

Performance management

Appendix 1

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Current position

- This presentation and report will include :
- The 6 month update on the Corporate Wellbeing Plan, Wellbeing Objective 1 (WBO 1) Improve Education Opportunities for All 2019-20
- The full year position for the Education Service Improvement Plan 2019
- The progress of the five themes for Shared Ambitions Strategy
- The Wellbeing Objective actions are in the Education Service Improvement Plan and Shared Ambitions Strategy to ensure a focussed and coordinated response to actions areas identified
- Of the 29 action areas in WBO 1 2018-2023, 4 have already been completed and the others are making good progress
- Action area 8 – sustainable safeguarding training is now complete

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Education Service Improvement Plan

- **Standards** - Improve outcomes for all learners particularly those within Key Stage 3 and 4;
- **Attendance** - Increase the percentage of pupil attendance across primary and secondary schools in order to maximise pupils' learning;
- **Early Years/Youth/ Adult Learning** - Reduce the impact of poverty upon communities;
- **21st Century Schools** - Transform educational opportunities for learners by delivery of fit for purpose;

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Education Service Improvement Plan

- **Inclusion** - Improve provision and outcomes for vulnerable groups;
- **Inclusion** - Reduce the rates of exclusions, therefore impacting upon pupil attainment and outcomes;
- **Inclusion** - Secure excellence in learner well-being;
- **Inclusion** - Ensure that the LA is fully compliant with the ALN Act.

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Action area 1: Aim to reduce the impact of poverty in the Early Years

- 1914 cumulative applications for Childcare Offer supporting 1096 children in funded placements at August 2019 saving families on average £250k per month (£265k in October 2019)
- There were 2410 children aged 0-3 on health visitor caseloads as at 31st August as well as 48 children in FS Outreach although the birth rate has dropped and so under cap of 2483
- 46 children with additional needs aged 2-3years were in Assisted or Supported Placements at August 2019 which is half the target number for the year

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Action area 2: Raise Standards of Attainment

Caerphilly LA Primary Schools (September 2018 – August 2019) 9 schools	Secondary Schools including 3-18 and special schools (September 2018 – August 2019) 3 schools	Non Maintained Settings (September 2018 – August 2019) 1 setting
IA1 – Standards		
Excellent – 22.2% Good – 77.8% Adequate – 0% Unsatisfactory – 0%	Excellent – 33% Good – 33% Adequate – 33% Unsatisfactory – 0%	Excellent – 0% Good – 100% Adequate – 0% Unsatisfactory – 0%

Action area 2: Raise Standards of Attainment

Other issues of note re. standards (up to end of August 2019)

- Bedwas High removed from special measures (March 2019)
- Llanfabon Infants removed from significant improvement (April 2019)
- Ysgol Cwm Rhymni placed in significant improvement (February 2019)
- Islwyn High placed in Estyn Review (October 2018)
- Pentwymnawr Primary placed in Estyn Review (July 2018)
- Phillipstown Primary removed from Estyn Review (November 2018)

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Action area 2: Raise Standards of Attainment – attendance

- The revised LA strategy for improving pupil attendance continues to be effective.
- Secondary attendance has improved by 0.7% over the last 3 years, and for 2018-19 improved from 93.4% to 94.0%. Persistent absenteeism at secondary school has also decreased by 1.2% over the last 3 years.
- Primary Schools have also shown an increase of 0.2% from 94.5% to 94.7%.

Action area 2: Raise Standards of Attainment – Exclusions

- Reduction in number of days lost at secondary and primary
- Sharper focus at senior level in schools
- Revised managed move protocol

- Next steps:
 - Reduction in secondary permanent exclusions
 - Revised process
 - Support and early intervention

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Action area 3: Reduce impact of poverty on attainment for both vocational and non-vocational qualifications to provide equality of opportunity

- The Free School Meals Strategy has increased the focus on vulnerable learners
- Youth Work reconfiguration pilot is having initial successes
- 14,924 young people have engaged in the youth service during 18-19 which is an increase on previous years
- 64% of those young people registered in 2018-19 achieved local accreditation
- 8,220 local accreditations were achieved in 2018-19, an increase on previous years

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Action area 4: Support those who do not follow a traditional attainment path – vulnerable learners

- Provision
 - Head of CVL appointed
 - Progress in aligning provision for tuition
 - Developing a cohesive approach to provision
 - Putting needs of the learner at the centre of all decision making
 - Continuing to ensure that needs are at the forefront of decision making
- Wellbeing
 - Securing funding from WG
 - Development of a range of interventions to support emotional wellbeing
 - Support from Healthy schools NQA scheme / curriculum development
 - Work with youth service regarding bullying
 - Next steps: robust evaluation

Action area 4: Support those who do not follow a traditional attainment path – Compliance with the ALN Act

- Progress against regional transformation plan
- Development of processes and procedures
- Work in early years

- Next steps: Developing services to meet requirements

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Action area 5: Support learning that enables young and adult employment opportunities

- 111 participants in Bridges Into Work and 78 in Inspire 2 Work have entered employment
- 296 participants achieving qualifications through Working Skills for Adults.
- All are above their targets

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Action area 6: Improve digital skills for all ages

- Working with Welsh Government, LA and schools to develop the IT infrastructure needed to enable digital literacy
- Libraries continue to deliver digital literacy projects

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Action area 7: Improve the learning environment – Transform educational opportunities for learners

Band A

£56.5 million

Completed Projects

Islwyn High School, YG Cwm Rhymni – Y Gwyndy Campus , Idris Davies School 3-18, Newbridge School Extension, Blackwood Comprehensive Dining Hall Extension and 3G Pitch, Trinity Fields Improvements

Band B

£78 million Capital
£32 million MIM

In Progress: Phase 1 Projects

Ysgol Gymraeg Cwm Gwyddon
Trinity Fields

6th Form Review / Single Sex / Surplus Places

- Board established - 3 workshops
- Short term – 2 formal collaborative partnerships
- Long term options

WG Grants

Welsh Medium	£6.8 million
Childcare Offer	£5.1 million
Community Hubs	£755k
Capital Maintenance	£2.4m

LA

Education Capital Programme £1.4m

Pupil Voice

Post Occupancy Evaluations

Shared Ambitions

- Implement an accredited comprehensive development programme to strengthen senior leadership resilience and capacity to lead change as well as improve the clarity of communication across the school.

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Shared Ambitions

- Support schools and the families of learners to meet the needs of pupils, particularly those most vulnerable.

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Shared Ambitions

- Equip leaders at all levels to improve self-evaluation, planning and resource management to ensure a positive impact on outcomes.

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Shared Ambitions

- Equip governors to effectively challenge the school to improve at pace and scale.

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Shared Ambitions

- Drive effective transition practices so that learners have consistent, high quality experiences and can achieve ambitious targets set at every stage of their development.

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