

DIRECTORATE OF EDUCATION

JCC MEETING – SCHOOLS

9th February 2017

PRESENT:	
Keri Cole	Chief Education Officer
Lisa Haile	HR Manager
Sue Richards	Principal Finance Officer
Mererid Lewis Davies	UCAC
Pamela Ireland	NUT
Neil Funnell	GMB
Juan Antonia-Garcia	UNISON
Ravi Pawar	ASCL
APOLOGIES	
Gary Enright	UNISON
NOT IN ATTENDANCE:	UNITE (no apologies received) ATL and NAHT (no representative at this time)

AGEND A ITEM NO:	DISCUSSION / DECISION	ACTION BY/DATE
1	Welcome and Apologies Keri Cole (KC) welcomed everyone to the meeting and thanked all for attending.	
2	Minutes of the previous meeting 09.11.16 Were agreed.	
3	Matters arising from the previous minutes No matters arising.	
4	Workforce Planning Exercise Schools Update The Council's Corporate Management Team have once again given their approval for the Education HR Team to seek applications from permanent schools staff who are eligible (i.e. aged 55 or more) and wish to access their pension on a non-actuarially reduced pension benefit basis under the teacher's pension and local government pension schemes. A number of headteachers have been anxious to receive this communication to share with their staff. The	

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	<p>communication went to all headteachers and deputy headteachers on the 27th January 2017. Those who are aged 55 or over and who wish to access their pension on a non-actuarially reduced basis have until the 17th February 2017 to express an interest.</p> <p>The rationale for the end date is to focus staff and heads on this opportunity and to encourage crossmatch opportunities for those who are at risk.</p> <p><u>Schools that are required to review their permanent staffing levels due to a projected budget deficit this time are:</u></p> <p>St Helens Primary School Hendre Infants School Machen Primary School St Martins Comprehensive School</p> <p>St Helens Primary School is at the stage of requesting volunteers for redundancy/VER/Redeployment. Two teaching staff and two teaching support staff have been confirmed at risk. A number of volunteers have come forward and it will be known by the end of this week, how many of those volunteers are firm in their intention.</p> <p>St Martins Comprehensive School is also at the stage of requesting volunteers for redundancy/VER/redeployment. 1.5 teaching positions have been confirmed at risk and 13 support staff positions. 13 support staff positions' does not mean 13 people. The school has advised staff and the unions that it does have capacity in its support staff structure to lose this number of posts from the structure. A number of volunteers have come forward.</p> <p>Machen – are looking at Point 7/Point 8 of a teacher and hope that this can be met via requests for reduction in hours.</p> <p>Hendre – are looking at 2 teaching assistants - Exploring a number of staffing options and also hope that this can be met via requests for reduction in hours.</p> <p>NF asked if Inclusion Services staff were included in the exercise.</p> <p>LH confirmed that they had not been included in this exercise. There had been no suggestion of redundancies being made in Inclusion Services at this stage.</p> <p>MLD asked if a staffing structure had been carried out.</p>	

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	<p>LH confirmed curriculum statements had been presented and in the case of St. Martin's, a new support staff structure had been proposed for governors' consideration. Governors however will exhaust the volunteer position and will review how this might impact the proposed structure before presenting a new structure for the staff to consider.</p>	
5	<p>Hexagon Update</p> <p>KC stated:</p> <p>Our priorities within Education are Safeguarding, MTFP and Workforce Development which will be included in the next version of the Service Improvement Plan.</p> <p>School attendance at Primary level has improved and Schools in Caerphilly have moved from 19th place to joint 16th. KC warned that the differential between percentage points is so small here that our improved position cannot be considered secure.</p> <p>KC advised, we need to radically improve our ranking position but attendance remains an issue that most of our schools continue to grapple with. We are working with headteachers on this matter and we are co-constructing ways forward.</p>	
6	<p>Newbridge SRB Base</p> <p>JE confirmed that the consultation on the proposal to close the specialist resource base for pupils with behavioural, emotional and social difficulties had commenced.</p> <p>TU representatives will have received a copy of the consultation document and the list of consultees are clearly stated therein.</p> <p>There are tight timescales surrounding this process and all parts of the process will be scrutinised.</p> <p>The request to close the base has come from school and there are numerous and significant paragraphs in the consultation document referring to this position.</p> <p>The Authority in response to the position of the School are looking for relevant alternatives for the pupils who are affected by this. It is acknowledged in this regard that movement can be disruptive to pupils. The intention is to limit and negate this disruption to the pupil as far as possible.</p>	

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	<p>KC confirmed that the Service is considering a number of options to increase provision for pupils who would otherwise be placed at a base or in some alternative education provision other than at School (EOTAS). This includes looking at ‘through ages’ education across our resource base provision.</p> <p>In addition to this, the service is mindful that there are far more complex needs in existence at our resource bases now and that current provision provides limited opportunity for particular and individual activity in some instances.</p> <p>The question was asked, how are pupils allocated to a base/receive ALN support? JE replied:</p> <p>At the moment head teachers can apply for support for a child. A panel will agree if the child meets the relevant threshold for placement or not.</p> <p>KC confirmed that the ALN budget is hugely overspent. Demands consistently exceed the budget. Some schools have no support while others might have 25 pupils requiring support.</p> <p>It is furthermore looking highly unlikely that any school will come forward to host a base for children with challenging behaviour and that there is a real need in the Service to find suitable alternatives. Out of County provision can run into tens of thousands of pounds for one child. This is a problem shared by all other authorities.</p> <p>The Authority is investing in alternative support and longer term solutions are being explored. At the moment some of our best options are to expand the Learning Centre, PRUs. For example: Heolddu and Lewis Pengam now have integrated Learning Pathway Centres. It is hoped that these will be successful and more are planned.</p> <p>RP highlighted that there was talk of 3 centres in the beginning?</p> <p>KC replied that we have recruited a 3rd teacher in charge to run the 3rd Centre that is being progressed with Owain Ap Dafydd’s support at YG Cwm Rhymni.</p> <p>JG stated a lot of these children are allocated to support staff who appear to be struggling. There seems to be more children with challenging behaviour and more complex needs. Union concern is growing for the individuals who are finding it more and more difficult to</p>	

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	<p>cope with these needs.</p> <p>KC agreed that the number of pupils with complex needs had grown and that parental choice supports parents to make decisions for their children and elect education settings that we would not have necessarily chosen for them. We have acknowledged this position and are working very closely with our experts to provide relevant training, mentorship and support. For example: The expertise at Trinity Fields School is spreading far and wide.</p> <p>RP advised that challenging behaviour can take on a number of forms and that drugs have had a huge impact on attendance and behaviour. A poll undertaken at School highlighted 25% of Year 11 children had taken a banned drug in the last week. The national average is 12¹/₂%.</p> <p>MLD asked what about Welsh Medium provision?</p> <p>KC responded that there is a base at Y G Cwm Rhymini and Cwm Derwen (Primary) for complex needs.</p> <p>MLD asked what about behaviour?</p> <p>KC confirmed a nurture group is to be developed in YG Cwm Rhymini.</p>	
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7	<p>Cwmcarn High School</p> <p>At the beginning of the year, we have 18 teaching staff and 11 support staff who remain at School.</p> <p>89 pupils will still be in the school at the point of closure.</p> <p>Of the staff remaining at the School, we know that 3 senior staff, 7 middle leaders, 6 teachers, 3 administrative staff and 1 caretaker seek further employment.</p> <p>1 teacher has secured a job out of County and will be leaving at Easter.</p> <p>A number of crossmatch discussions are ongoing. KC has met with the SLT recently to assure them that we will be seeking crossmatch opportunities/placements for them in the lead up to Easter.</p> <p>PI asked when KC will be meeting with the rest of the staff?</p> <p>KC replied she was scheduled to meet with them on the</p>	

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	<p>21st March.</p> <p>LH and KC agreed that they will be meeting the staff regularly as and when they have information to share with them and at their direct requests where appropriate to do so.</p> <p>SR confirmed that a full consultation process is required under Section 80 of the Schools Standards and Organisation (Wales) Act 2013. To our knowledge, this is the first time this Code/Section has been activated. The first of its type in the UK.</p> <p>KC confirmed that our schools within the area are full. Surplus places eradicated almost overnight.</p> <p>SR stated that in the longer term there will be room for all in catchment but in the short term, space is an issue.</p> <p>KC stated there will be more offers to cross match and that collaboration from headteachers has been amazing. Schools are really engaging in providing opportunities for the staff at risk where they can.</p> <p>PI stated that staff were 'demoralised' at the moment. Communication in school was potentially the worst she has ever come across.</p> <p>KC advised that up to now we have met staff all together but we could do surgeries if it would help.</p> <p>LH stated we would be in a better position to update staff in March but would answer any 1:1 requests in the interim.</p> <p>PI asked if all headteachers were updated with the information re Cwmcarn.</p> <p>LH replied that communications to Headteachers will continue. All staff profiles have been circulated to Caerphilly headteachers and wider SEWC with the support of the EAS.</p> <p>RP confirmed that Blackwood had taken some staff from Cwmcarn recently and that he would contact the headteacher if any more of his staff were leaving so that the staff from Cwmcarn could apply.</p> <p>SR confirmed that the school is due to close on 11 October 2018.</p>	<p>LH and KC to meet the staff at Cwmcarn in March 2017 and regularly as appropriate thereafter</p>

