - by September 2021, commencing with the introduction of the Digital Competence Framework (DCF) in all Cardiff schools by September 2016	Good progress has been made in raising awareness of the DCF in schools via a dedicated city-wide headteachers meeting. The LA is working collaboratively with schools and IT providers, via the Schools ICT Board, to further develop the 'Computing Unlocked' scheme of work so that it aligns with the Welsh Government's recently published draft DCF. Through consultation, headteachers have raised concerns regarding the suitability and sustainability of the current school ICT infrastructure.	A/G			
	Implement the new strategy framework for supporting children and young people with Additional Learning Needs (ALN), in accordance with the legislative framework, by 2021	The Welsh Government has confirmed that an ALN Reform Bill will be introduced in the forthcoming year. Preparatory work is in place, including an ongoing programme of training for headteachers and SENCos. Individual Development Plans (IDPs) are now used in place of statements for nursery-aged children with complex needs.	G			
	Turn around the performance of the minority of secondary schools that are causing concern by July 2018	The latest data submitted by schools shows that four out of the six Challenge Cymru schools are expecting improved outcomes this summer. The recruitment and appointment of a headteacher for the new secondary school in the West has been successfully completed.	R/A			
	Improve and sustain the expertise of Cardiff schools in mathematics and English, increasing capacity in teaching and learning at all levels	The mathematics strategy has been extended and communicated with all heads of department. One mathematics curriculum hub is developing a leadership programme to begin in the autumn term. All mathematics and English curriculum hub programmes feature improving the quality of teaching.	R/A			

## Q1 Corporate 2016-17 Directorate Performance Report

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### Corporate Plan Priorities

RAG

#### Priority: Better Education and Skills for all

Improvement Objectives	Commitments (Part 1 in Delivery Plans)	Progress /Issues/Mitigating Actions	Q1	Q2	Q3	Q4
		<p>The Key Stage 2 provisional results for mathematics at Level 4 are 91.3% (2015 89.9%) and English 91.0% (2015 89.9%). At Level 5 the equivalent figures are mathematics 45.0% (2015 42.4%) and English 44.5% (2015 40.9%).</p> <p>At Key Stage 4 the “currently secure” Level 2 mathematics figure in June 2016 was 66.6%, compared to a 2015 actual result of 63.2%. The equivalent figures for English are 71.6% and 71.9%.</p>				
	<p>Address the persistent impact of poverty on attainment and the marked variations between schools in the attainment of Free School Meals (FSM) pupils</p>	<p>The consortium collects and collates the attainment of FSM pupils by school.</p> <p>In 2016 provisional results for FSM pupils show that there has been a 3.2 ppt increase in the Foundation Phase Outcome Indicator, a 2.1 ppt increase in the Key Stage 2 Core Subject Indicator and a 4.4ppt increase in the Key Stage 3 Core Subject Indicator. This has led to a closing of the gap between the performance of FSM and non FSM pupils in these key stages.</p> <p>Currently secure figures at Key Stage 4 point to a likely increase in the Level 2+ indicator for FSM pupils but this increase is unlikely to be large enough for the 2016 target to be met.</p>	A/G			

### Corporate Plan Priorities

#### Priority: Creating more jobs and better paid jobs

Improvement Objectives	Commitments (Part 1 in Delivery Plans)	Progress/Issues/Mitigating Actions	Q1	Q2	Q3	Q4
All young people make a successful transition into employment, education	<p>Improve multi agency arrangements:</p> <ul style="list-style-type: none"> <li>- To ensure the early identification of children and young people at risk of not progressing to ongoing education,</li> </ul>	<p>Good progress has been made with the implementation of the Vulnerability Assessment Profile (VAP) in each secondary school. Each pupil who has fallen below the 85% attendance threshold in</p>	A/G			

## Q1 Corporate 2016-17 Directorate Performance Report

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### Corporate Plan Priorities

#### Priority: Creating more jobs and better paid jobs

Improvement Objectives	Commitments (Part 1 in Delivery Plans)	Progress/Issues/Mitigating Actions	Q1	Q2	Q3	Q4
or training	<ul style="list-style-type: none"> <li>training or employment after leaving school, and</li> <li>To ensure that identified children and young people receive early and appropriate support</li> </ul>	<p>Years 7-11 in secondary schools has been given a RAG status. Of the 1,560 in total who have been identified using the VAP tool in Quarter 1, 1,222 have been classed as red or amber. Further interrogation of the data has led to 455 Year 11 pupils being offered further support from Cardiff's Youth Service and Careers Wales to ensure a positive destination post 16. The Local Authority and secondary schools have worked together to ensure a robust tracking process is in place for Quarters 2 and 3 to ensure all Year 11 leavers are accurately accounted for and recorded appropriately.</p> <p>However, the outcomes of this refreshed process will not be seen until after October 31<sup>st</sup> 2016 as this is the deadline for destinations.</p>				
	<p>Strengthen and extend the existing lead worker model to directly support the transition of young people into employment, utilising European Social Fund (ESF) resources to extend capacity for the next three years.</p>	<p>Good progress has been made with the implementation of the ESF-supported Inspire to Achieve programme being delivered in partnership with Careers Wales. This has allowed for an increase in the number of Youth Mentors from five to 19. Careers Wales has also recruited six members of staff. These 19 mentors plus 6 Careers Wales staff will work directly with the 455 pupils during July and August and will be allocated to secondary schools, Educated Other Than at School (EOTAS) provision and Cardiff and Vale College (CAVC) from September 2016, to ensure pupils identified as in need from the VAP receive early and appropriate support. An element of Inspire to Achieve allows for the development of bespoke provision for Step 5 pupils. A number of meetings have been held with schools as part of a</p>	A/ G			



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### Corporate Plan Priorities

Priority: Creating more jobs and better paid jobs

Improvement Objectives	Commitments (Part 1 in Delivery Plans)	Progress/Issues/Mitigating Actions	Q1	Q2	Q3	Q4
		<p>phased roll out based on the timescales for completion of the recruitment. To date in Quarter 1 we have 56 referrals and 28 starts.</p> <p>However, the roll out of the offer needs to be further strengthened in September. Quarter 1 has seen the completion of the recruitment of mentors and management staff. A presentation will be given to heads of secondary schools in September to strengthen the understanding of the new structure for the academic year 2016-17. The new procurement framework is unlikely to be live until October 2016.</p>				
	<p>Improve information sharing and tracking systems between partners for young people pre- and post-16 by September 2016</p>	<p>Good progress has been made with information sharing as the Wales Accord on the Sharing of Personal Information (WASPI) has been written and is currently being modified and quality assured by WG.</p> <p>However the time being taken to agree this means that an assured information sharing protocol is still not in place. This is having a negative impact post-16 and will prevent the sharing of personal information with post-16 providers. This will hinder the appropriate support being made available and increase the likelihood of pupils disengaging prior to 31<sup>st</sup> October deadline.</p>	R/ A			

## Q1 Corporate 2016-17 Directorate Performance Report

Directorate: Education & Lifelong Learning	Director: Nick Batchelar	Number Employees (FTE): 594	Cabinet Member: Cllr Merry
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### Corporate Plan Priorities

#### Priority: Creating more jobs and better paid jobs

Improvement Objectives	Commitments (Part 1 in Delivery Plans)	Progress/Issues/Mitigating Actions	Q1	Q2	Q3	Q4
	Implement the Welsh Government Youth Guarantee and Cardiff Commitment to ensure appropriate progression routes for all learners by September 2016.	During Quarter 1 the VAP was run against the Year 11 cohort in all schools and the output list of vulnerable learners was agreed with senior colleagues. Any young people who had not yet received an offer under the Guarantee were identified and received lead worker support and going forward will gain further support from the Youth Support Services Summer Transition programme. Additionally, other young people who have an offer but are at risk of not making the transition in September are also being supported through the summer.	A/ G			
	Enhance the range of opportunities for young people to develop employability skills and secure employment in Cardiff	Schools and colleges continue to deliver the revised WBO. A junior apprenticeship scheme has been planned to start in September 2016 providing 75 places for Year 10 pupils identified using the VAP.	A/ G			

#### Priority: Supporting vulnerable people

Improvement Objectives	Commitments (Part 1 in Delivery Plans)	Progress/Issues/Mitigating Actions	Q1	Q2	Q3	Q4
People at risk in Cardiff are safeguarded	Work towards Cardiff becoming a Child Friendly City by March 2017	Initial discussions have been held with Naomi Danquar, Director, Child Rights Partners - UNICEF UK. A team from UNICEF will be meeting with Council representatives in July. The aim of this meeting will be to study the findings of a three year Child Rights Partner pilot programme, examine the potential outcomes for Cardiff and identify the strategic commitment required to enable Cardiff to work with UNICEF to meet the Corporate Plan commitment of a 'Child Friendly City'.	A/ G			

## Q1 Corporate 2016-17 Directorate Performance Report

Directorate: Education & Lifelong Learning	Director: Nick Batchelar	Number Employees (FTE): 594	Cabinet Member: Cllr Merry
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Directorate Priorities - other than those included in Corporate Plan (Max. five)				RAG			
Priority	Progress /Issues/Mitigating Actions			Q1	Q2	Q3	Q4
Improve the quality of provision for pupils Educated Other Than At School (EOTAS)	Aligned with the Estyn all-Wales thematic review on EOTAS. An external review of EOTAS provision has been completed in Cardiff. Recommendations will form the basis of an action plan to be implemented from September 2016 with implications for both secondary schools and the local authority.			R/ A			
Raise the attainment of children who are looked after.	Outcomes for children who are looked after will be reported in Quarter 2. Good progress has been made in tracking the attainment of these pupils as recognised in the recent Estyn thematic review.			A/ G			
Deliver the 2016-17 Capital Programme and reduce the maintenance backlog, leading to improvements in the learning environment.	There has been good progress in Quarter 1 in delivering the Capital Programme with significant projects planned to be delivered across the summer break. At the end of Quarter 1 the backlog of repairs has been reduced by 6%.			A/ G			
Improve the quality of services delivered to schools.	By the end of Quarter 1 all school-related Service-level agreements were refreshed and distributed to schools. Early indications are that the majority of schools will buy back the full range of Council services. However, for a minority of services, for example educational psychology and human resources, a number of schools have signalled their intent to explore alternative providers.			A/ G			

Progress against Corporate Plan Commitments (Part 1) total: 13				Progress against Directorate Priorities (Part 2) total: 3					
RAG	Red %	Red/Amber %	Amber/Green %	Green %	RAG	Red %	Red/Amber %	Amber/Green %	Green %
Q1	0	23% (3)	54% (7)	23% (3)	Q1	33.3% (1)	33.3% (1)	33.3% (1)	0
Q2					Q2				
Q3					Q3				
Q4					Q4				

### Q1 Challenges & Achievements

Key Challenge faced by Directorate (Max. five)				RAG			
Challenge	Mitigating Actions			Q1	Q2	Q3	Q4
There is a significant amount of work to be undertaken to complete the SOP priorities outlined above. This is taking place during a period of recruitment of Project Managers to the Schools Organisation and Admissions Programme (SOAP) Team.	The appointment of professionally qualified and experienced staff will be instrumental in achieving the delivery of the Band A investment priorities. Additionally, the engagement of contractors will be critical to assist in the master planning of Band B Investment priorities, in order to ensure that this is progressed alongside the delivery of the portfolio of existing projects.			1 A/ G			



## Q1 Corporate 2016-17 Directorate Performance Report

Directorate: Education & Lifelong Learning		Director: Nick Batchelar	Number Employees (FTE): 594	Cabinet Member: Cllr Merry
Ensuring appropriate support is in place for school leavers at risk of becoming Not in Education, Employment or Training (NEET) over the summer period	A letter has been sent to secondary schools outlining their responsibilities and explaining the role of the youth mentors who will work directly with the 455 most at risk pupils during July and August. The effectiveness of the mentors in ensuring school leavers have an appropriate pathway to follow post-16 will be monitored by the senior youth workers.			R/A
Revenue budget 2016-17.	Early monitoring indicates that the Directorate will not achieve the necessary savings for out of county placements. The plan to reduce the shortfall of £630K is to initiate a project task group involving education officers and other stakeholders, to identify and develop a range of approaches to address the issue by 31 <sup>st</sup> March 2017.			R
<b>Key Achievements (Good News and Successes) (Max. five)</b>				
<p>Launch and endorsement of the Cardiff 2020 Vision and Strategy in June, at an event in City Hall attended by over 400 people, including schools, governors, council officers, members, Further Education and Higher Education, business partners and a range of other public, private and voluntary sector stakeholders from across the city.</p> <p>Indications of improvements in Foundation Phase and Key Stage 2 results this year.</p> <p>Cardiff Looked After Children Service's new Virtual School tracker, to help monitor the attainment of looked after pupils, is named as a case study of best practice in Estyn's recently published thematic review.</p>				



## Initial View of Performance in Cardiff Schools 2015-2016

**Report Author: Angela Kent – Head of Achievement and Inclusion**

### Introduction

1. This report provides an initial analysis of educational outcomes for the academic year 2015-2016 and identifies the main strengths and shortcomings in performance. Results for the Foundation Phase, Key Stage 2 and Key Stage 3 are final and taken from the actual performance data published by Welsh Government. Key Stage 4 and Key Stage 5 analyses are based upon the provisional results reported by schools.

### Overview of outcomes

2. These results for the 2015-2016 academic year build on the improvements seen last year. They indicate that the actions of schools, the local authority and consortium combined have consolidated and further improved provision and outcomes for learners. Despite the strengthening picture across the board, outcomes at the end of Key Stage 4, particularly for eFSM pupils and in the level 1 and level 2 thresholds, are not yet high enough.
3. In the **Foundation Phase** and **Key Stage 2** the rate of improvement over the last four years in Cardiff is greater than across Wales as a whole. Cardiff is now ahead of the national average in the two main indicators in the primary phase. In the FPOI the difference is almost two percentage points (2 ppt), in the CSI at Key Stage 2 the difference is nearly 1 ppt. At **Key Stage 3** performance in the CSI is still improving and the rate of improvement has increased this year.
4. At **Key Stage 4** outcomes improved in all the main indicators. In the level 2+ threshold Cardiff's performance rose by 3 ppt, making a 12 ppt improvement over the last three years. The wider level 2 measure continues to improve but the rate of improvement is too slow (2.8 ppt this year). Following the fall in the level 1 indicator in 2015, the currently available data on this measure shows an increase of 2.8 ppt to 94.9% which also represents an increase on that achieved in 2014.
5. At **Key Stage 5** the proportion of subject entries at A\* or A fell slightly but the proportion achieving A\*-C and A\*-E increased. All measures compare favourably with the national averages.
6. An increasing number of pupils of all ages attain the highest levels at each key stage. **Girls** continue to outperform **boys** at all key stages and there has been an improvement this year, at the expected level, in the comparative performance of girls

with national averages. Where national comparators are available the performance of girls across Cardiff is now at least in line with the performance of girls across Wales.

7. The difference in performance of **eFSM** pupils and **nFSM** pupils continues to reduce at each key stage. The difference is smallest in the Foundation Phase but widens at each successive key stage. The performance of this group of pupils compared to their peers remains a concern. This year's comparative performance of eFSM pupils in Cardiff is not yet available, but in 2015, eFSM pupils' performance was slightly higher than the national averages at all key stages (see Appendix 1).
8. In the primary phase the number of schools in the lowest benchmarking quarter for at least one key stage has reduced from 23 in 2015 to 17 in 2016. In the secondary phase the three lowest attaining secondary schools achieved small improvements in their outcomes this year but they remain unacceptably low.

### **Factors Impacting on Outcomes**

9. The concerted effort to engage school leaders and to develop a culture in which schools lead improvement across the system. Sharing individual school data across all schools has helped to raise expectations, develop greater accountability and strengthen the performance culture.
10. School leadership has strengthened, with a significant number of new appointments in recent years. Strengthened practice and new leadership in some schools has resulted in enhanced quality of learning and teaching, raised expectations and improvements in standards in schools. An increasing number of the most successful head teachers are taking responsibility for more than one school.
11. School to school support is having a positive impact, particularly in the primary sector where outcomes are improving, leading to a reduction in the number of red schools.
12. The six schools involved in the Schools Challenge Cymru Programme, which each are linked with a high performing school, all achieved improvements in the level 2+ threshold from between 1.8 ppt and 12.1 ppt.
13. In the ten secondary schools which have at least 90% of their pupils achieving the level 2 threshold and consequently compare favourably with similar schools, pupil tracking is accurate and where pupils are identified as underachieving provision has been carefully tailored to meet individual needs.
14. Improvements in the quality of teaching in mathematics in secondary schools, has led to an improvement in level 2 mathematics of 4.6 ppt to 67.8% in 2016.

15. However, there remains too much inconsistency in the quality of middle leadership in secondary schools. This can lead to relatively high figures in some of the key indicators, but underachievement in others and variation in outcomes across different subject areas in the same school.
16. In four secondary schools, the results in the level 2+ threshold were more than 3 ppt lower than expected. In two of these schools this stems from lower than expected performance in mathematics. In the other two schools performance was lower than expected in English. In these subjects, the accuracy of teacher assessment within schools is still not consistently secure.

### **Moving Forward**

17. Cardiff Local Authority in collaboration with headteachers, governors and other partners has developed a distinct strategy for educational improvement in Cardiff. **“Cardiff 2020 – A renewed vision for education and learning in Cardiff”** builds on the improvements made to date and provides a framework for a challenging programme of work over the next five years. The implementation of the strategy will be overseen by the local authority’s Education Development Board.

## Glossary

**Foundation Phase Outcome Indicator (FPOI)** – Language, literacy and communication, mathematical development and personal and social development, well-being and cultural diversity in combination at outcome 5.

**Core Subject Indicator (CSI)** - English/Welsh, mathematics and science in combination at level 4 in Key Stage 2 or at level 5 in Key Stage 3.

**Expected Outcome** – Foundation Phase outcome 5, Key Stage 2 level 4, Key Stage 3 level 5.

**Expected Performance** – Four times each year secondary schools submit their current assessments of year 11 attainment to the local authority via the consortium. The actual GCSE results published in August should be at least in line with the final submission in May.

**Level 2+ threshold** – Five A\*-C grades at GCSE including English or Welsh and mathematics.

**Level 2 threshold** – Five A\*-C grades at GCSE.

**Level 1 threshold** – Five A\*-G grades at GCSE.

**Benchmarking quarter** – The Welsh Government places schools into five groups based on proportions of FSM pupils. Each group is then divided into four quarters based on the performance of schools within each group.

**FFT estimates** – Fischer Family Trust is an organisation that uses a range of available data to provide estimates of the most likely outcomes for a pupil given their prior attainment.

**eFSM pupils** – pupils eligible for free school meals

**nFSM pupils** – pupils not eligible for free school meals

## Appendix 1

## Comparative performance of eFSM pupils

	<b>Cardiff All Pupils 2016</b>	<b>Cardiff eFSM 2016</b>	<b>Cardiff eFSM 2015</b>	<b>Wales eFSM 2015</b>
<b>Foundation Phase Outcome Indicator</b>	<b>88.9%</b>	<b>80.3%</b>	<b>76.7%</b>	<b>75.1%</b>
<b>Key Stage 2 Core Subject Indicator</b>	<b>89.5%</b>	<b>78.8%</b>	<b>76.7%</b>	<b>75.1%</b>
<b>Key Stage 3 Core Subject Indicator</b>	<b>86.6%</b>	<b>70.7%</b>	<b>66.5%</b>	<b>65.9%</b>
<b>Key Stage 4 Level 2+ Threshold</b>	<b>62.8%*</b>	<b>35.4%*</b>	<b>31.9%</b>	<b>31.6%</b>

\*Provisional data from schools

## Appendix 2

### Foundation Phase

1. The proportion of pupils achieving the Foundation Phase Outcome Indicator (FPOI) is 88.9% (2016 target 86.0%). The improvement in the FPOI is 2.2 ppt which is greater than the national improvement (0.2 ppt) and takes the local authority above the Wales average (87.0%) for this indicator.
2. At the expected level the strongest area of learning continues to be Personal and Social Development Wellbeing and Cultural Diversity (PSDWCD) and the weakest area Language, Literacy and Communication - English (LLCE). This is not unexpected within the context of increasing numbers of English as an additional language (EAL) learners.
3. The performances of both boys and girls in the FPOI are above the national averages at the expected level (outcome 5+), but the performance of boys remains around 8 ppt lower than the performance of girls. Girls' performance is stronger than boys in all the areas of learning, with the greatest difference of nearly 8 ppt in LLCE.
4. In all areas of learning at least one third of pupils attain the higher level (outcome 6), in PSDWCD it is more than half the pupils. The proportion of pupils achieving the higher level compares favourably with the national average in all areas of learning.
5. The difference in performance between eFSM pupils and nFSM pupils has been reduced again this year from 13.3 ppt to 11.6 ppt and the performance of eFSM pupils improved by more than 3 ppt.
6. More than seventy percent of primary schools (68 out of 95) maintained or improved the FPOI in 2016 compared to 2015. In the remaining schools (27 out of 95) the proportion of pupils achieving the FPOI fell by an average of 4.8 ppt. In nine schools, the decrease is less than 3 ppt. Five of the schools which reported decreases in outcomes are categorised as red or amber and action is already being taken to raise standards. In the remaining schools, including three (Albany, St. Albans and Llysfaen) which reported decreases for the second consecutive year, the challenge adviser will visit early in the term to scrutinise each school's analysis of outcomes and the actions that are planned in response.
7. The improvements in performance in the majority of schools have led to another increase in the number of schools in the top benchmarking quarter from 21 in 2015 to 30 in 2016 and a reduction in the number of schools in the lowest quarter from 9 to 5.



2016 Benchmark quarters for FPOI

	No of schools	% of schools
Quarter 1	30	31.57
Quarter 2	31	32.63
Quarter 3	29	30.52
Quarter 4	5	5.26
<b>Total</b>	<b>95</b>	<b>100</b>

2015 Benchmark quarters for FPOI

	No of schools	% of schools
Quarter 1	21	22.11
Quarter 2	32	33.68
Quarter 3	33	34.74
Quarter 4	9	9.47
<b>Total</b>	<b>95</b>	<b>100.00</b>

## Key Stage 2

8. Last year, at this key stage, it was documented in the 'Annual Report on the Performance of Cardiff Schools' that compared to the national outcomes for girls and boys there is underperformance in the attainment of girls. In 2016 the performance of girls continues to be higher than boys and is now higher than national averages. However, the performance of boys is slightly lower than the national averages in mathematics (0.3 ppt) and science (1 ppt).
9. In 2016 the improvement in the core subject indicator (CSI) at Key Stage 2 is 1.8 ppt which is greater than the national improvement (0.9 ppt). The proportion of pupils achieving the CSI is 89.5% (2016 target 89.7%) which is now above the national figure of 88.6%.
10. At the expected level the highest performance is in Welsh first language with English having the lowest performance at this key stage. At the higher level (level 5) performance is also highest in Welsh and lowest in English. At least four out of every ten pupils attain the higher level in all four subjects which is noticeably above the proportions of pupils across Wales as a whole.
11. The difference in performance between eFSM pupils and nFSM pupils has been reduced again this year from 14.3 ppt to 13.6 ppt as the performance of eFSM pupils has improved by approximately 2 ppt.
12. Just over two thirds of primary schools (65 out of 95) maintained or improved their Key Stage 2 CSI in 2016 compared to the previous year. In the remaining third (30 out of 95) the proportion of pupils achieving the CSI fell by an average of 4.6 ppt. In nine schools, the decrease is less than 3 ppt. Seven of the schools are categorised as red or amber and action is already being taken to raise standards. In the remaining schools, including five which reported decreases for the second consecutive year, the challenge adviser will visit early in the term to agree the actions that are planned in response.

13. The improvements in performance in the majority of schools have led to an increase in the number of schools in the top benchmarking group from 21 in 2015 to 30 in 2016 and a reduction in the number of schools in the lowest group from 14 to 12. In 3 of these schools there has been persistent low achievement and focused action is being taken.

2016 Benchmark quarters for KS2 CSI

	No of schools	% of schools
Quarter 1	30	32.26
Quarter 2	34	35.79
Quarter 3	19	20.00
Quarter 4	12	12.63
Total	95	100.00

2015 Benchmark quarters for KS2 CSI

	No of schools	% of schools
Quarter 1	21	22.58
Quarter 2	28	30.11
Quarter 3	30	32.26
Quarter 4	14	15.05
Total	93	100.00

### Key Stage 3

14. The proportion of pupils reaching the expected level at this key stage also continues to increase. In 2016 the proportion of pupils achieving the CSI was 86.6%, an improvement of 3.2 ppt on the 2015 figure. The improvement was larger than the national improvement (2 ppt).
15. The highest core subject performance is in science and the weakest performance is in English. At the higher levels (level 6+ and level 7+) there have also been significant improvements in each of the core subjects.
16. At Key Stage 3 the performance of boys is 6 ppt lower than the performance of girls in the CSI. Girls' performance is stronger than boys in all of the core subjects but the greatest differences are in English and Welsh first language. Compared to the national outcomes for girls and boys the underperformance in the attainment of girls seen in English in 2015 has been addressed and the performance of both boys and girls in 2016 is at least in line with the national averages.
17. The difference in performance, at this key stage, between eFSM pupils and nFSM pupils continues to reduce from 21.6 ppt in 2015 to 20.1 ppt in 2016. However the gap remains significantly wider than in the primary phase.
18. More than seventy percent of secondary schools (14 out of 19) maintained or improved their Key Stage 3 CSI in 2016 compared to the previous year. In the remaining schools the proportion of pupils achieving the CSI fell by up to 3 ppt. No schools reported decreases for two consecutive years.

19. The improvements in performance in the majority of schools have led to a further increase in the number of schools in the top benchmarking group from 8 in 2015 to 11 in 2016 and a reduction in the number of schools in the lowest group from 3 to 2.

2016 Benchmark quarters for KS3 CSI

	No of schools	% of schools
Quarter 1	11	57.89
Quarter 2	4	21.05
Quarter 3	2	10.52
Quarter 4	2	10.52
Total	19	100.00

2015 Benchmark quarters for KS3 CSI

	No of schools	% of schools
Quarter 1	8	42.11
Quarter 2	4	21.05
Quarter 3	4	21.05
Quarter 4	3	15.79
Total	19	100.00

### Key Stage 4

20. The improvements seen in Key Stage 3 over the last few years have been translated, in the last two years, into noticeable improvements at Key Stage 4. At the level 2+ threshold, there has been an improvement of 3.5 ppt to 62.8%.
21. 10 out of 18 secondary schools met or exceeded their expected performance for the level 2+ threshold. In the 8 schools where performance was below expectation, 3 schools had outcomes below expectation by more than 4 ppt.
22. However, nearly four out of every ten pupils still end their compulsory education without having achieved five good GCSEs including English/Welsh and mathematics. There remain four schools where more than half of the pupils failed to reach the level 2+ threshold.
23. In 2016 there was a smaller improvement of 2.8 ppt in the level 2 threshold and performance in this wider measure continues to be below regional and national averages. The decrease that occurred last year in the level 1 threshold has been rectified with an increase of 2.8 ppt taking the overall performance to 94.9% in this measure. There continues to be little correlation between school outcomes in these measures and the proportion of eFSM pupils.
24. The performance of both eFSM pupils and nFSM pupils has continued to increase this year in the main indicators. However, the difference in performance between eFSM pupils and nFSM pupils has remained at around 34 ppt for the last three years. There continues to be marked variations between schools in the attainment of eFSM pupils. Five schools have less than 30% of eFSM pupils achieving the level 2+ threshold.

25. There were also improvements in outcomes in the individual subjects of mathematics, English, and science at level 2. However performance in Welsh first language declined as a result of a decrease in performance in one of the two Welsh medium schools' results.
26. The performance of girls is higher than boys in all the main indicators. Outcomes for both boys and girls improved in the three threshold indicators and in the separate subjects of English, mathematics and science. Outcomes in Welsh first language were lower in 2016 than in the previous year. Of particular note is the improved performance of girls in mathematics by nearly 7 ppt to 69.4%. This should lead to an improved comparative performance when the national results are published.

### **Key Stage 5**

27. The proportion of subject entries at A\* or A fell in 2016 by 3 ppt to 28.1% but the proportion achieving A\*-C rose by 1.9 ppt to 80.3%. At A\*-E, considered the 'pass rate', the proportion of subject entries was 98.2%. The proportion of students achieving the level 3 threshold was 97.8%. Both figures are very slightly higher than those achieved in 2015.
28. The results achieved at Key Stage 5 compare positively with the national figures for Wales. The proportion of subject entries at A\* or A was 22.7% and at A\*-C the average was 73.8%. The national pass rate in Wales remained at 97.3%.

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

**CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE**

**27 SEPTEMBER 2016**

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**CHILDREN'S SERVICES PERFORMANCE MANAGEMENT INFORMATION**

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**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 sets out performance data outlining progress against the objectives aligned to the social theme for the quarter ending 30<sup>th</sup> June 2016 and the annual outturn for 2015-16.

**BACKGROUND**

**Revised Corporate Performance Reports**

2. The January 2016 'Wales Audit Office (WAO) Corporate Assessment Follow On Report' stressed the importance of the Council building on its capacity and mechanisms for internal challenge and self assessment.
3. In response to the 'WAO Corporate Assessment Follow On Report' the Council acknowledged that there is a need for more consistency around performance management and benchmarking. The Council is of the view that the framework and mechanisms for effective performance management and reporting have been in place for a while; however, there is scope for further improvement – particularly in terms of the scope for strengthening the relationship between the Central Performance Team and Service Directorates.
4. To drive further improvement the Council recruited a new Head of Performance & Partnerships in early 2016. Since his appointment he has been given the task of refreshing the Council's performance management approach and as a consequence of this work, the Quarter 1 Delivery & Performance Report 2016/17 is now presented in a different format to the one which was presented for Quarter 4 2015/16. The new report is designed to tie in with the Council's new integrated strategic planning framework.
5. The Council's integrated strategic planning framework to deliver its vision of Cardiff as 'Europe's most liveable Capital City' spans the City's overall performance (via the What Matters Single Integrated Plan and Liveable City Report); Council performance via the Corporate Plan; Directorate performance via Directorate Delivery Plans; through to individual performance via Personal Performance and Development Reviews.

6. It is accepted that final reports for Cabinet and Scrutiny Committees should always contain confirmed information; however, it is felt that the reports that are used by Senior Management Team can contain draft performance information, provided it is flagged as such.
7. In light of recommendations made in the WAO's latest report, the Framework element of the Performance Management Strategy has been updated to include guidance around timelines that support current processes. The most significant aspect of this refresh will be embedding it into the organisation's culture. However, ensuring that the Council's Performance Management Strategy is acknowledged, understood and used will require the Central Performance Team to engage and work proactively with service managers and performance leads.
8. This Corporate Performance Report is still under development and further minor changes may be implemented as each quarters report is produced.

## **CORPORATE PERFORMANCE QUARTER 1**

9. The Council's Performance Management Framework includes the regular reporting of Quarterly Performance by Directorate. The Quarter 1 Social Services Performance reports, attached at **Appendix A**, and covers:
  - Council Overview Score Card
  - Directorate Performance reports
    - Progress against performance indicators
    - Corporate Plan Priorities
    - Directorate Priorities
    - Key Challenges faced by Directorate
    - Key achievements
10. The report provides the Committee with information on the Directorate commitments as set out in the delivery plans together with the progress, issues and mitigating actions that the Directorate has undertaken to ensure that the Quarter 1 commitments are achieved. Overall progress is highlighted through the use of the red/amber/green status format.
11. The ongoing development of the Cardiff Performance Management Framework has brought into line the monitoring and evaluation of progress against the key objectives as set out in the Corporate Plan and the performance indicators set to assist in the understanding of the overall performance position of the Council. This range of performance data relating to Children's Services is contained in **Appendix B** to this report.
12. The performance report attached at **Appendix B** has been constructed to highlight the progress made in delivering the key objectives, associated performance indicators, and commentaries that help to identify progress, issues and actions planned where the trend in performance is falling. To make the information in the performance report clearer, each indicator is accompanied by an arrow, and in some cases, a happy, indifferent or sad face.

13. For your information, these symbols represent the following:
- The face symbol shows whether performance is likely, unlikely to, or may meet the target set for the year.
  - The arrow direction shows whether performance has declined, has been sustained or improved when compared with an appropriate previous period.
14. At the meeting officers will be present to explain the performance information to the Committee, to highlight performance issues, and to answer questions that Members might have.
15. The new Social Services & Wellbeing (Wales) Act 2014 that came into force on 6<sup>th</sup> April 2016 provides the legal framework for improving the wellbeing of people who need care and support, and carers who need support, and for transforming social services in Wales. The Council is working on the implementation of the Act and the associated National Outcomes Framework during 2016-17. In terms of performance management and monitoring, the implementation of the Act has 3 significant implications:
- National Strategic Indicators (NSIs) / Public Accountability Measures (PAMs)**  
It had been our expectation that all NSIs and PAMs would come to an end after 2015-16, but the Welsh Local Government Association (WLGA) has decided to retain 2 Children's Services NSIs / PAMs on a non-statutory basis for 2016-17. The impact of this for Children's Services will be minimal as both of these indicators are also included in the new National Outcomes Framework.
  - Quantitative Measures**  
Children's Services have 14 new performance indicators under the new National Outcomes Framework and have agreed that a further 15 indicators from the old national set are still relevant and will continue to be collected. A list of the new national Children's Services PIs is available at **Appendix D**. As many of these PIs are new, it is not possible to set targets for 2016-17. Rather, during 2016-17 we are working to establish a baseline position which will enable a robust target setting methodology to be implemented. Where the National Outcomes Framework Measures were previously NSIs, PAMs or Service Improvement Data, targets have been set for 2016-17 and 2017-18.
  - Qualitative Measures**  
A substantially greater focus on qualitative information and outcomes which brings a new set of challenges in terms of capturing performance in this area. The purpose of collecting this information is to provide a tool for local authorities to secure service user voices in designing, developing and improving care and support services.

## **ANNUAL OUTTURN & PERFORMANCE DURING QUARTER 1: APRIL TO JUNE 2016**

16. Performance is being reported against the following corporate improvement objectives:

Looked after children in Cardiff achieve their potential  
People at risk in Cardiff are safeguarded  
People in Cardiff are supported to live independently

17. The Service has three main functions:
- a. Promoting the welfare of children in need
  - b. Safeguarding children
  - c. Improving outcomes for looked after children

## **OVERVIEW OF ANNUAL OUTTURN PERFORMANCE**

18. During 2015-16 the focus continued to be on improving performance in relation to indicators that have the greatest significance for safe and effective practice concerning children. Those selected for this focus were based on guidance agreed between the Association of Directors of Social Services (ADSS), the Care & Social Services Inspectorate, Wales (CSSIW) and the Welsh Local Government Association (WLGA). The annual outturn demonstrated overall improvement against these PIs, with some exceptions, and the overall trend is positive.

19. Examples of indicators that improved include:

- a. Percentage of referrals that were re-referrals within a year – 23% in 2015-16 from 25% in 2014-15.
- b. Timeliness of initial assessments – 77% in 2015-16 from 51% in 2014-15.
- c. Timeliness of core assessments – 77% in 2015-16 from 61% in 2014-15.
- d. Child in need reviews – 69% in 2015-16 from 48% in 2014-15.
- e. Timeliness of initial child protection conferences – 94% in 2015-16 from 91% in 2014-15.
- f. Timeliness of initial core groups – 95% in 2015-16 from 92% in 2014-15.
- g. Permanence plans by second looked after review - 92% in 2015-16 from 81% in 2014-15.
- h. Timeliness of looked after children reviews - 95% in 2015-16 from 88% in 2014-15.
- i. Percentage of looked after children who had their teeth checked by a dentist - 85% in 2015-16 from 73% in 2014-15.
- j. Personal Advisers for care leavers - 70% in 2015-16 from 40% in 2014-15.

20. Examples of indicators that declined include:

- a. Percentage of young carers receiving a service - 60% in 2015-16 from 83% in 2014-15.
- b. Percentage of looked after children achieving the core subject indicator at Key Stage 2 - 55% in 2015-16 from 65% in 2014-15.
- c. Percentage of looked after children achieving the core subject indicator at Key Stage 3 - 34% in 2015-16 from 37% in 2014-15.
- d. Secondary school attendance for looked after children - 92% in 2015-16 from 94% in 2014-15.



21. In relation to the outturn for the 11 NSIs / PAMs for 2015-16, in comparison to 2014-15, 7 showed improvement and 4 declined. These are outlined below:
22. NSIs / PAMs that improved were:
  - a. Percentage of reviews on time – 70% in 2015-16 from 48% in 2014-15.
  - b. Children seen alone by a social worker during initial assessment – 29% in 2015-16 from 26% in 2014-15.
  - c. 3+ placement moves for looked after children – 10% in 2015-16 from 11% in 2014-15.
  - d. Non transitional school moves for looked after children – 9% in 2015-16 from 18% in 2014-15.
  - e. Average external qualifications point score for looked after children – 257 in 2015-16 from 191 in 2014-15.
  - f. Pathway plans for care leavers – 73% in 2015-16 from 61% in 2014-15.
  - g. Care leavers in touch at 19 - 94% in 2015-16 from 91% in 2014-15.
23. NSIs / PAMs that declined were:
  - a. Children seen by a social worker during initial assessment – 60% in 2015-16 from 61% in 2014-15.
  - b. Timeliness of statutory visits to looked after children - 87% in 2015-16 from 89% in 2014-15.
  - c. Care leavers in suitable non emergency accommodation at 19 - 86% in 2015-16 from 91% in 2014-15.
  - d. Care leavers in Education, Training and Employment at 19 - 52% in 2015-16 from 56.1% in 2014-15.

## OVERVIEW OF QUARTER 1 PERFORMANCE

24. As a result of the changes to the performance indicator sets that were introduced in April, it is difficult to provide a full overview of performance as there is no comparator data for the new indicators as this is the first time that they have been reported. In relation to indicators that have been carried over from the previous set, while there are improvements in relation to allocation of children in need to social workers (69% from 63% in Quarter 4), there has been a small slippage in performance in some areas.
25. For example, performance in relation to timeliness of child protection review conferences reduced from 100% to 98% and the percentage of social worker vacancies increased from 22% to 23%. For further information, please see paragraphs 33 and 57 respectively.
26. Timeliness of initial child protection conferences remained static at 91% and above target level (90%).
27. Work to progress the Directorate's commitments in the Corporate Plan has continued and key areas of progress include:
  - a. **Corporate Parenting Strategy** – The Corporate Parenting Strategy was approved by Cabinet. An implementation plan to address the key outcomes of

the Strategy is included as part of the Strategy document.

- b. **Multi Agency Safeguarding Hub (MASH)** - Children's Services, Health, Police, Probation and Wales Community Rehabilitation Company were co-located at Cardiff Bay Police Station in readiness for the go-live date on 4<sup>th</sup> July 2016. Education preparations to join MASH are underway – it is anticipated that staff will be co-located in Quarter 2.
- c. **Child Sexual Exploitation (CSE) Strategy** – The CSE Strategy was approved by Cabinet. An implementation plan is in place and targets are being met. As part of the Strategy a publicity campaign has been launched under the banner "Not in Our City, Not to Our Children".

A case review was undertaken covering the period January 2014 to December 2015:

- Trends, patterns and areas of practice improvement identified.
- Changes in process implemented in light of findings.
- Bespoke training for individual teams being rolled out.
- Guidance for staff issued.
- Range of tools to support practice under development.

Work is underway to improve multi agency working – a Professional Interest Group has been established and is well supported by multi-agencies. Third sector organisations have been consulted and report improvements in the statutory response to CSE. All organisations offering support to children at risk of CSE are meeting quarterly to ensure a cooperative, coordinated approach to tackling CSE in Cardiff.

- d. **Effectiveness of Transition** - Transition protocols for Cardiff and the Vale of Glamorgan have been reviewed and areas for alignment identified. Following a scoping of needs exercise, additional Welsh Government funding (£2.5 million) has been secured for work relating to joint working arrangements, enhancing transition arrangements and the delivery of services across Cardiff and the Vale of Glamorgan. Additional staff are to be recruited into Adult Services to work more closely with Children's Services in Cardiff and to align the transition services across the region.
- e. **Specialist training regarding the Social Services and Wellbeing (Wales) Act 2014** - Specialist training on phase 2 (local implementation) of the Social Services & Wellbeing (Wales) Act 2014 has commenced and training for elected members is expected to take place in Quarter 2. Outcome focussed training for Social Services, Health and third sector staff has also commenced.

28. There has been some slippage in progress against some of the milestones in the Corporate Plan relating to:

- a. **Recruitment and retention of children's social workers** – The Recruitment and Retention campaign has been reviewed. Work to refresh adverts will be undertaken in Quarter 2. Children's Services will recruit to a 'pool' of additional social workers once all vacancies have been filled. This will enable the service to maintain consistency of service provision and caseload levels along with the

ability to manage a healthy turnover of staff and to minimise the need to rely on expensive agency workers. In relation to retention - remodelling of services is designed to support better retention of staff. The Care & Social Services Inspectorate, Wales (CSSIW) commented that investment into workforce planning has improved the ability to recruit suitably qualified and experienced staff. A Workforce Strategy Implementation Group has commenced work to consider internal opportunities for secondments / shadowing in order to promote staff retention. Interviews have been undertaken for secondment to the degree in Social Work and 2 new seconded places offered for 2016-17. The vacancy position remains reasonably stable at 23%, although this is slightly higher than the 22% reported for Quarter 4 2015-16.

29. In relation to the Directorate Plan, there has been progress in relation to:
- a. **Implementing Information, Advice and Assistance functions** – Information via Dewis Cymru, the City of Cardiff Council Web Pages and the Family Information Service; Advice via the Multi Agency Safeguarding Hub (MASH) and Assistance via the MASH and case management teams.
  - b. **Remodelling of services for disabled children, young people and young adults** – A scoping exercise on the needs of disabled children and young people with most complex needs has been completed. As a result, additional Welsh Government funding has been secured with regard to joint working arrangements and the delivery of services across Cardiff and the Vale of Glamorgan and Cardiff and Vale University Health Board (UHB).
  - c. **Regional Workforce Development Partnership** – A transitional strategy for 2016-17 that takes account of the Social Services & Wellbeing (Wales) 2014 Act has been agreed.
  - d. **Health and wellbeing of the Social Services workforce** – Supervision procedures have been updated and implemented and an audit on the quality of supervision being delivered in Children’s Services has commenced. Dates for ‘Meeting the Management Team’ roadshows have been identified - arrangements being finalised at the time of writing.
  - e. **Bilingual Services** - The identification of front line teams has been completed. A draft action plan for the implementation of Welsh Language Standards and the Strategic Framework for Welsh Language Services in Health, Social Services and Social Care has been drawn up and will be presented to the Directorate’s Management Team for approval.
  - f. **Agile / Mobile Working Strategy** – Phase 1 implementation was achieved and phase 2 roll out is scheduled for Quarter 2.
  - g. **Strategic approach to commissioning** - Strategic Commissioning workshops have taken place, scoping out the requirements for establishing a Directorate-wide Commissioning Strategy. Agreement to develop a framework to promote joint commissioning of services for disabled children and young people has been agreed as one of the priorities of the Cardiff & Vale Integrated Children’s Programme Board which reports to the Local Safeguarding Children Board

(LSCB) Executive.

- h. **Collaborative working** – A scoping exercise has commenced to consider the feasibility of developing a Regional Training Centre across Cardiff and the Vale of Glamorgan.
- i. **Quality Assurance Framework** - Interim Quality Assurance (QA) Officer appointed and in post. The draft Quality Assurance (QA) Framework was reviewed and updated to reflect the terminology and ethos of the new Social Services & Wellbeing (Wales) Act 2014. Following Directorate Management Team (DMT) approval the revised document will be circulated to all staff.
- j. **Social Services Business Unit** - Operational Manager with responsibility for developing and implementing an integrated Business Unit commenced new duties during the quarter. The high level structure has been agreed by Directorate Management Team and circulated to staff.
- k. **Benchmarking** - 2016-17 sees the introduction of new Social Services performance measures under the Social Services & Wellbeing (Wales) Act 2014. In order to set targets for future years, 2016-17 will be treated as a benchmarking year where baselines are set and target setting methodology is agreed. 2016-17 will also see substantial work in the area of customer satisfaction, as the Directorate will undertake the national survey element of the new Social Services Performance Measures. This will entail gathering qualitative information via questionnaires to accompany our performance indicators, in order to compare service user satisfaction across all Welsh authorities. The survey will run between September and November 2016 and be reported on in March 2017. Benchmarking work commenced in 2015-16 regarding the commissioning of Stage 2 complaints investigators and independent persons will be taken forward in 2016-17.
- l. **Early Help Strategy** – The Joint Assessment Family Framework (JAFF) pilot is ongoing and subject to regular monitoring and review; training has commenced.
- m. **New model for the delivery of children’s social services** - Signs of Safety Framework training is underway through a planned incremental programme of evidence-based practice training that will enable familiarity with the Signs of Safety approach to child and family case management and the introduction of practice tools focussing on Assessment, Planning and Engaging Children & Families.
- n. **Adolescent Resource Centre (ARC)** - Site for the ARC secured. Local member consultation has been undertaken and planning commenced to make the interior fit for purpose.
- o. **Joint working protocol between the Health Service and Children’s Services** – A scoping exercise undertaken to identify both Health and Children’s Services’ priorities regarding the health needs of looked after children and a development session held to fine tune key themes and priorities. A follow-up meeting is planned to look at the increasing need for looked after children to have therapy and to consider the need for Health to give help and advice that will enable Children’s Services to understand who determines what therapy and who then

delivers that therapy. A part time psychologist has been appointed by Health to provide a dedicated service to looked after children.

- p. **When I Am Ready Scheme** - The When I am Ready scheme that enables young people in foster care to continue living with their foster carers once they turn 18 was launched and is operational.

30. There has also been some slippage in progress against some of the milestones in the Directorate Plan relating to:

- a. **Social Services Workforce Strategy** – The Children’s Services Workforce Strategy implementation plan has been completed and agreed by the Children’s Management Team. A Task Group to progress the actions in the implementation plan has been established and is making good progress against the key actions. The Human Resource (HR) People Services member provides a direct link between the Children’s Services’ Workforce Development Strategy and the corporate strategy. Agreement is needed on mechanisms to develop a similar strategic approach to workforce development in Adult Services.
- b. **Budget and savings proposals** - The month 3 monitoring position for Children’s Services shows a projected overspend of £1.976m, against a budget of £47.340m. The overspend largely reflects a shortfall of £1.529m against the £3.527m of targeted savings relating to 2016-17 and previous years. The savings shortfall of £1.529m reflects anticipated under-achievements on external placements (including the Enhanced Fostering Scheme), legal costs, the lean review and market management. Aside from this, there are some cost increases in external fostering and staffing costs. The position reflects a number of assumptions, notably the anticipated drawdown of £950,000 of contingency budget set aside for growth in children’s external placements. The position also assumes that an increase in Special Guardianship Order allowances will be implemented in August.

## DETAILED COMMENTARY

### A) PROMOTING THE WELFARE OF CHILDREN IN NEED

31. Performance indicators relating to referrals (prior to April 2016), and initial and core assessments is no longer available as these have been replaced with Wellbeing Contacts / Referrals and Wellbeing Assessments.

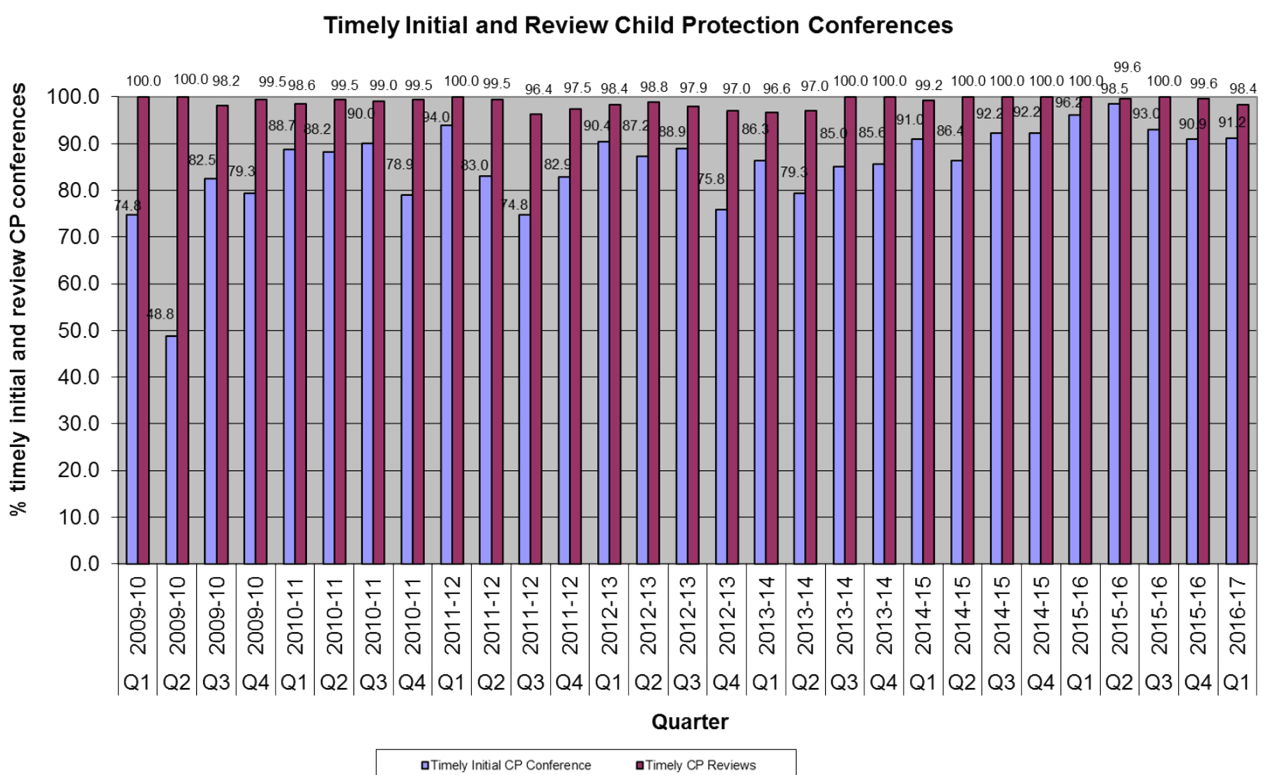
32. Children’s Services received 7,558 Wellbeing Contacts / Referrals in Quarter 1 (Contacts 1) compared with 7,960 contacts in Quarter 4. Comparisons between Quarter 4 and Quarter 1 for Contacts, Referrals and Assessments must be treated with caution because we do not yet understand the implications of the Act on the figures, and we only have one quarter of new data, so it is too soon for new trends to be identified. A detailed breakdown of Wellbeing Contacts / Referrals is provided at **Appendix C** for the Committee’s information. This report shows the source and outcome of the 7,558 Wellbeing Contacts / Referrals received by Children’s Services during Quarter 1.

33. Performance in relation to the timeliness of wellbeing assessments (SSWB 24) was 99.2% (470 / 474). It is noted that performance in relation to this indicator is distorted for Quarter 1 as the assessments, which have a 42 working day timeframe, were introduced on 6<sup>th</sup> April, so could not be out of time until June. While the Directorate will strive to maintain a high level of performance, it is recognised that this will likely not be sustained as more assessments reach the 42 working day deadline. **Appendix C** also details the source and outcome of the 253 Wellbeing Assessments that were completed during the quarter. Please note that the figures for numbers of assessments does not match because the PI requires us to include provision of Advice and Assistance.
34. The percentage of children supported to remain living within their family (SSWB 25) was 59.0% (980 / 1,661). Of the 1,661 children with a Care and Support Plan at 30<sup>th</sup> June 2016, 980 were being supported to live at home (i.e. were not being looked after).
35. The percentage of looked after children returned home from care during the year (SSWB 26) was 3.2%. Of the 747 children who have been looked after during the year to date, 24 have returned home. This PI is cumulative, and performance will improve as we progress throughout the year.
36. The latter two PIs are a welcome measure of the effectiveness of the Service in supporting children and young people within their families.
37. Performance regarding timeliness of child in need reviews is reported annually. 69.3% of child in need reviews were carried out in accordance with statutory requirements in 2015-16, compared with 48.2% in 2014-15 (SCC/016). Provision of weekly information to managers has assisted managers to monitor recording of Child in Need plans and reviews, leading to improvement during the year. Team Managers report that reviews are held which suggests that there are still some issues around how they are recorded and difficulties with reporting. The general view is that the figures are not an accurate representation of performance so work will continue to improve recording and reporting in order that reported performance reflects reality. This work will be undertaken in conjunction with developments relating to the Social Services & Wellbeing (Wales) Act 2014. Performance against this PI adversely affects the otherwise good performance in relation to case reviews (SCC/045 – PAM) – 81.9% in 2015-16 compared with 70.8% in 2014-15.
38. Performance in relation to young carers known to the service who were assessed during the year remained consistent at 100% (SCC/030a). This percentage is based on young carers who became known to Children's Services during the year. 60.0% of young carers known to Children's Services received a service during the year, compared with 83.3% in 2014-15 (SCC/030b). Of the 8 young carers who did not receive a service, 5 did not wish to receive a service, 1 received support through Adult Services and another's circumstances changed quickly so she received services but was no longer a young carer.

## **B) SAFEGUARDING CHILDREN**

39. The number of children on the child protection register at the end of Quarter 1 was 336 (from 341 at the end of Quarter 4) (CS CPR 4).

40. 91.2% (124 / 136) of initial child protection conferences took place within the 15 working day timescale in Quarter 1 – stable from 90.9% (159 / 175) in Quarter 4 (SCC/014). 10 conferences for 3 sibling groups were late in May, 2 as a result of administrative error during scheduling, and 8 were cancelled at conference because the reports had not been shared with the parents in advance and the views of the children had not been sought. 1 conference for 2 siblings was late in June as the scheduling was based on the wrong Strategy Discussion date. All late conferences have since been held.
41. Timeliness of review child protection conferences was 98.4% (301 / 306) in Quarter 1 compared with 99.6% (252 / 253) in Quarter 4. 3 conferences for 5 children were late in June - 2 children moved to live abroad; 2 were rescheduled because the school nurse could not attend and 1 was rescheduled to enable agency attendance. The new date was after the Court hearing so deregistration could be discussed.

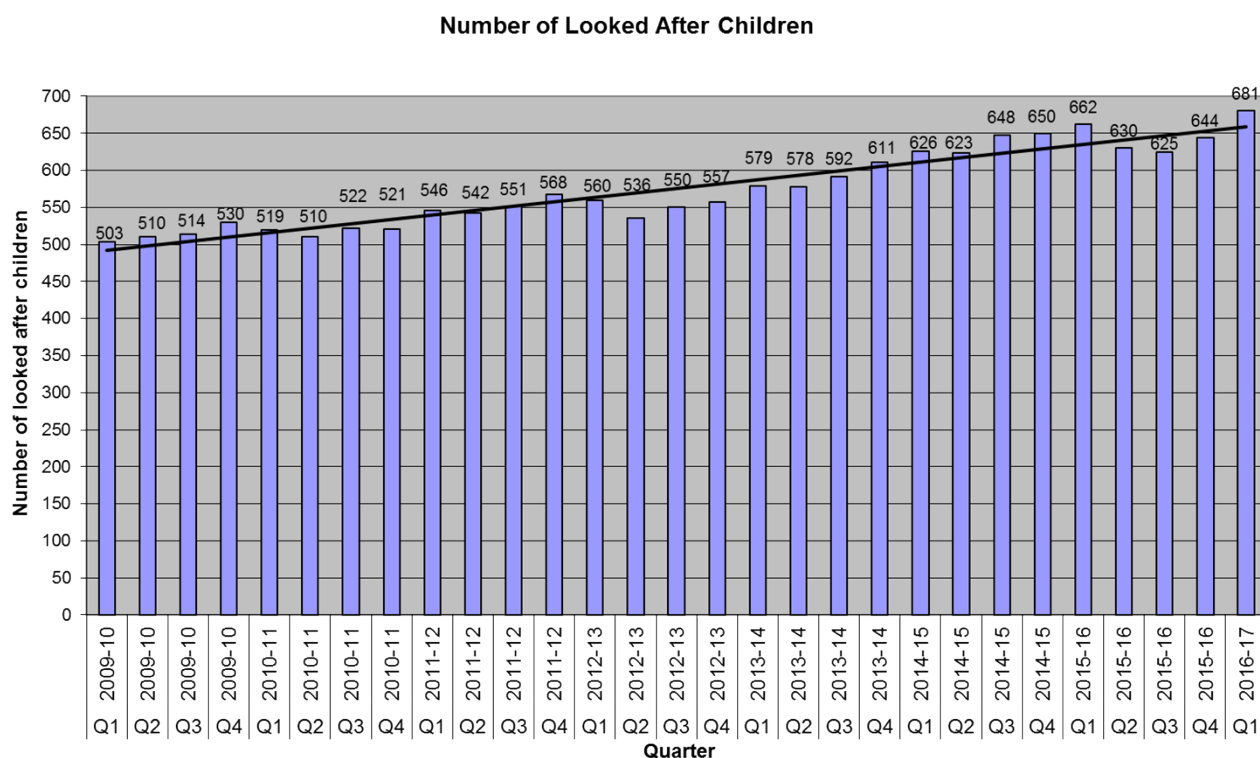


42. 100% (336 / 336) of children on the child protection register had an allocated social worker at 30<sup>th</sup> June 2016.
43. The percentage of re-registrations of children on the child protection register (SSWB 27) was 3.2% (4 / 127). 4 of the children registered during the quarter had been on the CPR within the previous 12 months. 3 of the 4 children were a sibling group.
44. The average length of time for children who were on the CPR during the year (SSWB 28) was 206 days (27,381 / 133). This is based on children who were de-registered during Quarter 1.

**C) IMPROVING OUTCOMES FOR LOOKED AFTER CHILDREN**

45. The number of children who were looked after at 30<sup>th</sup> June 2016 (not including those children being looked after as part of a respite care arrangement) was 681 compared

with 644 at 31<sup>st</sup> March 2016 (CS LAC 3e). This represents a rate of 9.3 children per 1,000 in Cardiff, which is above the all Wales rate of 9.1 per 1,000 as at 31<sup>st</sup> March 2014. The recent fluctuation in the number of looked after children is displayed in the graph below.



46. 73.6% (391 / 531) of looked after children were placed with independent sector providers at the end of Quarter 1 (CS LAC 44), an increase from 72.0% (363 / 504) in Quarter 4. The number of children placed in independent sector residential placements has increased to 54 from 50 at the end of Quarter 4.
47. 61.2% (325 / 531) of children in regulated placements were placed in Cardiff at the end of Quarter 1 compared with 62.5% (315 / 504) at the end of Quarter 4 (CS LAC 58). A further 85 children placed outside Cardiff were within 20 miles of their home address. 5 of the children not placed in Cardiff are placed with relative carers. For some children placement outside the authority is in their best interests, examples include children placed with family members who live outside Cardiff, children placed in specialist placements and some children who are placed in areas that are closer to their home address than some parts of the city.
48. 96.1% (492 / 512) of statutory reviews for looked after children were held within prescribed timescales in Quarter 1 an improvement from 92.7% (395 / 426) in Quarter 4 (SCC/021). 94.1% (482 / 512) of statutory visits were held in accordance with regulations in Quarter 4 showing an increase from 91.1% (388 / 426) in Quarter 4 (SCC/025).
49. All looked after children were allocated to a social worker at 30<sup>th</sup> June 2016.
50. 9.9% (64 / 644) of children who were looked after at 31<sup>st</sup> March 2016 had 3 or more placements during the year, compared with 10.5% (68 / 650) in 2014-15 (SCC/004 –



NSI/PAM).

51. In 2015-16 performance regarding health assessments for looked after children improved with 76.0% of the health assessments due in the year being undertaken, compared with 73.3% in 2014-15 (SCC/039). Performance regarding dental checks improved to 84.5% from 73.2% in 2014-15 (SCC/020). Focussed resource was identified to support improved recording of this information during the year. The number of looked after children registered with a GP within 10 working days of the start of a new placement also increased to 48.2% compared with 41.6% in 2014-15 (SCC/040). Performance in relation to GP registration is based on electronic records. It is thought that the level of performance is impacted by under-recording and is not a true reflection of actual performance against this indicator.
52. In relation to the education of looked after children, the overall picture during the year is mixed. Improvements have resulted from focussed work over several years to improve outcomes for looked after children, including an increased focus on joint working with the Education Service. Further work is required to build upon these improvements and joint work across Children's Services and Education is ongoing. Indicators which showed some improvement are detailed below:
  - a. 9.1% (34 / 372) of compulsory school age children who were looked after at 31 March 2016 experienced a non-transitional school move during the year, compared with 17.8% (68 / 382) in 2014-15 (SCC/002 - NSI). 13 of the looked after children who experienced a non transitional school move during the year also experienced 3 or more placements.
  - b. The average number of fixed term exclusion days for looked after children was 3.5 compared with 4.9 in 2014-15 (SCC/044b). This equates to 124 days for 35 children (compared with 185 days for 38 children in 2014-15).
  - c. 27.6% of Personal Education Plans (PEPs) were in place compared with 20.4% in 2014-15 (SCC/024). Following concerns raised in Quarter 2, and the introduction of information for managers to enable proactive monitoring of PEPs, there was a small improvement in performance regarding timely completion of PEPs in 2015/16 (27.6% from 20.4% in 2014/15). It is acknowledged that further improvement is required and information to enable proactive monitoring of PEPs is now being provided to enable Operational and Team Managers to prioritise improvement. Operational Managers for relevant services are continuing to re-enforce the need to ensure that staff give high priority to completing the PEP when children become looked after.
  - d. The average external qualifications points score for looked after children increased to 257 from 191 in 2014-15 (SCC/037 - NSI), and the target of 220 was met.
53. Performance regarding primary school attendance for children looked after in Cardiff schools remained stable at 96.7%, compared with 96.9% in 2014-15 (SCC/022a).
54. Indicators where performance declined during the year are summarised below:
  - a. Secondary school attendance for children looked after in Cardiff schools declined slightly to 91.8%, compared with 93.6% in 2014-15 (SCC/022b).
  - b. 2 looked after children were permanently excluded during the year, the first time that any looked after children have been permanently excluded since 2010-11

(SCC/044a).

- c. Achievement of the Core Subject Indicator at Key Stage 2 (reaching Level 4 in Science, Mathematics and English or Welsh) was 54.5% compared with 65.2% in 2014-15 (SCC/035).
  - d. Achievement of the Core Subject Indicator at Key Stage 3 (reaching Level 5 in Science, Mathematics and English or Welsh) was 34.4% from 37.0% in 2014-15 (SCC/036).
55. In respect of young people entitled to leaving care services, performance showed considerable improvement with 73.3% (332 / 453) having a Pathway Plan as required in 2015-16 compared with 60.5% (263 / 435) in 2014-15 (SCC/041a - NSI). An additional 30 young people have Pathway Plans that are in the process of being completed. The Pathway Planning process was reviewed during 2014-15 and the new forms were launched during the autumn of 2015, supported by best practice training in order to improve performance. In the case of some young people who are age 16 and due to sit GCSEs shortly, social workers have taken the decision to wait until exams have finished before formulating the plans with young people.
56. 70.4% of care leavers had a Personal Adviser compared with 39.8% in 2014-15. Performance reflects improved capacity in the Personal Adviser service following successful recruitment during the year. Recruitment to the final 3 vacant posts is ongoing and in the meantime, all those young people aged 16-18 who do not have a Personal Adviser, should have an allocated social worker.
57. Children's Services was in touch with 94.0% (63 / 67) of care leavers at the age of 19 during the year, compared with 90.5% (57 / 63) (SCC/033d - NSI). The service attempts to keep in touch with all care leavers as required, however the young people determine for themselves whether they wish to respond and remain in contact.
58. 85.7% (54 / 63) of care leavers we were in touch with were in suitable non-emergency accommodation (SCC/033e - NSI) compared with 91.2% (52 / 57) in 2014-15. 9 young people were not considered to be in suitable non-emergency accommodation at 19, 4 of whom were in custody. In all other instances where a young person is in accommodation that is deemed unsuitable, Personal Advisers work with them to offer accommodation options that resolve this situation. However, ultimately, the young people make their own choices and often refuse options that are deemed to be more suitable. The new accommodation project (Young Person's Housing Gateway) that was initiated as part of the Organisational Development Programme in 2015-16 has improved accommodation offers for young people and we would expect this to impact more significantly for this group of young people during the forthcoming year.
59. 52.4% (33 / 63) of care leavers at 19 were in education, training or employment (SCC/033f - NSI) compared with 56.1% (32 / 57) in 2014-15. The Looked After Children Trainee Scheme has gone from strength to strength. Over the year 31 young people have had experience of work through Cardiff Council as trainees compared with 5 in 2014-15. This year corporate apprenticeships were offered to 2 young people as a result of their work as trainees and a total of 15 staff across the Council have been trained as youth mentors. It is anticipated that the impact of this

scheme for care leavers at 19 will become evident as the young people benefitting from the scheme reach the age of 19.

## **YOUTH OFFENDING SERVICE**

60. The numbers of First Time Entrants (FTEs) to the Youth Offending Service (YOS) has increased during Quarter 1 to 45 (from 38 in Quarter 4). The 45 young people committed 84 offences, averaging 1.9 offences per young person. The increase can in part be explained as a consequence of 1 child committing 8 sex offences (a rare occurrence) and a robbery offence involving 6 children, which is also an unusual event. This is also an increase on Quarter 1 2015-16 when there were 29 FTEs.
61. An Action Plan to address recommendations of the Youth Offending Service (YOS) inspection has been developed and the YOS Annual Plan has been drafted and is awaiting approval from Youth Justice Board and YOS Management Board.
62. Analysis of the re-offending toolkit results for 2015-16 is in progress. Quarters 1 and 2 have been completed, analysis of Quarters 3 and 4 is to be finalised.
63. Work to finalise the YOS restructure exercise and re-location of teams continues.
64. A member of staff from YOS has been identified to sit on the Adolescent Resource Centre (ARC) Project Board. ARC involvement will relate to restorative intervention and prevention work with YOS young people displaying offending behaviours.

## **STAFFING**

65. The percentage of social worker vacancies in Quarter 1 was 22.9% compared with 22.2% in Quarter 4 (Staff 1). The Recruitment and Retention campaign has been reviewed. Work to refresh adverts will be undertaken in Quarter 2. Children's Services will recruit to a 'pool' of additional social workers once all vacancies have been filled. This will enable the service to maintain consistency of service provision and caseload levels along with the ability to manage a healthy turnover of staff and to minimise the need to rely on expensive agency workers. In relation to retention - remodelling of services is designed to support better retention of staff. The Care & Social Services Inspectorate, Wales (CSSIW) commented that investment into workforce planning has improved the ability to recruit suitably qualified and experienced staff. A Workforce Strategy Implementation Group has commenced work to consider internal opportunities for secondments / shadowing in order to promote staff retention. Interviews have been undertaken for secondment to the degree in Social Work and 2 new seconded places offered for 2016-17. The vacancy position remains reasonably stable at 23%, although this is slightly higher than the 22% reported for Quarter 4 2015-16.
66. The average number of days of sickness absence for staff in Children's Services in Quarter 1 2016-17 was 2.7, compared with 3.5 in Quarter 1 2015-16. To improve sickness the following actions will continue to be taken during 2016-17:

- a. Sickness is a standing agenda item on Children's Services Management Team weekly agendas. A Senior Service Delivery Advisor Manager attends these meetings to offer support, advice and best practice to Operational Managers.
  - b. Further dedicated sessions with team managers to offer support, advice and best practice will be arranged. These sessions (first introduced last year) have ensured a more consistent application of the policy, whilst raising the confidence of managers to tackle sickness issues amongst their teams.
67. 89% compliance with end of year reviews for 2015-16 and 93% compliance with finalisation of objective sheets for 2016-17 had been achieved at the time of writing. All PPDRs for 2015-16 that could be closed, were closed. The remainder could not be reviewed due to staff absence (e.g. maternity leave and long term sick leave), or not having been initiated following a high level of recruitment activity and new intake. Next steps are to finalise objective sheets for new starters and current staff on return to work from maternity / sickness absence, and work towards achieving the target for half yearly review.

## **WAY FORWARD**

68. Members are invited to consider the information set out in the report and to identify any issues which require more detailed scrutiny.

## **LEGAL IMPLICATIONS**

69. 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 Executive / Council will set out any legal implications arising from those recommendations. All decisions taken by or on behalf 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 of 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**

70. 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 Executive / Council will set out any financial implications arising from those recommendations.

## **RECOMMENDATION**

The Committee is recommended to:

Consider the contents of the report and report any comments to the Cabinet Member.

**Tony Young**  
**Director of Social Services**  
**21 September 2016**

Mae'r dudalen hon yn wag yn fwriadol

# Q1 Delivery and Performance Report 2016-17

## Performance against Commitments in the Corporate Plan 2016-17

Q1 2016-17 – (60)



## Performance against Performance Indicators included in this report

Q1 2016-17 – (54)



\*Including 6 (11%) being used to set a baseline and 2 (4%) are annual indicators

## Performance RAG Status Matrix for Corporate Commitments

		CONSEQUENCES			
LIKELIHOOD	A1	A2	A3	A4	
	B1	B2	B3	B4	
	C1	C2	C3	C4	
	D1	D2	D3	D4	

LIKELIHOOD	CONSEQUENCES
A = Very Likely	1 = Major
B = Likely	2 = Significant
C = Unlikely	3 = Moderate
D = Very Low	4 = Minor

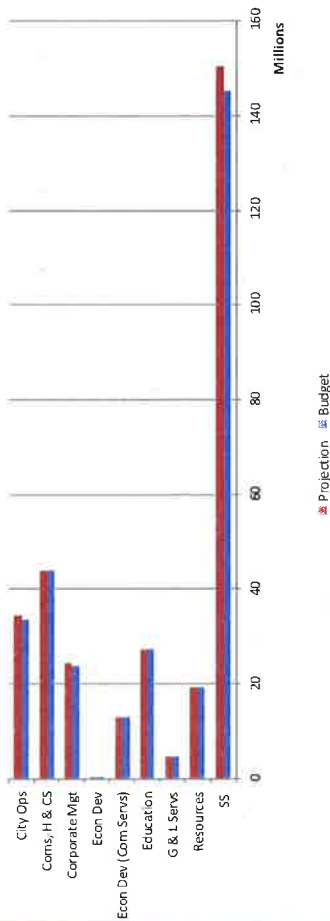
RAG DEFINITION
Significant issues. Commitment will not be achieved, or requires immediate action required to address. Issue to be raised with the Performance Support Board/SMT and Emphasis should be given on including in Performance Reports.
Moderate issues. Management action required to bring matters back on track. Issue either requires a corporate response to address or can be managed within the Directorate but issues needs to be raised with the Performance Support Group/SMT. Emphasis should be given on including in Performance Reports.
Some Issues. Delivery of the commitment is either delayed, or will not achieve the all the desired outcomes. Issues can be managed with the Directorate and does not require escalation.
On target – Commitment is on course to be delivered on time, on budget and to achieve the desired outcome.



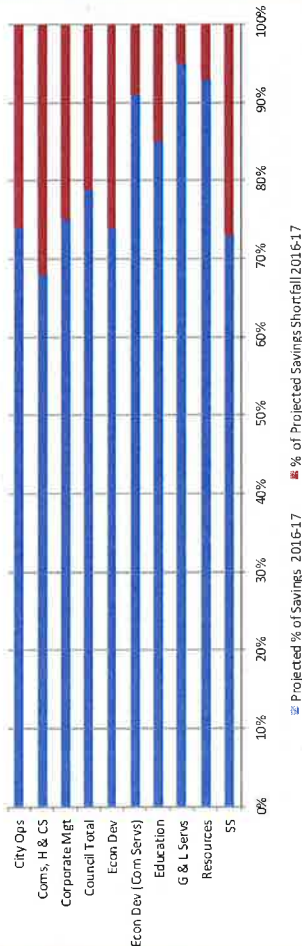
# Council Overview Scorecard Quarter 1 2016-17

## Financial - tracking financial success and value

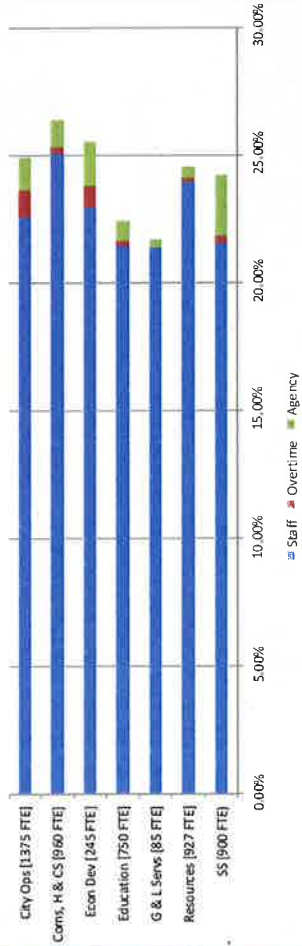
Projected Budget Outturn 2016-17



Percentage of Projected Savings 2016-17



Staff Budgets, Overtime & Agency



The table above represents the percentage spend for Quarter 1

## Customer - clarifying and adding value to the customer

### Social Media

Twitter  
 59,030 followers @cardiffcouncil  
 2,029 followers @cyngorcaerdydd  
 6,505 Likes on Facebook

During Q1 there were  
**618,735** visits to Library  
 & Hubs across the City



Calls to Connect Centre remain high with additional calls in Q1 in relation to the Referendum, Assembly Elections and PCC Elections.

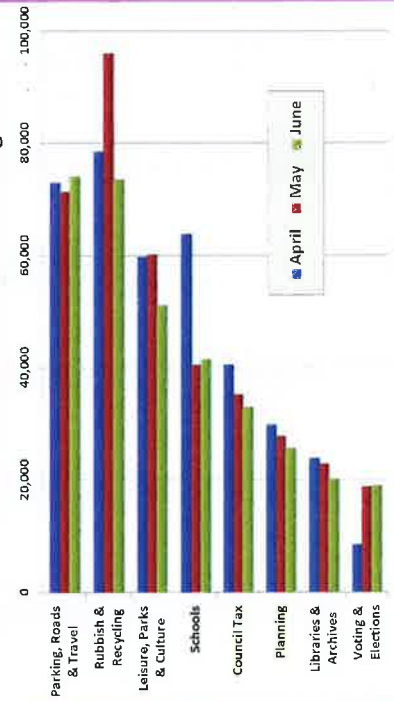
### Customer Satisfaction Levels Q1

Visitors to Hubs : 100%  
 Callers to C2C : English - 96% Welsh - 100%  
 Repair Reporting Line : 91%  
 (other areas to be developed in Q2)  
 The council received **237** compliments

### Calls to Connect to Cardiff



### Most visited areas on the Cardiff.gov.uk



In May & June, Czech was the most popular language the website was translated into

### Complaints

During Quarter 1 the 425 Complaints were logged, of which 94% were responded to within 20 days

### Information Requests

There has been a 10% increase in overall compliance for Information Requests from 78% to 88% and an increase in multi-function requests from 62% to 82%

# Council Overview Scorecard Quarter 1 2016-17

**Internal Processes** - transforming the way that we do things

## Enabling & Commissioning Services

This portfolio will establish Council-wide measures to support effective delivery and cost reduction across all directorates.

↑ 10 Green

↓ 3 Amber/Green

→ 5 Red/Amber

→ 0 Red

## Reshaping Services

Reshaping Services will exploit enabling technologies and develop working practices to facilitate the reshaping of key services across the Council.

*Its aim is to better understand and manage customer demand, re-align services and functions that are currently delivered across a number of service silos, and deliver services at a reduced cost in order that they are sustainable within the tough financial climate.*

↑ 7 Green

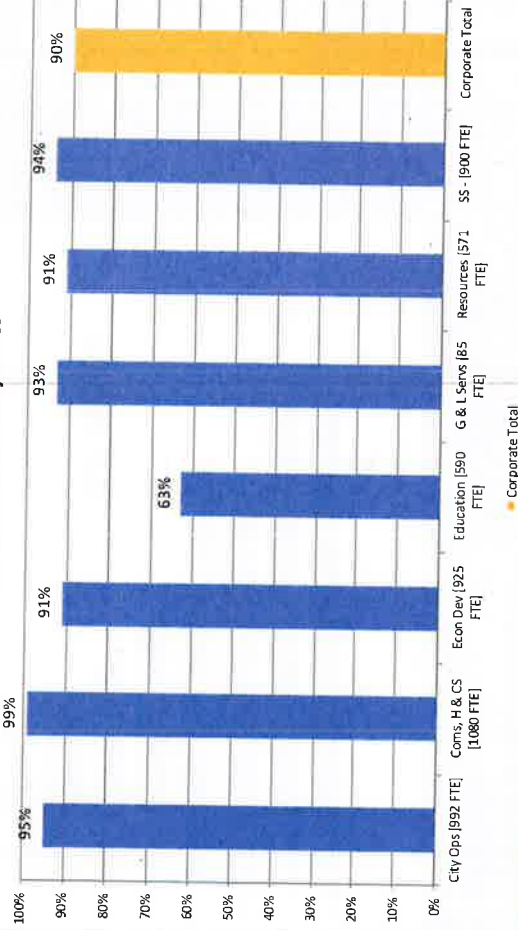
↓ 7 Amber/Green

↑ 1 Red/Amber

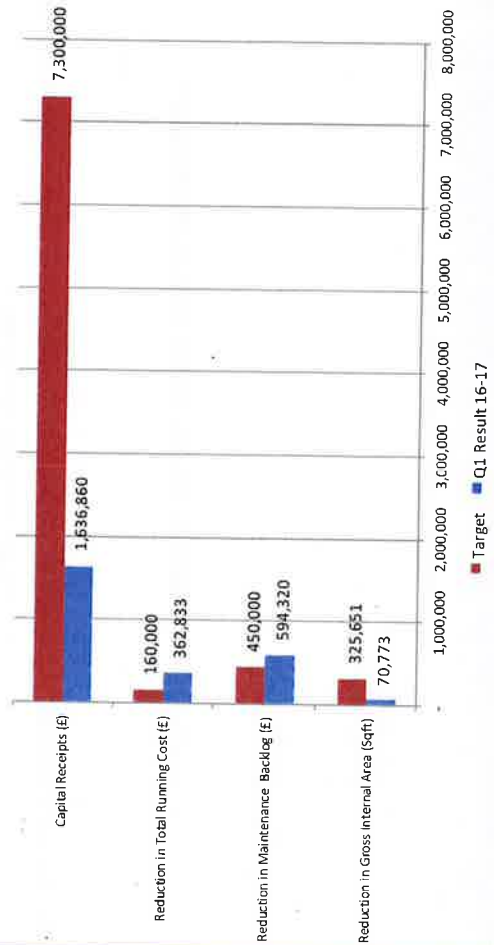
→ 1 Red

**Learning & Growth** - inspired, competent, engaged & aligned workforce

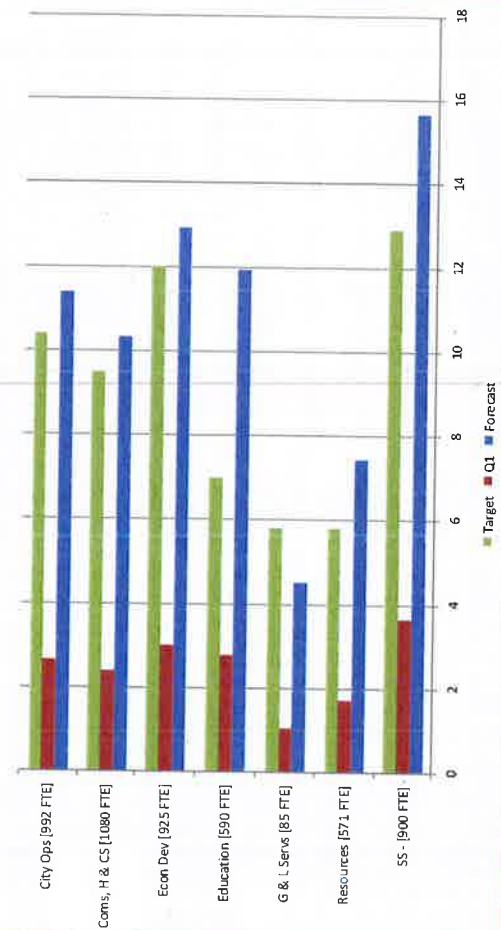
## PPDR - Initiation of Objectives



## Corporate Asset Management 2016-17



## Sickness Absence - FTE Days Lost Per Person



90% of Return to Work Interviews have been completed across the organisation



## Quarter 1 2016-17 Directorate Performance Report

Directorate: Social Services

Director: Tony Young

Number Employees (FTE): 900

Cabinet Members: Cllrs Lent, Elsmore

### Q1 Measures

#### Performance Indicators (those included in Corporate & Delivery Plans) (Total 30)

Performance Indicator	Q1 2016-17	Target 2016-17	Q1 2015-16	Q4 2015-16	Outturn 2015-16	RAG	Commentary
Staff 1 - Percentage of social work vacancies in all teams	22.9%	18%	23.5%	22.2%	22.2%	R	For further information, please see the update against Improvement Objective 2.1 below – People at risk in Cardiff are safeguarded – improve recruitment and retention
Measure 25 - Percentage of children supported to remain living within their family	59.0%	N/A	New	New	New		Of the 1,661 children with a Care & Support Plan at 30.06.16, 980 were being supported to live at home (i.e. were not being looked after). No RAG rating has been applied as 2016-17 is the first year that this PI has been reported. A baseline will be established during the year to inform target setting for 2017-18.
Measure 26 - Percentage of looked after children returned home from care during the year	3.2%	N/A	New	New	New		Of the 747 children who have been looked after during the year to date, 24 have returned home. This PI is cumulative and performance will improve as we progress through the year.
SCAL25 - The total number of adults in need of care and support using Direct Payments	633	Q1 648 Q2 682 Q3 716 Q4 750	New	New	New	A	No RAG rating has been applied as 2016-17 is the first year that this PI has been reported. A baseline will be established during the year to inform target setting for 2017-18. Cumulative indicator. New indicator introduced to capture the flow to give a more accurate picture of take up regarding direct payments. For further information, please see the update against Improvement Objective 2.3 below - People in Cardiff are supported to live independently – increase the take up of direct payments.
SCA18a - Percentage of eligible adults who are caring for adults that were offered a Carers Assessment during the year	30.06	Q1 22.5% Q2 45.0% Q3 67.5% Q4 90.0%	29.2%	76.8%	76.8	G	Cumulative indicator. The number of completed carers assessments for Quarter 1 2016-17 is 217

## Quarter 1 2016-17 Directorate Performance Report

Directorate: Social Services		Director: Tony Young		Number Employees (FTE): 900		Cabinet Members: Cllrs Lent, Elsmore		
Performance Indicator		Q1 2016-17	Target 2016-17	Q1 2015-16	Q4 2015-16	Outturn 2015-16	RAG	Commentary
Measure 18 - Percentage of adult protection enquiries completed within 7 working days		97.1%	N/A	New	New	New		No RAG rating has been applied as 2016-17 is the first year that this PI has been reported. A baseline will be established during the year to inform target setting for 2017-18.
Measure 19 - The rate of delayed transfers of care for social care reasons per 1,000 population aged 75 or over		1.78	Q1 2.70 Q2 5.39 Q3 8.09 Q4 10.79	3.65	11.18	11.18	G	Cumulative indicator. Total number of delayed transfers of care for social care reasons (Cardiff) for this period is 30. For further information, please see Key Challenges Section - Delayed Transfers of Care.

\*This includes the Sickness and PPDR PIs which are included on the Corporate Overview Scorecard

### Progress against Performance Indicators (Corporate & Delivery Plans – Total reported 7)

RAG	Red %	Amber %	Green %	Notes
Q1	14.3% (1)	14.3% (1)	28.6% (2)	RAG not included for 3 PIs (42.8%) which are in a baseline year
Q2				
Q3				
Q4				

### RAG Rating Explanation

Service	Red	Amber	Green
Children's Services	Below threshold	Above threshold; below target	On or above target
Adults' Services	Unlikely to meet target (projected result)	Below target - within tolerance (projected result)	Target likely to be met (projected result)

### Q1 Priorities

#### Corporate Plan Priorities

Priority	Commitments (Part 1 in Delivery Plans)	Progress / Issues / Mitigating Actions	Q1	Q2	Q3	Q4
1.2 Looked after children in Cardiff achieve their potential	Embed key elements of the Corporate Parenting Strategy in collaboration with partners by March 2017	Corporate Parenting Strategy approved by Cabinet. Implementation plan to address the key outcomes of the Strategy is included as part of the Strategy document.	G			

RAG

## Quarter 1 2016-17 Directorate Performance Report

Directorate: Social Services

Director: Tony Young

Number Employees (FTE): 900

Cabinet Members: Cllrs Lent, Elsmore

Priority						
Improvement Objectives	Commitments (Part 1 in Delivery Plans)	Progress / Issues / Mitigating Actions	Q1	Q2	Q3	Q4
2.1 People at risk in Cardiff are safeguarded	<p>Improve the system for protecting children from significant harm by implementing new Multi Agency Safeguarding Hub (MASH) arrangements for managing referrals by June 2016</p>	<p>Children's Services, Health, Police, Probation and Wales Community Rehabilitation Company co-located to Bay Police Station in readiness for go-live date on 4<sup>th</sup> July 2016. Education preparations to join MASH are underway – anticipated that staff will be co-located in Quarter 2.</p>	G			
	<p>Improve the recruitment and retention of children's social workers, ensuring the Council achieves and maintains a vacancy rate for children's social workers below 18% by March 2017</p> <p>PI = Staff 1</p>	<p>Recruitment and Retention campaign reviewed. Work to refresh adverts to be undertaken in Quarter 2. Children's Services to recruit to a pool of additional social workers once all vacancies have been filled. This will enable the service to maintain consistency of service provision and caseload levels along with the ability to manage a healthy turnover of staff and to minimise the need to rely on expensive agency workers.</p> <p>Retention - remodelling of services is designed to support better retention of staff. The Care &amp; Social Services Inspectorate, Wales (CSSIW) commented that investment into workforce planning has improved the ability to recruit suitably qualified and experienced staff. Workforce Strategy Implementation Group has commenced work to consider internal opportunities for secondments / shadowing in order to promote staff retention. Interviews undertaken for secondment to the degree in Social Work and two new seconded places offered for 2016-17.</p> <p>Vacancy position remains reasonably stable at 23%, although this is slightly higher than the 22% reported for Quarter 4 2015-16. Vacancy and sickness levels are subject to ongoing monitoring and senior managers continue to be informed of capacity issues within their teams.</p>	A/G			

# Quarter 1 2016-17 Directorate Performance Report

Directorate: Social Services

Director: Tony Young

Number Employees (FTE): 900

Cabinet Members: Cllrs Lent, Elsmore

Priority

Improvement Objectives	Commitments (Part 1 in Delivery Plans)	Progress / Issues / Mitigating Actions	Q1	Q2	Q3	Q4
	Implement key elements of the Cardiff Child Sexual Exploitation Strategy in collaboration with partners by March 2017	<p>Child Sexual Exploitation (CSE) Strategy approved by Cabinet. Implementation plan in place and targets being met. Case review undertaken covering the period January 2014 – December 2015.</p> <ul style="list-style-type: none"> <li>• Trends, patterns and areas of practice improvement identified.</li> <li>• Changes in process implemented in light of findings.</li> <li>• Bespoke training for individual teams being rolled out.</li> <li>• Guidance for staff issued.</li> <li>• Range of tools to support practice under development. Work underway to improve multi-agency working.</li> </ul> <p>Professional Interest Group established and well supported by multi-agencies. Third sector organisations consulted and report improvements in the statutory response to CSE. All organisations offering support to children at risk of CSE are meeting quarterly to ensure a cooperative, coordinated approach to tackling CSE in Cardiff.</p>	G			
	Work to make Cardiff a recognised Dementia Friendly City by March 2018	<p>Scope has expanded and a partnership approach with Health is being developed. Action Plan on course for issue to partners in Quarter 2.</p> <p>Dementia Awareness Week took place during the week commencing 15<sup>th</sup> May 2016 and a range of Council departments supported the initiatives.</p>	G			
	Complete roll out of the second phase of a specialist training programme regarding the Social Services and Well-being (Wales) Act 2014	<p>Specialist training on phase 2 (local implementation) of the Social Services and Well-being (Wales) Act 2014 commenced. Training for elected members on the Act expected to take place in Quarter 2.</p> <p>Outcome focussed training for Social Services, Health and third sector staff commenced.</p>	G			

## Quarter 1 2016-17 Directorate Performance Report

Directorate: Social Services

Director: Tony Young

Number Employees (FTE): 900

Cabinet Members: Cllrs Lent, Elsmore

### Priority

Improvement Objectives	Commitments (Part 1 in Delivery Plans)	Progress / Issues / Mitigating Actions	Q1	Q2	Q3	Q4
2.3 People in Cardiff are supported to live independently	<p>Improve the effectiveness of transitional support for disabled and vulnerable children approaching adulthood</p> <p>Explore with the University Health Board (UHB) the feasibility of an integrated model for the management and delivery of health and social care services in adult social care</p>	<p>Transition protocols for Cardiff and the Vale of Glamorgan reviewed and areas for alignment identified.</p> <p>Following a scoping of needs exercise, additional Welsh Government funding (£2.5 million) has been secured for work relating to joint working arrangements, enhancing transition arrangements and the delivery of services across Cardiff and the Vale of Glamorgan. Additional staff to be recruited into Adults' Services to work more closely with Children's Services in Cardiff and to align the transition services across the region.</p> <p>When I Am Ready scheme launched and operational.</p> <p>The Intermediate Care Fund for 2016-17 is being utilised as a pooled budget across the Cardiff and Vale region to further support key areas of work in relation to the priority areas for integration identified in the Social Services and Well-being (Wales) Act 2014.</p> <p>Work is progressing in relation to further developing locality working across health and social care in relation to care models, community health and wellbeing hubs and community resilience / support structures.</p> <p>Strategic integrated workshop held with partners in Quarter 1 to identify challenges and agree opportunities</p>	G			
Work with our health partners to reduce the total number of Cardiff residents who experience a Delayed Transfer of Care (DToC) from hospital by 2017  PI = ACT19		<p>DToC numbers decreased in May to 78, a 17% decrease in a month. This is 33% lower than the same period last year when reported DToCs were 117. The Partnership is exceeding its initial 25% target reduction on the February 2015 position set for the first quarter of 2015-16. The number for Cardiff decreased by 7 in comparison to the previous month. The Cardiff and Vale of Glamorgan Integrated Health and Social Care Partnership Board DToC report for June (pre-</p>	R/A			



## Quarter 1 2016-17 Directorate Performance Report

Directorate: Social Services		Director: Tony Young	Number Employees (FTE): 900	Cabinet Members: Cllrs Lent, Elsmore			
Priority	Commitments (Part 1 in Delivery Plans)	Progress / Issues / Mitigating Actions	Q1	Q2	Q3	Q4	
Improvement Objectives	<p>Continue to increase the uptake of Direct Payments as an alternative to direct provision of care for Cardiff adult residents with care and support needs in line with the Social Services and Wellbeing (Wales) Act by 2017</p> <p>PI = SCAL25</p> <p>Offer a Carers Assessment to all eligible adult carers who are caring for adults</p> <p>PI = SCA18a</p>	<p>validated figures excluding Mental Health) will not be available until after the data is released from Welsh Government.</p> <p>Direct Payments Project Group members and lead have met. Service specification has been updated in line with the Social Services and Well-being (Wales) Act 2014 and a Task &amp; Finish Group are outlining Direct Payment Models and funding support mechanisms for future delivery.</p> <p>The two Carer Assessment Workers (CAWs) have had a positive impact on the number of Carer Assessments offered and completed. During Quarter 1, 30.1% of carers were offered an assessment (897 offers for 2,984 carers) compared to 29.2% for the same period last year (799 offers for 2,740 carers). The number of completed assessments is 217 compared to 175 for the same period last year and is therefore on course to exceed target. The CAWs have also achieved positive outcomes for carers by listening to their needs and finding solutions to meet their outcomes in line with the objectives of the Social Services and Well-being (Wales) Act 2014.</p>					
			R/A				
			G				
Directorate Priorities - other than those included in Corporate Plan (Max. five)							
Priority	Progress / Issues / Mitigating Actions	RAG					
Implement the Agile / Mobile Working Strategy across Social Services	Phase 1 implementation achieved.	G					
Early Help Strategy	Joint Assessment Family Framework pilot ongoing and subject to regular monitoring and review; training commenced.	G					
Improve the quality of residential care to support improved care for people in	Schedule of planned visits by the Contracts & Service Development team (announced and unannounced) now completed and implemented with visits being undertaken by the team. Robust escalating concerns	G					



Quarter 1

Indicator Ref	Indicator Title	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	Q1 2015-16	Q2 2015-16	Q3 2015-16	Q4 2015-16	2015-16	Q1 2016-17	Current Progress	Status	2016-17 Target	Level Triggering Mgt Action	Comments
<b>Children are protected from significant harm and are empowered to protect themselves</b>																				
Contacts 1 Local PI	Number of Contacts / Referrals Received	New for 2016-17	New for 2016-17	New for 2016-17	New for 2016-17	New for 2016-17	New for 2016-17	New for 2016-17	New for 2016-17	New for 2016-17	New for 2016-17	New for 2016-17	New for 2016-17	New for 2016-17	7,558	Target setting not appropriate	N/A	Target setting not appropriate	Target setting not appropriate	New indicator introduced for 2016-17 in response to changes implemented as a result of the Social Services & Wellbeing (Wales) Act 2014. Contacts and referrals are no longer recorded separately - since 6th April 2016 they have been recorded on a single "Contact & Referral" form.
CS CPR 4 Local PI	CPR caseload	207	213	283	272	255	372	314	255	300	322	311	342	342	336	Target setting not appropriate	N/A	Target setting not appropriate	Target setting not appropriate	Figure does not include 22 temporary registrations where case management responsibility for the children is retained by their home authority.
SSWB 27 National PI	The percentage of re-registrations of children on local authority Child Protection Registers														3.2%	Baseline year		Baseline year	Baseline year	4 / 127 4 of the children registered during the quarter had been on the CPR within the previous 12 months. 3 of the 4 children were a sibling group. No RAG rating has been applied as 2016-17 is the first year that this PI has been reported. A baseline will be established during the year to inform target setting for 2017-18.
SSWB 28 National PI	Average length of time for all children who were on the CPR during the year														206	Baseline year		Baseline year	Baseline year	27,381 / 133 The average length of time on the CPR for the 133 children who we de-registered during Quarter 1 was 206 days. No RAG rating has been applied as 2016-17 is the first year that this PI has been reported. A baseline will be established during the year to inform target setting for 2017-18.
SCC/04 Local PI	The percentage of initial child protection conferences due in the year which were held within 15 working days of the strategy discussion	48.9%	73.5%	72.7%	86.3%	82.6%	84.6%	83.8%	90.7%	96.4%	98.5%	93.0%	90.9%	94.4%	91.2%	😊	👉	90.0%	81.0%	124 / 136 10 conferences for 3 sibling groups were late in May, 2 as a result of administrative error during scheduling, and 8 were cancelled at conference because the reports had not been shared with the parents in advance and the views of the children had not been sought. 1 conference for 2 siblings was late in June as the scheduling was based on the wrong Strategy Discussion date. All late conferences have since been held. All Wales average 2014-15 = 92.6%
SCC/034 Local PI	The percentage of child protection reviews carried out within statutory timescales during the year	98.9%	99.2%	99.5%	99.2%	98.5%	98.0%	98.5%	99.8%	100.0%	99.6%	100.0%	99.6%	99.8%	98.4%	😊	🔴	100.0%	70.0%	301 / 306 3 conferences for 5 children were late in June - 2 children moved to live abroad; 2 were rescheduled because the school nurse could not attend and 1 was rescheduled to enable agency attendance. The new date was after the Court hearing so deregistration could be discussed. All Wales average 2014-15 = 98.0%

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Quarter 1

Indicator Ref	Indicator Title	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	Q1 2015-16	Q2 2015-16	Q3 2015-16	Q4 2015-16	2015-16	Q1 2016-17	Current Progress	Status	2016-17 Target	Level Triggering Mgt Action	Comments
<b>Children and young people are supported to live safely within their families with the lowest appropriate level of intervention</b>																				
SSWB 24 National PI	The percentage of assessments completed for children within statutory timescales														99.2%	Baseline year		Baseline year	Baseline year	470 / 474 No RAG rating has been applied as 2016-17 is the first year that this PI has been reported. A baseline will be established during the year to inform target setting for 2017-18. It is noted that performance in relation to this indicator is distorted for Quarter 1 as the assessments, which have a 42 working day timeframe, were introduced on 6th April, so could not be out of time until June. While the Directorate will strive to maintain a high level of performance, it is recognised that this will likely not be sustained as more assessments reach the 42 working day deadline.
SSWB 25 National PI	The percentage of children supported to remain living within their family														59.0%	Baseline year		Baseline year	Baseline year	980 / 1,661 Of the 1,661 children with a Care & Support Plan at 30.06.16; 980 were being supported to live at home (i.e. were not being looked after). No RAG rating has been applied as 2016-17 is the first year that this PI has been reported. A baseline will be established during the year to inform target setting for 2017-18.
SSWB 26 National PI	The percentage of looked after children returned home from care during the year														3.2%	Baseline year		Baseline year	Baseline year	24 / 747 Of the 747 children who have been looked after during the year to date, 24 have returned home. This PI is cumulative, and performance will improve as we progress throughout the year. No RAG rating has been applied as 2016-17 is the first year that this PI has been reported. A baseline will be established during the year to inform target setting for 2017-18.
<b>Looked after children experience the best care and support to help them recognise their abilities, have aspirations and achieve their full potential</b>																				
CS LAC 3e Local PI	LAC caseload (not including respite care arrangements for disabled children)	521	520	530	521	568	557	611	650	662	630	625	644	644	678	Target setting not appropriate	N/A	Target setting not appropriate	Target setting not appropriate	Cardiff rate at 30.06.16 = 9.3 per 000 Wales rate at 31.03.14 = 9.1 per 000
CS LAC 58 Local PI	Percentage of children in regulated placements who are placed in Cardiff	New for 2008-09	61.4%	64.8%	67.0%	65.6%	62.2%	62.0%	60.7%	60.4%	61.6%	60.9%	62.5%	62.5%	61.2%	☹	▼	65.0%	58.5%	325 / 531 The PI counts only children placed within the LA boundaries and excludes children placed in neighbouring authorities close to their home area and attending Cardiff schools. 14.6% (30) of children not placed in Cardiff are placed within 10 miles of their home address. 5 of the children not placed in Cardiff are placed with a relative carer. Planning always takes account of placement location for children. Some children need a specialist placement that is not available in the city or need to live away from families, communities or individuals that could present risks for them.

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Quarter 1

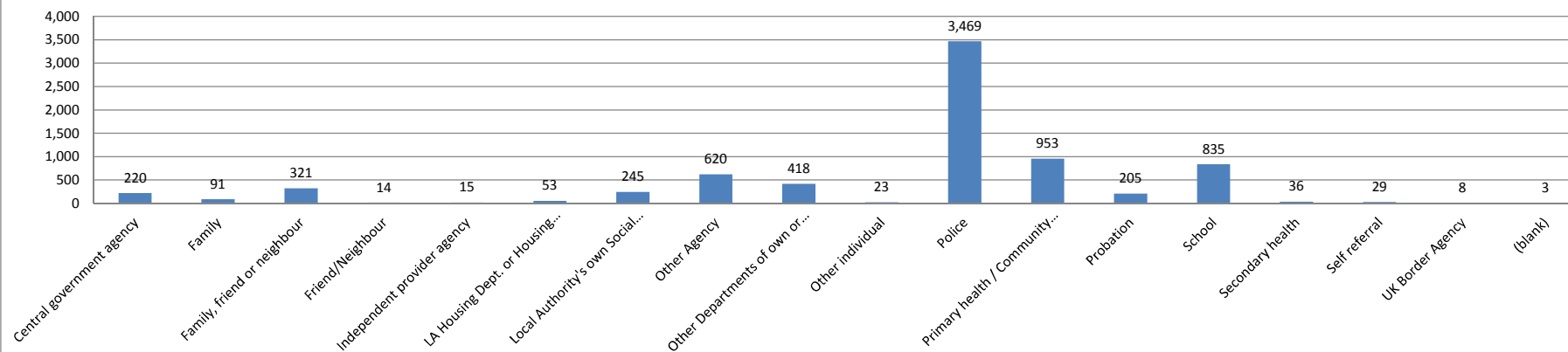
Indicator Ref	Indicator Title	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	Q1 2015-16	Q2 2015-16	Q3 2015-16	Q4 2015-16	2015-16	Q1 2016-17	Current Progress	Status	2016-17 Target	Level Triggering Mgt Action	Comments
SCC/021 Local PI	The percentage of looked after children reviews carried out within statutory timescales during the year	92.3%	95.9%	96.2%	96.4%	95.2%	95.2%	92.4%	88.3%	93.2%	96.0%	95.9%	92.7%	94.5%	96.1%	☹	▲	100%	70.0%	492 / 512 All Wales average 2014-15 = 95.5%
SCC/025 Local PI	The percentage of statutory visits to looked after children due in the year that took place in accordance with regulations	69.3%	79.5%	88.2%	83.9%	85.1%	89.5%	87.7%	88.9%	85.1%	85.3%	85.3%	91.1%	86.6%	94.1%	☺	▲	90.0%	81.0%	482 / 512 All Wales average 2014-15 = 87.7%
<b>Cardiff is the destination of choice for committed social work professionals</b>																				
Staff 1 Local PI	Percentage of social work vacancies in all teams	22.1%	26.1%	15.2%	14.7%	15.9%	14.5%	20.8%	27.2%	23.5%	21.4%	21.6%	22.2%	22.2%	22.9%	☹	▼	18.0%	19.8%	104 / 454.9 I&A = 32.8% CIN = 20.2% LAC = 18.7% Recruitment and Retention campaign reviewed. Work to refresh adverts to be undertaken in Quarter 2. Children's Services to recruit to a 'pool' of additional social workers once all vacancies have been filled. This will enable the service to maintain consistency of service provision and caseload levels along with the ability to manage a healthy turnover of staff and to minimise the need to rely on expensive agency workers. Retention - remodelling of services is designed to support better retention of staff. The Care & Social Services Inspectorate, Wales (CSSIW) commented that investment into workforce planning has improved the ability to recruit suitably qualified and experienced staff. Workforce Strategy Implementation Group has commenced work to consider internal opportunities for secondments / shadowing in order to promote staff retention. Interviews undertaken for secondment to the degree in Social Work and 2 new seconded places offered for 2016-17. Vacancy position remains reasonably stable at 23%, although this is slightly higher than the 22% reported for Quarter 4 2015-16. Vacancy and sickness levels
<b>Children's Services are provided on the basis of the most efficient and effective use of resources</b>																				
CS LAC 44 Local PI	Percentage of LAC placements with independent sector providers	56.4%	56.6%	58.9%	62.0%	64.2%	68.6%	67.4%	71.8%	70.3%	70.3%	70.0%	72.0%	72.0%	73.6%	☹	▼	70.0%	77.0%	391 / 531 Of the 391 placements with independent sector providers, 180 started within the last 12 months.

Mae'r dudalen hon yn wag yn fwriadol

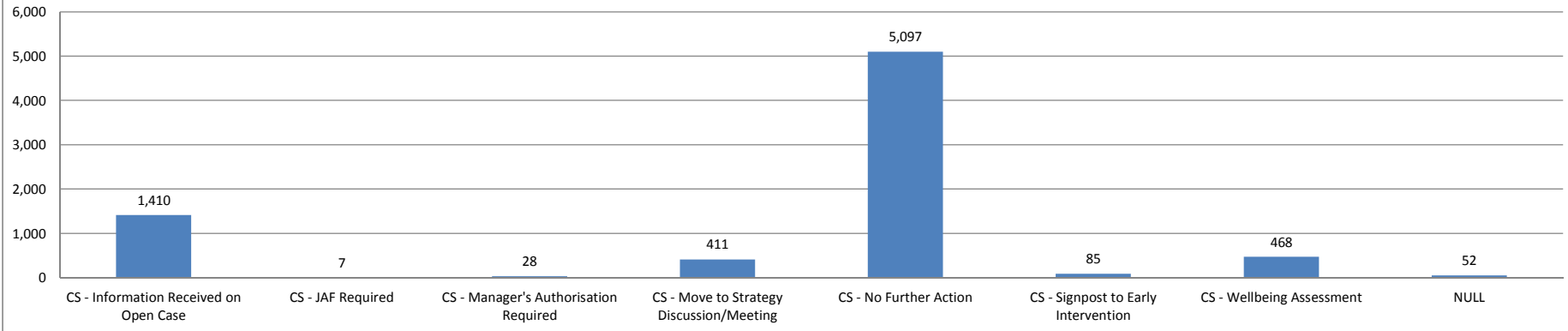
**Summary of Wellbeing Contact / Referrals Quarter 1 2016-17**

Source/Outcome	CS - Information Received on Open Case	CS - JAF Required	CS - Manager's Authorisation Required	CS - Move to Strategy Discussion/Meeting	CS - No Further Action	CS - Signpost to Early Intervention	CS - Wellbeing Assessment	NULL	Grand Total
Central government agency	4			2	208		6		220
Family	4		1		72	2	12		91
Family, friend or neighbour	8		6	7	265	8	27		321
Friend/Neighbour				2	12				14
Independent provider agency	13			2					15
LA Housing Dept. or Housing Association	8				28		17		53
Local Authority's own Social Services Dept.	20		3	61	145	1	15		245
Other Agency	100		2	32	402	11	69	4	620
Other Departments of own or other LA	30			29	327		32		418
Other individual	3			1	17	1	1		23
Police	881		7	104	2,319	17	104	37	3,469
Primary health / Community health	221	3	2	47	547	32	94	7	953
Probation	8			4	185	1	7		205
School	104		6	117	524	9	74	1	835
Secondary health	4	4	1	3	18		6		36
Self referral	1				22	3	3		29
UK Border Agency	1				6		1		8
(blank)								3	3
<b>Grand Total</b>	<b>1,410</b>	<b>7</b>	<b>28</b>	<b>411</b>	<b>5,097</b>	<b>85</b>	<b>468</b>	<b>52</b>	<b>7,558</b>

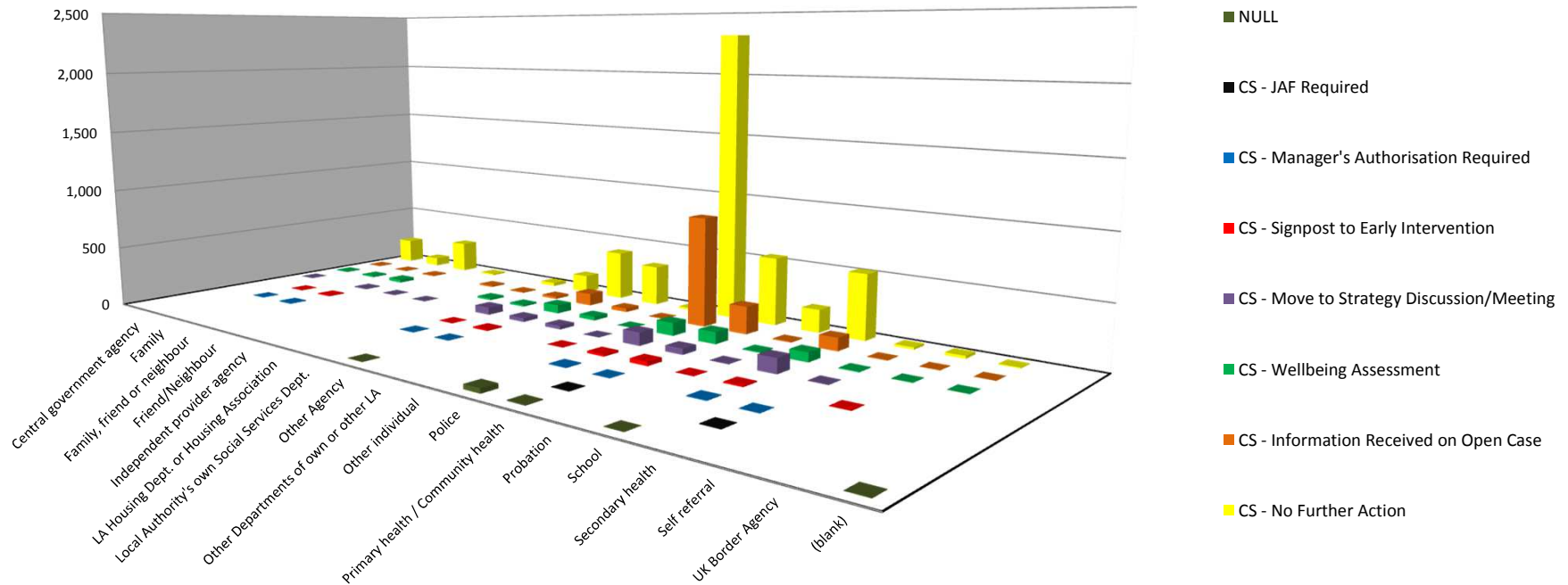
**Source of Wellbeing Contact / Referral Quarter 1 2016-17**



### Outcome of Wellbeing Contact/Referral Quarter 1 2016/17



### Source of Wellbeing Contact/Referral by Outcome Quarter 1 2016/17

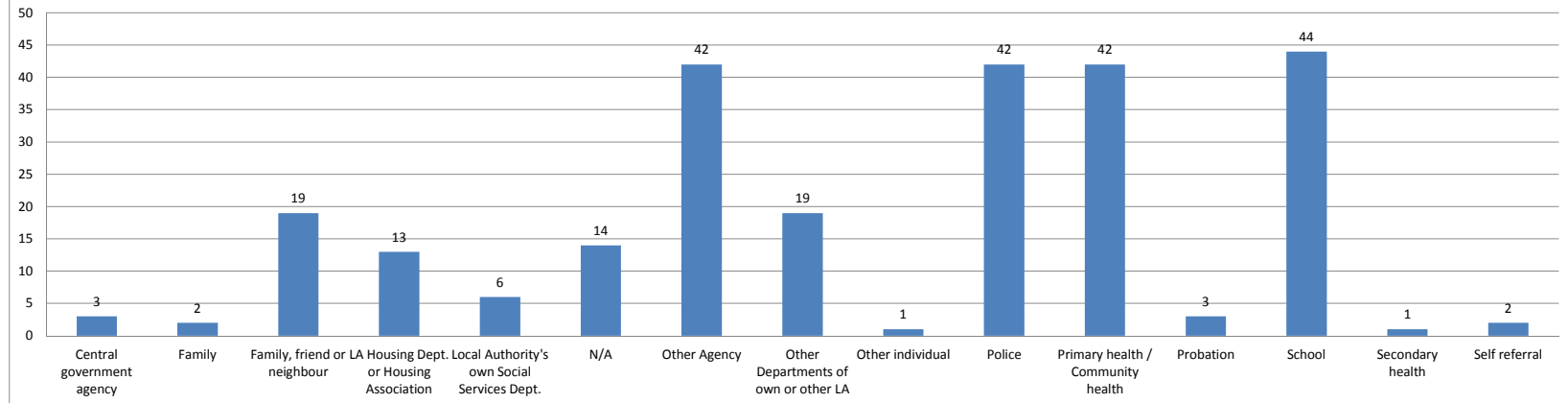


### Summary of Wellbeing Assessments Quarter 1 2016/17

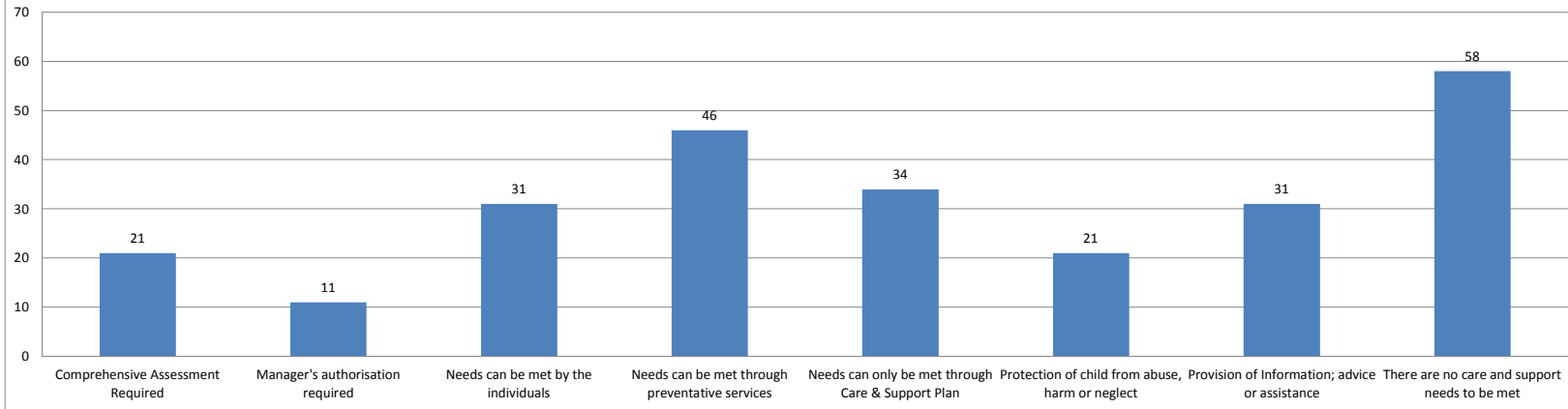
Source/Outcome	Comprehensive Assessment Required	Manager's authorisation required	Needs can be met by the individuals	Needs can be met through preventative services	Needs can only be met through Care & Support Plan	Protection of child from abuse, harm or neglect	Provision of Information; advice or assistance	There are no care and support needs to be met	Grand Total
Central government agency						2		1	3
Family								2	2
Family, friend or neighbour	1		3	1	3	4	2	5	19
LA Housing Dept. or Housing Association		1		1	3	2	5	1	13
Local Authority's own Social Services Dept.			2	2	2		2		6
N/A		1	1	2	4	3		3	14
Other Agency		8	3	9	10	1	2	9	42
Other Departments of own or other LA	2	1	1	1	1	1	5	7	19
Other individual								1	1
Police	8		2	6	3	4	6	13	42
Primary health / Community health	2		8	14	5	1	5	7	42
Probation				1		1		1	3
School	8		11	8	3	2	3	9	44
Secondary health				1					1
Self referral					2				2
<b>Grand Total</b>	<b>21</b>	<b>11</b>	<b>31</b>	<b>46</b>	<b>34</b>	<b>21</b>	<b>31</b>	<b>58</b>	<b>253</b>

*N/A = Wellbeing Assessment did not originate from Contact / Referral and there are no source questions on Wellbeing Assessment*

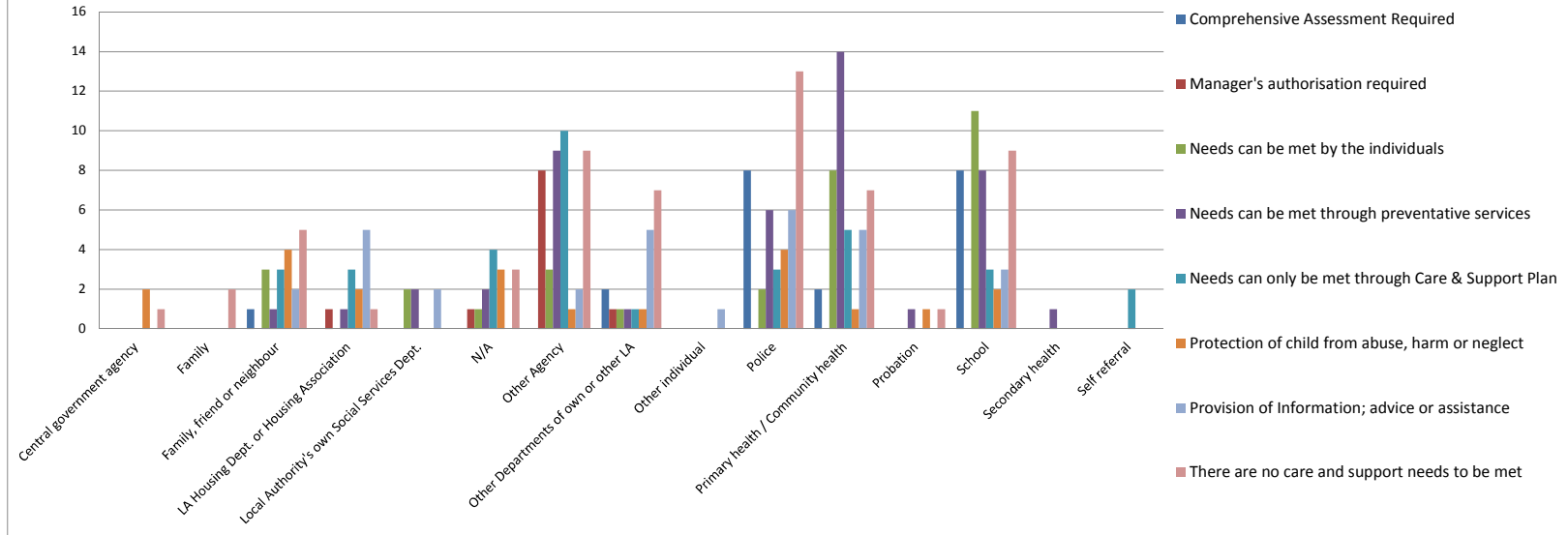
#### Source of Wellbeing Assessment Quarter 1 2016/17



**Outcome of Wellbeing Assessments Quarter 1 2016/17**



**Source of Wellbeing Assessment by Outcome Quarter 1 2016/17**





**Children's Services Performance Management Information Report**

**Appendix D – List of New Children's Services National Performance Indicators**

1. The percentage of assessments completed for children within statutory timescales.
2. The percentage of children supported to remain living within their family.
3. The percentage of looked after children returned home from care during the year.
4. The percentage of re-registrations of children on local authority Child Protection Registers.
5. Average length of time for all children who were on the CPR during the year.
6. The percentage of all care leavers who are in education, training or employment at 12 months after leaving care.
7. The percentage of all care leavers who are in education, training or employment at 24 months after leaving care.
8. The percentage of care leavers who have experienced homelessness during the year.
9. The percentage of children achieving the Core Subject Indicator at Key Stage 2.
10. The percentage of children achieving the Core Subject Indicator at Key Stage 4.
11. The percentage of looked after children who have had their teeth checked by a dentist during the year.
12. The percentage of placements started during the year where the child is registered with a provider of general medical services within 10 working days of the start of the placement.
13. The percentage of children looked after at 31 March who have experienced one or more change of school, during a period or periods of being looked after, which were not due to transitional arrangements, in the 12 months to 31 March.
14. The percentage of children looked after on 31 March who have had three or more placements during the year.

Mae'r dudalen hon yn wag yn fwriadol

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

**CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE**

**27 September 2016**

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**COMMITTEE'S WORK PROGRAMME 2016 -17**

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**Purpose of the Report**

1. The Council's Constitution states (Scrutiny Procedure Rule 7) that each Scrutiny Committee will set its own work programme. The Children & Young People Scrutiny Committee's terms of reference provide the Committee with the responsibility for the scrutiny of a number of specific service areas. The Committee is also responsible for the scrutiny of a number of policies and strategies that affect children and young people in Cardiff, plus it can undertake investigations into any matters relating to the children and young people of Cardiff.
2. This report provides the Committee with the outcome of the Members' consideration of the many issues that it could scrutinise. At the July Committee meeting Members reviewed the possible items and the resulting list has been populated into the calendar, attached at **Appendix A**, for the Committee's consideration and approval. The Calendar of meetings only covers the period up to March 2017 as the Council will be in 'purdah' in April 2017 prior to the Council Elections, and a new Council will be elected in May 2017.
3. Members may also wish to approve the commissioning of any or all of the proposed Task & Finish Inquiries, as listed in paragraph 11.

**Background**

4. Scrutiny plays an essential role in promoting accountability, efficiency and effectiveness in the Council's decision making process and the way in which it delivers services. The main roles of the Scrutiny Committees are:

- Holding the Cabinet and officers as decision-makers to account.
  - Being a 'critical friend', through questioning how decisions have been made to provide a 'check and balance' to decision makers, adding legitimacy to the decision making process.
  - Undertaking reviews of Council services and policy.
  - Undertaking reviews to develop Council services and policies.
5. The Committee at its meeting on 11 July 2016 considered a report setting out the potential items that could be considered during the municipal year. Each item was reviewed by the Members and prioritised using a list of items developed from a number of specific areas:
- i) Prior Year Committee agendas
  - ii) Requests from previous Committee meeting letters
  - iii) Governance items
  - iv) Cabinet Forward Plan
  - v) Inspection report recommendations
  - vi) Suggestions from Committee Members
  - vii) Suggestions from Council Directors
  - viii) Suggestions from external stakeholders (eg C3SC / Youth Council / Looked After Children)
  - ix) Items carried forward from last year's work programme.
6. The Members also took into consideration the Wales Audit Office (WAO) Corporate Assessment (September 2014) and the subsequent advice to scrutiny committees. This advice aimed to achieve Committee meetings that last no longer than three hours, whilst maintaining robust and appropriate levels of scrutiny across the terms of reference, by ensuring agendas are of a manageable size and that work occurs outside Committee meetings. Members agreed with this approach, with the option to consider additional items, if required.

7. The Committee also agreed that to aid in focussing the agendas more effectively and maximising the impact of the scrutiny of each item at Committee, Members would adapt the way that issues would be scrutinised in the future to include:

- Reports and briefings to be sent to Members prior to the Committee meeting for their consideration and comment. Should any concerns or questions be raised these would be highlighted at the Committee meeting to enable Cabinet Members and Officers to respond in a timely manner.
- Budget monitoring reports to be scrutinised by a Committee Panel, meeting throughout the year. The Panel would regularly report back to Committee with their comments, concerns or requests for further investigation at full Committee, to enable Cabinet Members and Officers to respond.

8. To enable the work programme to reflect this more focused approach the Members identified those issues which they had jointly prioritised and further determined whether it would be most appropriate to scrutinise each item either at:

- i) Full Committee
- ii) Briefing report to Committee Members, prior to Committee
- iii) Task & Finish Investigation
- iv) Informal Member Panel, meeting through the year.

9. The resultant list of items was then inputted into the work programme calendar attached at **Appendix A** to form a work programme for the full year. The schedule of items detailed below includes the task identified under the four work areas of the Committee, namely:

- **Corporate Plan and budget development and delivery** – This enables Members to review, challenge and analysis of the Council’s key policy documents affecting Children & Young People.
- **Performance and Improvement** – These reports enable the Committee to receive inspection reports, regularly review service area performance information, identify

areas for further investigation and appraise the effectiveness of improvement actions and their implementation.

- **Reports from external bodies** – These reports enable the Committee to receive draft copies of partnership, consortium and joint working annual reports, to review objectives and outcomes and assess the impact of the partnerships' work.
- **Reshaping Services** – These reports enable the Committee to receive draft proposals, progress reports and draft plans for the development of alternative methods for the delivery of service for children & young people in Cardiff.

## Issues

10. The work programme for each Scrutiny Committee identifies various types of scrutiny investigations. Members of the Committee have consistently committed to regularly monitor and review corporate strategies, budget proposals and their delivery, performance and improvement reports, governance reports and reshaping services proposals. The Members agreed to continue this approach as detailed below:

### Corporate Plan and Budgetary development and delivery

- Draft Budget / Corporate Plan – at full Committee in February 2017.
- Children's Services Budgeted Savings – at a quarterly Committee panel– to review the work undertaken to achieve the identified saving in the 2016/17 budget, based on financial data, including the impact of the savings on services.
- Education Budgeted Savings – at a quarterly Committee panel – to review the work being undertaken to achieve the identified saving in the 2016/17 budget, based on financial data including the impact of the savings on services.

### Education

- Cardiff 2020 – to review of progress in implementing and performance monitoring, at full Committee in December 2016 and March 2017.
- Performance of Cardiff Schools –, Annual statutory performance report with consortium, at full Committee in January 2017.
- Quarterly Performance monitoring reports, at full Committee, September 2016, December 2016 and March 2017.
- Closing the gap, FSM outcomes and Consortium update, at full Committee in November 2016, could be moved to January 2017.
- Update on the implementation of the Committee's Governor's Reports recommendations, at Committee, December 2016.
- Education provision for asylum seekers and refugees, paper to Members December 2016.

### Children's Services

- Children Services Quarterly performance reports at full Committee, September 2016, December 2016 and March 2017.
- Social Care Director's Statement. This will be a joint Committee meeting with Community and Adult Service Scrutiny Committee, in December 2016.
- Progress report on the implementation of the CHAD report recommendations, at full Committee in October 2016.
- Mental Health service & partnership working, funding and refugees, at full Committee, in October 2016.
- Progress report on the implementation of the Child Sexual Exploitation recommendations, at Committee in March 2017.
- Briefing on the Multi Agency Safeguarding Hub, paper to Members in November 2016.

- Briefing on progress being made in implementing Well-Being, paper to Members in December 2016.

### **Reports from external bodies monitoring**

- South Central Consortium annual report, at full Committee in November 2016, could be moved to January 2017.
- Families First progress report with comments from the Youth Council, at full Committee in October 2016.
- Adoption Service annual report, paper to Members October 2016.

### **Reshaping Services**

The Committee has already been made aware of a key service reshape being undertaken. Members expressed their desire to be able to scrutinise the proposal before any decisions have been made. These will be considered as and when necessary prior to the appropriate Cabinet meeting.

### **Inquiries– to be undertaken by Task & Finish Groups**

The Committee Members, at the Forum meeting, suggested a number of issues that the Committee could include as scrutiny Inquiries. The Members identified three potential Inquiries and requested scrutiny officers discuss benefits of each with the service area, an additional Inquiry was suggested by Council. The items are:

- **School Term Times**

To consider and agree whether or not to:

- a. Hold a short Inquiry into the possibility of shortening the summer school holiday and increasing a half term holiday to two weeks, as requested by Council;



- b. Undertake a review of the information available from the Welsh Government, English Local Authorities to determine a general way forward for the Cabinet to consider.
- c. To undertake detailed consultation across all Cardiff's maintained Schools, to determine the preferred option for school terms dates for consideration by the Welsh Government as part of its consultation in December / January, covering:
  - i. parents, guardians and pupils;
  - ii. school Staff, head teachers and governors.
  - iii. Other local authorities in Wales;
  - iv. representatives from third sector organisations.
  - v. representatives from teachers' and head teachers' unions.
  - vi. Any other relevant groups.
- d. To suggest that the issue is considered by the new Administration's Children & Young People Scrutiny Committee as part of its work programme for 2017/18.

▪ **Female Genital Mutilation (FGM)**

To Consider and agree whether or not to:

- a. Hold an Inquiry focusing on the robustness of the processes and procedures in place to tackle, support and advice women on FGM.
- b. To invite the following stakeholders to give evidence to the Inquiry:
  - i. relevant Cardiff Council Cabinet Members and officers, including Children Services and Education, to understand what the level of training and awareness raising is undertaken for the identified ethnic groups;
  - ii. relevant South Wales Police officers, Police and Crime Commissioners.
  - iii. relevant Welsh Government, Public Health and Health Board officers;
  - iv. representatives from third sector organisations working to tackle FGM including BAWSO and NSPCC

- c. To review the data available on the number of FGM cases in Cardiff, and the processes in place to capture the data;
- d. Review the operation of the All Wales FGM Clinical Pathway across primary care, secondary care, tertiary care and community care services.
- e. To report the inquiries findings to the Council's Cabinet, Welsh Government, Public Health Wales and Cardiff & Vale University Health Trust.

- **Young People Not in Education, Employment or Training (NEET)**

To consider and agree whether or not to:

- a. Hold an Inquiry focusing on the policies and actions to assess and reduce the number of NEETs in Cardiff, particularly around tier 2 and 3 young people.
- b. To review the data available on the number of Neets from the Career Wales register, school data, and destination analysis.
- c. To invite the stakeholders to give evidence to the Inquiry on the role they are playing in helping to reduce the number of young people in Tier 2 and tier 3.
- d. To identify actions and partnership arrangements to help move young people from tier 2 & 3 to Tier 4 and 5.
- e. To identify any challenges for the future of the service and suggest where possible options for the future of the service
- f. To report the findings to Cabinet and relevant stakeholders to improve the outcomes for Young People likely to become NEET.

- **Revised Youth Service.**

To. Consider and agree whether or not to:

- a. Hold an Inquiry into the effectiveness of the revised youth service provision as set out in the 2016/17 Council budget report. "That the Council will continue to support the delivery of youth provision throughout the City, directly supporting provision with targeted Council run services for young people and communities in greatest need"

- b. To assess the impact of the revised service on youth service provision across Cardiff.
- c. To invite the following stakeholders to give evidence to the Inquiry:
  - i. Youth Council representatives;
  - ii. Council Officers and relevant cabinet members;
  - iii. Representatives from two youth centres;
  - iv. Representatives from neighbourhood Partnership Area and Youth Activity Centre (YAC); and
  - v. representatives from third sector organisations working to the youth service;
- d. To identify any challenges for the future of the service and suggest where possible options for the future of the service
- e. To report the inquiries findings to the Cabinet to help inform the future provision of youth services in Cardiff.

▪ **Listening Event with Young People**

Subject to resources, it is proposed to undertake a listening event in partnership with the Cardiff Youth Council or a third sector organisation to establish the views of young people on issues of concern. The listening event will be developed to ensure that its output will be of benefit to the Committee, Council, third sector organisation and young people.

### **Pre-Decision Scrutiny and Call-in**

The Committee may also wish to undertake an evaluation of proposals prior to their consideration by the Cabinet, or prior to their implementation. Under these circumstances the issues can require detailed scrutiny and the Chair of the Committee will identify which items the Committee can have the most impact on. As such the work programme has included sufficient flexibility to enable the Committee to undertake this work effectively. Items already identified on the Cabinet Forward plan include:

- ii) School Organisation Plan proposals, at various times throughout the year.

- iii) Families First Review, at Committee– at full Committee prior to Cabinet
- iv) Schools Admissions Policy and sufficiency of places, at full Committee prior to Cabinet.

## **WAY FORWARD**

11. It is suggested that the Committee considers agreeing the task & finish and pre-decision topics as proposed in **paragraph 11** of this report, and further agrees the draft timetable of issues for the Committee as set out in **paragraph 10** above and summarised in **Appendix A**. Members may also wish to agree to set up Member Panel to monitor and review departmental budgets.

## **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 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 information set out in **paragraph 10** of the report and agree the proposed Work Plan Timetable for 2016/17 as set out in **Appendix A**.
- To agree to set up a Performance Member Panel and a Budget Monitoring Member Panel, in accordance with Part 1 of the Scrutiny procedure rules.
- To agree to undertake the Task & Finish Group Inquiries as set out in **paragraph 11**, in accordance with Part 1 of the Scrutiny procedure rules, and to seek nominations for the first inquiry that the Committee agrees to undertake.
- To seek nominations for the membership of the Budget Monitoring Panel as set out in **paragraph 7**.

**Davina Fiore**

**Director Governance and Legal Services**

**21 September 2016**

Mae'r dudalen hon yn wag yn fwriadol

Children Young People Scrutiny Committee work programme 2016/17

Scrutiny Work Streams	27 September 2016	18 October 2016	08 November 2016	1st December Joint	06 December 2016	10 January 2017	13 February 2017 Budget meeting	14 March 2017	April 2017 - Pre-Election Period	May 2017- Post election period	June 2017 - TBA	July 2016 - TBA
Corporate and Budget Development							Budget and Corporate Plan				Education / consortium delivery plan	
											Children's services delivery plan	
Performance and Improvement	provisional school results + Q1 performance + update on Cardiff 2020		Consortium annual report & closing the gap FSM outcomes - may be delayed to January		Q2 and Cardiff 2020 performance framework	Schools Annual Report & briefing on Attendance service		Quarter 3 Cardiff 2020 & Performance update			Quarter 4 Cardiff 2020 update	
	Children's Services Performance report Q1				Children's Services Performance report Q2			Children's Services Performance report Q3			Children's Services Performance report Q4	
				Directors report								
		New model for children's play	Update on the recruitment and retention of social workers									
		CHAD progress report			Update on Governors report recommendations			CSE progress report				
		Mental health service & partnership working & funding & refugees										
Governance of partnerships and consortium		Families First Annual Report and update with youth council										
											safeguarding annual report	Social care directors letter
											Corporate parenting annual report	

Children Young People Scrutiny Committee work programme 2016/17

Scrutiny Work Streams	27 September 2016	18 October 2016	08 November 2016	1st December Joint	06 December 2016	10 January 2017	13 February 2017	14 March 2017	April 2017 - Pre-Election Period	May 2017- Post election period	June 2017 - TBA	July 2016 - TBA
Cabinet reports pre-scrutiny												
		additional nursery place in west cardiff	Families First programme review					Admissions Policy and Sufficiency of places				
Scrutiny Panel												
Budget Monitoring		Month 4 budget monitoring		Month 6 Budget Monitoring			Month 9 Budget monitoring					Month 12 Budget Monitoring
Reports off agenda												
		Adoption service annual report										
Well-being updates				Well-being updates								
			briefing on MASH									
					Education provision for asylum seeker refugees							
	Training on new social care performance measures											
Committee Improvement Inquiries												
Youth service provision				review of Operation of the new Youth Service								
School Term times						short scrutiny						
FGM				scrutiny of the support and services around FGM in cardiff								
Listening event YC or LAC - to be scoped												
Neets		Neets investigation										

Corporate		Performance & Information	
Pre- Decision - Cabinet		Off agenda reports	
Updates from previous Scrutiny		Governance	
Potential Task & Finish Inquiry		Panel meetings	



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

**CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE**

**27 September 2016**

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**CORRESPONDENCE UPDATE – INFORMATION REPORT**

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**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 received to the recent letters sent by the Committee, and refer any questions or concerns to the relevant Cabinet Member or Director.

**Davina Fiore**

**Director of Governance and Legal Services**

**21 September 2016**

## Children and Young People Scrutiny Committee Correspondence Report summary 2016 - 17

Committee date	Recipient	Subject	Response Required	Response date	Response received	Future Action
19 April	Councillor Merry	Education and consortium Delivery Plans 2016/17	<p>A copy of the completed plans to be available by 30 April</p> <p>That the next Youth Service report should include additional information to clarify the breadth of the service provided through the Youth Innovation Grants and the E.U. Social Fund resources</p> <p>Details of the funding for the Welsh Immersion Units and EMTA service</p> <p>That the Consortium informs the Committee of its plans to undertake further areas of education work</p>	25 August	<p>Delivery plan is available</p> <p>Information was provided for the May Committee meeting</p> <p>Information provided to the May Committee meeting</p> <p>The consortium will keep the Committee informed</p>	No further action

<b>Committee date</b>	<b>Recipient</b>	<b>Subject</b>	<b>Response Required</b>	<b>Response date</b>	<b>Response received</b>	<b>Future Action</b>
17 May	Councillor Merry	Estyn inspection letter and Quarter 4 performance report	<p>A copy of the action plans covering the areas that the Estyn letter highlighted.</p> <p>Details of the plans to improve the admissions procedure across all schools.</p> <p>A copy and briefing on the Cardiff 2020 – Aiming for Excellence to be presented to the 14 June Committee meeting</p> <p>A breakdown, by number of reasons for pupils to be needs;</p> <p>A briefing and actions focussing on the “wider capped points score” and Level 2 threshold.</p>	13 July 2016	<p>Information presented to Committee</p> <p>Information provided</p> <p>Further information is provided in the letter</p>	Further monitoring is required

<b>Committee date</b>	<b>Recipient</b>	<b>Subject</b>	<b>Response Required</b>	<b>Response date</b>	<b>Response received</b>	<b>Future Action</b>
17 May 2016	Cllr Merry	Draft Cabinet report – Closure of Meadowbank School	The committee recommended that the school should remain open until specific additional information is obtained to help ensure that the Cabinet is provided with the full information to make a decision.  Committee also requested the numbers and cost of any “out of County” placements	8 July 2016	The information is noted, a further report will be presented to Committee in July	Review in July
17 May 2016	Cllr Merry	Call-in	No response required as the committee did not refer the decision back to Cabinet or Council	N/A	N/A	N/A
14 June 2016	Cllr Hinchey	Corporate safeguarding Board’s Annual Report	Requested an updated report later in the year  Amendments to the report suggested  A copy of the training video be provided for Members to view	No response yet		Continue to monitor

<b>Committee date</b>	<b>Recipient</b>	<b>Subject</b>	<b>Response Required</b>	<b>Response date</b>	<b>Response received</b>	<b>Future Action</b>
17 May 2016	Cllr Merry	Cardiff Youth Service and Cardiff 2020	<p>The Youth Service links with Ward Councillors</p> <p>resources provided to support the DofE in schools in special measures</p> <p>details of resources to support all 1222 pupils identified through VAP.</p> <p>Briefing on the youth work with young people with Mental Health issues,</p> <p>2020 Strategy with operational plans, and progress be presented regularly to Committee.</p> <p>Finally the Committee insists that in future all presentations and any additional information must be provided at the same time as the Agenda papers.</p>	19 July 2016	<p>A commitment to develop neighbourhood Youth Action Groups</p> <p>Youth Service and DofE Cymru will look to extend it to</p> <p>Information provided in the letter</p> <p>Paper will be provided in the autumn term</p> <p>A performance framework to underpin the Vision and Goals will be developed in the Autumn term The performance framework will be reported in December and will be followed up by regular performance updates throughout the year.</p>	Continue to monitor

Committee date	Recipient	Subject	Response Required	Response date	Response received	Future Action
11 July 2016	Cllr Sue Lent	The Social Services and Well-being (Wales) Act – Prevention Services	<p>Usage of the “Dewis Cymru” site, together with which elements were accessed most;</p> <p>Families first - A briefing on the potential loss of funding, and commissioning of new services, sometime in October 2016.</p> <p>How much Families First funding had been returned to the Welsh</p> <p>Amendments to the wording and contents of the Early Help Strategy</p> <p>Regular monitor and review the implementation, performance and outcomes of the Social Services and Wellbeing (Wales) Act throughout the next year.</p>	No response yet		

<b>Committee date</b>	<b>Recipient</b>	<b>Subject</b>	<b>Response Required</b>	<b>Response date</b>	<b>Response received</b>	<b>Future Action</b>
11 July 2016	Cllr Merry	Cabinet report – provision of speech and language difficulties and behavioural Emotional and Social Difficulties	<p>To promotion and support of the school services, to discourage any perceived blight around the future of Meadowbank School;</p> <p>An assessment of what benefits do the private facilities have that Meadowbank does not, and what can the School do to cater for these needs;</p> <p>Incorporate Members suggestions, in to the further review, namely:</p> <p>A review of the roll-out speech and language service, to determine whether there were improved outcomes for all pupils with speech and language difficulties.</p> <p>quantitative research to provide an analysis of the full spectrum of</p>	18 August 2016	<p>The council will work closely and supportively with Allensbank and Meadowbank School</p> <p>Pupils are place following either a tribunal ruling or legal advice reasons are complex and varied and not possible to specify</p> <p>Thank you for this suggestion. This will be taken into consideration</p> <p>Thank you for this suggestion. This will be taken into consideration</p>	No further action



			<p>pupil's needs, particularly highlighting those who were assessed as complex need (level 4 / 5).</p> <p>an assessment of the different models of support provided by other authorities and core Cities.</p> <p>a timetable for the completion of each element of the review with an estimated date for the Cabinet to approve the outcome of the review.</p> <p>Response to the questions raised by supporters of the school as attached to this letter.</p>		<p>Thank you for this suggestion. This will be taken into consideration</p> <p>Thank you for this suggestion. This will be taken into consideration</p> <p>A full response to each of the questions was included with the letter</p>	

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