THE CITY OF CARDIFF COUNCIL
CYNGOR DINAS CAERDYDD

AGENDA ITEM: 5

CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE

11 November 2014

Estyn Inspection Action Plan - Progress Monitoring report

Purpose of the Report

1.   The purpose of this report is to provide the Committee with an opportunity to receive an update on progress being made in implementation the actions to address the next set of recommendations from Estyn monitoring visit:

     (i)   Recommendation 2 - Reduce exclusions and reduce the proportion of young people who are not in education, employment or training post 16; and

     (ii) Recommendation 6 - Improve the scrutiny of local authority education service and partnership working.

Background

2.   As reported to Committee at its meeting in April 2104 the Estyn Monitoring Revisit letter revised the previous recommendations made by the Inspectorate, to bring about the necessary improvements in a timely manner. The letter sets out six new recommendations for the Council to address, namely:

     (i)   Raise standards, particularly at Key Stage 4;

     (ii)   Reduce exclusions and reduce the proportion of young people who are not in education, employment or training post 16;

     (iii) Make sure that the arrangements for delivering school improvement services challenge and support schools effectively, in order to improve standards for learners in all key stages;

     (iv)   Improve the effectiveness of joint planning across the range of partnership working;

     (v)   Improve performance management processes to ensure a consistent approach in delivering objective; and

(vi)   Improve the scrutiny of local authority education service and partnership working.

Estyn Monitoring Revisit Action Plan – Progress Monitoring

3.   The Action Plan sets out the key objectives to deliver the Estyn recommendations and is referenced to the objectives of the Education Development Plan. The plan has also been aligned with the Council's key planning frameworks relevant to Education.

4.   The implementation and delivery of the action plan's objectives are being rigorously monitored by the Education Improvement Group, the Education Development Board, the Cabinet and the Cardiff Partnership Board. In addition the Chief Executive has written to all staff, explaining that delivering a quality education for the children and young people of Cardiff is a major organisational priority. As well as setting out the many and varied positive developments taking place in schools the Chief Executive's message also acknowledged the challenges facing education in Cardiff.

5.   Estyn has indicated that they will undertake further monitoring visits on areas judged to be in need of significant improvement. In autumn 2015 they will review Recommendation 2 and 6. The rationale to be used during the monitoring visit is:

Recommendation 2

(i)   Nearly all of the 11 objectives stated, as per action plan, are to be achieved by December 2014

(ii)   All of the stated objectives will have been completed by the Spring 2015; and

(iii)   The LA will have two years of verified data available on exclusions and NEETs.

Recommendation 6

(i)   The one objective stated, as per action plan, will have been completed by August 2014; and

(ii) There should be sufficient evidence of the impact of the objective by Autumn Term 2015.

Issues

6. A commentary on the progress made in addressing recommendation 2 is attached at **Appendix A** and recommendation 6 at **Appendix B**.

Scope of Scrutiny

7. This monitoring report will enable Committee to review, assess and challenge the implementation of all actions and thereby the delivery of high quality education and improved outcomes for children and young people in Cardiff's Schools. Members may also wish to pass any comments, concerns or recommendations to the Cabinet Member and or Director of Education. At this meeting Committee can scrutinise:

    (i)   the progress being made to undertake each task identified to address each objective;
    (ii) the milestones and timescales for delivering the objectives;
    (iii) the resources available to deliver these commitments;
    (iv) the outputs and outcomes identified to evidence the success of the objective;
    (v)   any identified project risks and the appropriateness of the proposed countermeasure;
    (vi) the quality and analysis of the performance information presented to Committee;
    (vii) That the rationale set out by Estyn for their future monitoring visits will be achieved within the given timescale.

Partnership Scrutiny

8. It was reported to Committee in October that a key action for this Committee is to update the scrutiny and reporting protocol between the Cardiff Partnership Board's Scrutiny Panel and this Committee, however funding for the Scrutiny Officer support for the Cardiff Partnership Board's Scrutiny Panel was withdrawn earlier this year.

9.   The Council's Operational Manager for Scrutiny Services wrote to the Chair of this Committee in August 2014 to ask if, while the review of the Cardiff Partnership Board Scrutiny Panel was being progressed, the Children and Young People Scrutiny Committee would be prepared to ensure effective scrutiny of partnership issues relating to the delivery of services for children and young people in Cardiff, including Education.

10. As a result all future partnership work relating to children and young people will be presented to this Committee for scrutiny.

Way Forward

11. This report will enable Members to receive a copy of the progress report on those objectives identified for recommendations 2 and 6 from Estyn Inspection Monitoring Revisit, attached at **Appendix A & B**.

12. Councillor Julia Magill (Cabinet Member for Education and Skills), Nick Batchelar (Director of Education and Lifelong Learning), and Marie Rosenthal (County Clerk and Monitoring Officer) will make a presentation on progress being made to implement those actions to address Estyn recommendations 2 and 6, as well as the management and leadership proposals to address any areas of concern.

Legal Implications

13. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct legal implications. However, legal implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet will set out any legal implications arising from those recommendations. All decisions taken by or on behalf of the Council must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person

exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. Scrutiny Procedure Rules; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.

Financial Implications

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

RECOMMENDATION

The Committee is recommended to:

1. Note the progress being made to implement the objectives relevant to achieving recommendations 2 and 6. attached at **Appendix A & B;**
2. Identify any particular objectives for further detailed investigation;
3. Assess the quality and analysis of the performance information presented to Committee; and
4. Provide any comments or recommendations to the Cabinet Member for Education and Skills and the Director of Education and Lifelong Learning.

MARIE ROSENTHAL
County Clerk and Monitoring Officer
5 November 2014

Project Highlight Report

Appendix A

PROJECT DETAILS:			
Project Name:	R2a Reduce Exclusions	**Workstreams:**	S1.4 Reduce further the rates of exclusion from schools
This reporting period:	23 Sept – 4 Nov 2014	**Next Period:**	4 Nov – 2 Dec 2014
Project Executive:	Angela Kent, Head of Achievement & Inclusion		
Project Manager:	Phil Norton		
Project Stage:	☐ Start Up ☐ Planning / Initiation ☒ Delivery ☐ Closing		

PROJECT STATUS DASHBOARD

Previous	CURRENT	Future
☐ Red	☐ Red 0	☐ Red
☐ Red/Amber	☐ Red/Amber (11)	☐ Red/Amber
☐ Amber/Green	☐ Amber/Green (1)	☐ Amber/Green
☒ Green	☒ Green (4)	☒ Green

1. DECISIONS REQUIRED OF PROJECT BOARD:	REF:
1. None	

2. FINANCIAL NOTES / COMMENTS:

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3. PROJECT PROGRESS:

Achieved this reporting period:	Achievements due in the next reporting period:
▪	▪ Establish with CSC the protocol for Challenge Advisers to raise concerns about behaviour management in secondary school SIPs with BSS, enabling appropriate action to be taken. **Have met senior Challenge Advisors, agreed data to be used and arranged meeting 15.12.14 to agree next steps with all systems leaders.**
Not achieved this reporting period:	▪ Agree a new managed admissions protocol for Hard to Place pupils to improve speed of admission. **Revised plan sent to headteachers and to be agreed with Chairs of Governors.**
▪ Establish with CSC the protocol for Challenge Advisers to raise concerns about behaviour management in secondary school SIPs with BSS, enabling appropriate action to be taken. ▪ Agree a new managed admissions protocol for Hard to Place pupils to improve speed of admission.- **revised action in update to action plan**	

4. KEY PROJECT MILESTONES:

Ref:	Key Milestone	Baseline Delivery Date	RAG Status	Projected Delivery Date	Comments
	Governance arrangements agreed	July 2014	G		Consultation meetings arranged and headteacher meeting held
	Formal agreement with training providers established.	Sept 2014	G		Being progressed for Sept 2014
	Additional capacity at PRU	June 2014	G		Complete
	Increase in provision for girls	Sept 2015	G		
	Increased capacity at KS 1 and KS2	Sept 2015	G		

5. NEW / SIGNIFICANT CURRENT PROJECT ISSUES:

Issue Ref	Date Raised	Issue Description	Inherent Status	Countermeasure(s)/Contingency	Controlled Status	Issue Owner
	10-07-14	Agreement of new Hard to Place Protocol		Currently reviewing options		

6. NEW / SIGNIFICANT CURRENT PROJECT RISKS:

Risk Ref	Date Raised	Risk Description	Inherent Status	Countermeasure(s)/Contingency	Controlled Status	Risk Owner
		None				

7. PROJECT MANAGER COMMENTS:

The lack of agreement on a new managed admissions protocol for Hard to Place pupils to improve speed of admission is a concern.

8. APPROVAL / SIGN-OFF:

Date approved by Project Board:	

Project Highlight Report
Appendix A

PROJECT DETAILS:

Project Name:	R2b Reduce the proportion of young people who are not in education, employment or training post 16	**Workstreams:**	S1.5 Improve entry to education, employment, training (EET) (R2b)
This reporting period:	23 Sept – 4 Nov 2014	**Next Period:**	4 Nov – 2 Dec 2014
Project Executive:	Sarah McGill		
Project Manager:	Simon Morris		
Project Stage:	☐ Start Up ☐ Planning / Initiation ☒ Delivery ☐ Closing		

PROJECT STATUS DASHBOARD

Previous	CURRENT	Future
☐ Red	☐ Red	☐ Red
☐ Red/Amber	☐ Red/Amber	☐ Red/Amber
☐ Amber/Green	☒ Amber/Green	☒ Amber/Green
☐ Green	☐ Green	☐ Green

1. DECISIONS REQUIRED OF PROJECT BOARD: **REF:**

1. None

2. FINANCIAL NOTES / COMMENTS:

Lead Worker posts budget only secure in financial year 2014/15.
ESF funding available again a Youth Engagements Priority – currently exploring options to submit a funding application with other ESF Competitive authorities.

3. PROJECT PROGRESS:

Achieved this reporting period:	Achievements due in the next reporting period:
▪ Actions for this period have been completed, including; establishing neighbourhood panels, agreement of data sharing arrangements, development of monitoring framework and the development of the lead worker role.	▪

Not achieved this reporting period:

▪ Identifying young people with additional support needs. This will be undertaken as part of the VAP from September 2014

4. KEY PROJECT MILESTONES:

Ref:	Key Milestone	Baseline Delivery Date	RAG Status	Projected Delivery Date	Comments
	Vulnerability Assessment Profile embedded in all secondary schools	Sept 2014	G	Sept 2014	Implemented and operational in all secondary schools by September 2014, data will be reported 3 times annually
	Multi-Agency Neighbourhood Partnership Panels established and operational	2014	G	2014	Multi-agency Neighbourhood Panels have been established across Cardiff
	Every secondary school in Cardiff partnered with a leading business	2014	A/G	July 2014	Arrangements made to meet with major employers to discuss engagement in school governance arrangements.
	Tracking at post 18 established	2015	R	September 2016	No progress to date. Remit of 19-24 Task and Finish group, to be established. Welsh Government to take the lead on this on a regional basis.
	Youth Guarantee rolled out to all year 11 pupils in Cardiff.	2015	A/G	October 2016	This is subject to the success of the pilot with Careers Wales to be able to ensure the systems are in place to manage the youth guarantee nationally. A report as to the success of the pilot to be published in November 2014 but initial mapping undertaken, data available and broken down into a Neighbourhood Partnership area.

5. NEW / SIGNIFICANT CURRENT PROJECT ISSUES:

Issue Ref	Date Raised	Issue Description	Inherent Status	Countermeasure(s)/Contingency	Controlled Status	Issue Owner
		Lack of access to appropriate post 16 provision and tracking post 18 for identified groups with specific needs e.g. ESOL, ALN.		Proposal being put to Directors in November to formalise the process to address the lack of appropriate provision in Cardiff to meet the demand at a Tier 2.		

6. NEW / SIGNIFICANT CURRENT PROJECT RISKS:

Risk Ref	Date Raised	Risk Description	Inherent Status	Countermeasure(s)/Contingency	Controlled Status	Risk Owner
		None				

7. PROJECT MANAGER COMMENTS:

8. APPROVAL / SIGN-OFF:

Date approved by Project Board:

Project Highlight Report

Appendix B

PROJECT DETAILS:				
Project Name:	R6 Improve the scrutiny of local authority education services and partnership working	**Workstreams:**	S3.1 Improve performance management processes	
This reporting period:	23 Sept – 4 Nov 2014	**Next Period:**	4 Nov – 2 Dec 2014	
Project Executive:	**Marie Rosenthal**			
Project Manager:	**Paul Keeping**			
Project Stage:	☐ Start Up ☐ Planning / Initiation ☒ Delivery ☐ Closing			

PROJECT STATUS DASHBOARD

Previous	CURRENT	Future
☐ Red	☐ Red	☐ Red
☐ Red/Amber	☒ Red/Amber	☐ Red/Amber
☐ Amber/Green	☐ Amber/Green	☐ Amber/Green
☐ Green	☐ Green	☒ Green

1. DECISIONS REQUIRED OF PROJECT BOARD:

REF:

1. Note progress

2. FINANCIAL NOTES / COMMENTS:

Not applicable

3. PROJECT PROGRESS:

Achieved this reporting period:	Achievements due in the next reporting period:
▪ Committee agreed work programme at May meeting ▪ Draft protocol discussed by officers	▪ Detailed work programme agreed at Sept committee meeting ▪ Training proposal agreed, to be developed with officers ▪ Alternative model agreed following cancelation of support for scrutiny panel

Not achieved this reporting period:

4. KEY PROJECT MILESTONES:

Ref:	Key Milestone	Baseline Delivery Date	RAG Status	Projected Delivery Date	Comments
	Joint Scrutiny Protocol Published	2014	A/G	9/2014	Partnership scrutiny panel's funding has been withdrawn. No further meetings have been arranged
	Scrutiny Committee Work Programme agreed	2014	A/G	9/2014	Work programme agreed at September meeting
	Training Programme for Scrutiny Committee Members delivered	2015	A/G	03/15	Work programme report agreed to develop options for training as part of the work programme

5. NEW / SIGNIFICANT CURRENT PROJECT ISSUES:

Issue Ref	Date Raised	Issue Description	Inherent Status	Countermeasure(s)/Contingency	Controlled Status	Issue Owner

6. NEW / SIGNIFICANT CURRENT PROJECT RISKS:

Risk Ref	Date Raised	Risk Description	Inherent Status	Countermeasure(s)/Contingency	Controlled Status	Risk Owner
6.1.2	11.06	Pending a Review of Partnership scrutiny at Cardiff	R/A	Each Scrutiny Committee takes responsibility for their own partnership programme in "What Matter" with PRAP having an overview.	A/G	MR

7. PROJECT MANAGER COMMENTS:

All actions are on target.

8. APPROVAL / SIGN-OFF:

Date approved by Project Board:

Cardiff Local Authority

Review of progress in addressing Estyn recommendations October 2014

Recommendation 2

Reduce exclusions and reduce the proportion of young people who are not in education, employment or training post-16

What has been done?

Action has focused on:

- Developing provision within schools at step 3 (in-school inclusion facility, nurture provision, "withdrawal" support) and step 4 (alternative appropriate curriculum, usually off-site)

- Identifying young people most at risk of disengagement through the implementation of the Vulnerability Assessment Profiling tool

- Developing and deploying targeted support through the role of 'lead worker' focusing on pupils most at risk of becoming NEET

What has improved?

There have been improvements in nearly all performance indicators, the exceptions being the proportion of pupils leaving school without a qualification and the number of fixed term exclusions in secondary schools per 1000 pupils for 5 days or fewer.

What more needs to be done?

Improve the quality of provision in schools for steps 3 and 4. This should then lead to a further reduction in the number of fixed term exclusions in secondary schools of 5 days or fewer.

Strengthen the accountability of interventions and provision through more rigorous tracking of pupils' progress and engagement. Ensure appropriate, education, training and re-engagement provision are in place, especially for vulnerable learners.

Strengthen employer engagement with the new Welsh Baccalaureate and assist them in offering opportunities to pupils that support the four "challenges" (community, individual project, global citizenship, enterprise and employability).

Recommendation 6

Improve the scrutiny of local authority education services and partnership working

What has been done?

- The quality of reporting to the Children and Young People's Scrutiny Committee on school performance has improved with better analysis and clearer more up to date and evaluative information. There is a more detailed exchange of letters between the Committee Chair and the Cabinet member following each meeting.

- A revised arrangement is now in place for the Children and Young People Scrutiny Committee to take full responsibility for scrutinising educational performance and partnership activity. The Managing Director of the Consortium now attends the Committee on a regular basis to report on the performance of the education service.

- The Committee's forward work programme has been published for 2014/15 showing a clear focus on school performance.

- A programme of training and development activities has been established for the Children and Young People's Scrutiny committee covering educational performance, analysis and assessment linking to best practice with education scrutiny elsewhere in the UK.

- A programme has been agreed to scrutinise the Education Directorate's delivery of its Monitoring Review Action Plan which addresses Estyn's recommendations to improve educational performance in Cardiff schools.

What has been improved?

- Improved analysis and evaluation in reports has strengthened the quality of enquiry at Committee.

- There is a clear focus in the Committee Forward Plan on educational attainment.

- A revised approach to the scrutiny of partnership working has been established which clarifies the role of the Children and Young People's Scrutiny Committee

What more needs to be done?

- Learning from education scrutiny conducted across the core cities network will form part of a Phase 2 training session

- A cross service Scrutiny Improvement Study will be conducted between October 2014 and April 2015 which will seek to gain a shared understanding of the effectiveness and relevance of current scrutiny arrangements in Cardiff against a range of criteria agreed by scrutiny practitioners across Wales, and governed through the Centre for Public Scrutiny.

- Continuing to embed the new education collaborative and partnership scrutiny work and ensure that Scrutiny Chairs come together to form an overview of partnership working.

Nick Batchelar
Director of Education and Lifelong Learning